

# Job description

## Job title

Senior Speech & Language Therapist

## Hours

22.5 hours worked over 41 weeks per year

## Contract

Permanent – Term Time

## Role profile and grade

TCS40A – Grade 4

## Salary

£21,488 (pro-rated to working hours and weeks)  
£39,327 rising to £42,426 (full time equivalent)

## Location

Clinical Services

## Reports to

Speech & Language Therapy Team Lead

## Type of DBS required

Full enhanced through both Child & Adult Barred Lists (We will apply for this on your behalf.)

## Job purpose

## Nature of the post

The postholder will join our multidisciplinary Clinical Service team comprising Speech & Language Therapists; Occupational Therapists; Specialist Teachers; PBS practitioners; Applied Psychology and Sleep Specialists.

As a member of our outreach therapy team the postholder will work in special school settings with pupils who have a range of complex learning needs including autism, and those with profound and multiple learning needs.

You will work collaboratively with colleagues, families and external professionals to meet the needs of the young people we support. Safeguarding children and vulnerable people is a priority for all employees.

## **Nature of the post**

The post-holder will have experience of working in an educational setting and of delivering a therapy service at Universal, Targeted and Specialist level, ensuring that the needs of pupil, staff and school are considered and met. The postholder will work flexibly and in line with the agreement set out in Service Level Agreements/Contracts with schools and Local Authorities.

The postholder will work collaboratively with teaching and support staff in school to ensure that universal strategies are in place and encouraging shared responsibility for supporting the communication needs of all students across the school day. The postholder will deliver targeted interventions to groups and individual pupils, with training and coaching for staff as required. They will provide assessment, intervention and monitoring of speech, language and communication skills for the school cohort and provide written reports and guidance to support Annual Reviews and EHCP recommendations.

The postholder will attend and participate in staff meetings, supervision, training, INSET days and annual appraisals. The postholder will be expected to support the ethos of the wider Clinical Services and the Together Trust. In respect of the general responsibilities as an employee of the Together Trust, the post-holder will be required to:

- Promote a positive image of the service and the Trust at all times.
- Be aware of and follow the relevant policies and procedures.
- Maintain confidentiality for all areas of the post.
- Take responsibility for the promotion of safeguarding and the welfare of children and young people for whom she/he is responsible.

- Co-operate with all Together Trust staff in maintaining harmonious interpersonal relations.
- Perform any duties as may reasonably be required by the Trust, or as requested by the post-holder's line manager and other senior managers.

## Key responsibilities

- Manage a clinical caseload of students, working in collaboration with teachers, class teams and the wider MDT.
- Support students' communication skills across the school and learning environment; delivering indirect and direct interventions, whether individually or in small groups.
- Assess, monitor and record students' progress with respect to their development in all areas of speech, language and communication.
- Liaise with parents, families and carers, and advise on issues relating to the development of speech, language and other communication skills.
- Participate in the evaluation and development of the service provided by the school's therapy team.
- Contribute to the development, co-ordination and delivery of the speech and language therapy service.
- Provide clinical supervision to more junior SaLT colleagues, Therapy Assistants and Therapy service volunteers as required.
- Contribute to the planning and delivery of training to colleagues across the whole school as required.
- Assist in the process of monitoring, evaluating and recording pupil's progress.
- Provide assessment reports and intervention plans for individual pupils.

- Maintain clinical records in line with school policy and HCPC guidelines.
- Contribute to individual risk assessments and pupil support plans.
- Complete such forms and paperwork as may be required by Trust and Clinical Service policies and procedures.
- Ensure clinical practice is up to date and based on agreed best clinical practice and evidence base. Participate in relevant education/training opportunities, read and critically appraise research articles in professional journals and utilise audit and research in daily practice.
- Establish/maintain internal and external networks in order to maintain good standards of practice, embrace new profession and clinical initiatives for the service and enhance job satisfaction.
- Maintain personal CPD portfolio in order to meet RCSLT & HCPC registration requirements.
- Undertake relevant Together Trust mandatory training and to ensure that training is refreshed at the required intervals.

*This job description reflects the current requirements of the post. As duties and responsibilities change and develop, the job description will be reviewed and amended subject to consultation with the post-holder*

### Other responsibilities

- Actively engage with the Together Trust's vision, mission and values.
- Commit to promoting equality, diversity and inclusion.

## Person specification

You will need demonstrate the extent that you have the necessary requirements for this role. Please use examples in your application how you match the criteria in the person specification and your experience of the responsibilities outlined for the role.

	Essential	Desirable
Education, qualifications and training	<p>Degree in speech and language therapy.</p> <p>Current registration with RCSLT and the Health Care Professions Council (HCPC).</p> <p>Evidence of recent relevant professional development.</p> <p>Full clean UK driving license and access to vehicle for work-related travel.</p>	
Experience and skills	<p>Experience of working in special educational settings.</p> <p>Experience of using standardised assessments.</p> <p>Evidence of continued professional development.</p> <p>Experience of working with young people and adults with complex needs including Autism and with profound and multiple learning needs.</p>	<p>Experience of working in clinical settings.</p>

	<p>Experience of working in a multidisciplinary manner.</p> <p>Experience of embedding therapy into learning activities.</p>	
<p><b>Knowledge and understanding</b></p>	<p>Knowledge of current theories and models of practice appropriate to speech &amp; language therapy.</p> <p>Knowledge of relevant SaLT assessment and outcome measures.</p> <p>Knowledge of child development, learning disability, complex needs and Autism.</p> <p>Knowledge of relevant safeguarding requirements and how to help young people with communication difficulties stay safe.</p> <p>Internet access skills and basic knowledge of Microsoft office applications - Word, PowerPoint, Excel.</p>	<p>Knowledge of clinical governance.</p>
<p><b>Other</b></p>	<p>Excellent communication skills.</p> <p>Good observational skills.</p> <p>Ability to relate well to others.</p>	

	<p>Ability to manage own case load and work autonomously.</p> <p>Ability to work as part of a team and contribute to service development.</p> <p>Commitment to continuing the development of professional skills.</p> <p>Commitment to a holistic, flexible and innovative model of service delivery.</p> <p>Flexibility and a positive attitude to change.</p> <p>Ability to work under pressure and meet deadlines.</p> <p>Ability to remain calm in stressful and emotional situations.</p> <p>Commitment to equality and diversity.</p>	
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Applications are welcome from all regardless of age, disability, marriage or civil partnership, pregnancy or maternity, religion or belief, race, sex, sexual orientation, trans status or socio-economic background. We are committed to making reasonable adjustments for disabled people. We positively encourage applications from those with lived experience.