JOB DESCRIPTION

JOB TITLE	Speech and Language Therapist
EMPLOYER	University of Brighton Academies Trust
LOCATION (Academy)	Hollington Primary Academy
SALARY	Single Status Grade 9, point 23-25 - £25,720-£27,784 pa pro rota(equivalent to NHS Grade 5)
RESPONSIBLE TO	Principal
RESPONSIBLE FOR	N/A
MAIN PURPOSE OF THE JOB	To provide assessment, diagnosis and intervention to children referred for speech and language therapy including information to school staff, parents, carers and other professionals as appropriate. To line manage Speech and Language intervention support staff team over two schools

MAIN TASKS / KEY RESPONSIBILITIES	
1	To be accountable for the impact of Speech and Language interventions across the academy and be responsible for: • analysing referred children's speech and language needs and providing both intervention and training others to provide intervention • monitoring outcomes of programmes and adjusting as necessary. • monitoring quality of input by support staff and offering feedback and support • liaison with parents / carers and other agencies as appropriate. • data collection and analysis • a caseload and take responsibility for maintaining own records • area and equipment • following all school policies
2	To be accountable for outcomes relating to the impact of Speech and Language work with the caseload of pupils
3	To liaise with other agencies as appropriate and take part in regular SEND Strategy Meetings
4	To conduct appraisal, in conjunction with the SENCO, for all the staff in the Speech and Language team, using each school's own documentation. This includes setting professional development targets and holding KIT meetings with staff.
5	To contribute to discussion on planning caseloads efficiently and effectively

6	To be aware of policies, professional standards and requirements across the academy and work in line with policy
7	To support planning teams in developing S&L programmes as part of the curriculum and to attend and support multi agency meetings at the school
8	To work as an autonomous practitioner providing assessment, diagnosis and management to children and young people with communication disorders ▪ To monitor outcomes for groups of pupils across the school and support Pupil Progress Meetings and Provision Mapping as appropriate. ▪ To raise the profile of Speech and Language across the academy.. ▪
9	To provide specific language / communication targets to be incorporated into a pupil's additional needs plan
10	To design and implement individual specialist therapy programmes and evaluate outcomes
11	To provide differential diagnosis of the nature of the speech, language and/or communication impairment; giving information on the extent and impact of the difficulty, taking account of the level of understanding and acceptance of parents and staff
12	To improve outcomes for children with Speech and Language difficulties and support these children to narrow the gap in attainment. To participate in, and support Pupil Progress Meetings and contribute to Provision Mapping as appropriate.
13	To work independently accessing supervision within an individual performance management framework drawn up centrally by the academy
14	To demonstrate skills in dealing with issues associated with caseload management, and escalating issues where necessary
15	To contribute in a timely fashion to the process of assessment and review for Education, Health and Care Plans (EHCP), providing reports and attending multi-disciplinary meetings as required
16	To develop effective relationships with all stakeholders
17	To work in collaboration with your colleagues to ensure the delivery of a high quality, safe and compassionate healthcare
18	To contribute to supervision and training of SaLTAs
19	To provide assessments and reports, attend meetings in accordance with National guidelines for children with SEN especially at transition between key stages
20	To participate in regular action plan meetings with Line Managers.
21	To access second opinions when needed
22	To access induction and in-service training sessions as decided with Line Managers.
23	To work across the academy to raise the profile of Speech and Language
24	To make available reports on the impact of the role as appropriate and directed by the Principal and present reports as requested to the Governing Body
25	To follow the Royal College of Speech and Language Therapists and Health Professional Council policies and professional codes of conduct

This Job Description is correct at the time of print and gives the main responsibilities and tasks of the role. These may however be changed or added to as appropriate.

There may also be the need for staff to undertake additional duties from time to time, appropriate to the level of the post. Should these additional tasks become a frequent part of the role, the job description will be revised through consultation with the post holder.

Date: June 2019

Additional Information
• All Support Staff posts within the Academy are subject to a one year probationary period. • This post is subject to a Disclosure and Barring Services (DBS) check. • This post is exempt from the Rehabilitation of Offenders Act (1974) – applicants must be prepared to disclose all criminal convictions and cautions including those that would otherwise be spent under the Act.
The University of Brighton Academies Trust is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment.

PERSON SPECIFICATION

EDUCATION AND QUALIFICATIONS

- Recognised Speech & Language Therapist degree level qualification or equivalent
- Registration with Health and Care Profession Council
- Member of Royal College of Speech & Language Therapists

KNOWLEDGE AND EXPERIENCE

- Application of the SLT assessment and intervention process
- Evidence of CPD
- Knowledge of professional standards and code of conduct and their application in practice
- Knowledge of a range of assessment tools and appropriate therapeutic interventions
- Knowledge of current evidenced based practice and application to practice
- Clear understanding of the role of S&L Therapy within the wider context of an individuals' health, social, emotional and community needs
- Working knowledge of standards of record keeping
- Working knowledge of safeguarding issues/policies
- Knowledge of relevant networks/links
- Able to use local prioritisation systems with own caseload.
- Knowledge of RCSLT, HPC and HCT clinical policies.
- Training and presentation experience
- Supervision of support staff

KEY SKILLS AND ABILITIES

- Ability to work single handedly with individual and in groups
- Excellent interpersonal skills – including observation, listening and empathy skills
- Highly developed non-verbal communication skills
- Good group work skills
- Ability to be able to supervise and delegate appropriate work to S&L assistants
- Ability to work as part of a team
- Proven skills in prioritising and being flexible and adaptable to meeting competing prioritities
- Good organisational skills, both written and verbal
- Negotiation and problem solving skills

Competent in use of ICT

PERSONAL ATTRIBUTES

- To be flexible to the demands of the workload including work patterns and deadlines

- Good interpersonal skills
- Good hearing and clear speech
- Able to work independently and to solve problems
- Able to work to pre-agreed time scales