

Job description

Job title

Speech and Language Therapy Assistant

Hours

37.5 hours per week - Term Time only working 41 weeks per year

Contract

Permanent

Role profile and grade

TCS25 - Grade 2 Point 4 rising to Point 6 with biennial increments

Salary

£29,108.00 rising to £32,295 (Full Time Equivalent)

£26,520 (pro-rated)

Location

Inscape House School, Cheadle, Cheshire

Reports to

Inscape House Speech and Language Therapy Lead

Type of DBS required

DBS Child & Adult Workforce (We will apply for this on your behalf)

Job purpose

The purpose of the Speech and Language Therapy Assistant's role is to work in collaboration with others to deliver a high-quality speech and language therapy service to the pupils of Inscape House School, all of whom have autism spectrum condition as their primary need.

The post-holder will work under the direction of registered Speech and Language Therapists to support evidence-informed speech and language therapy practice across the school.

Nature of the post

Under the direction of a Speech and Language Therapist, the post-holder will provide intervention and monitoring for pupils' speech, language and communication needs, working in close collaboration with a multi-disciplinary team comprising teachers, teaching assistants, occupational therapists and positive behaviour support practitioners.

The role will frequently involve supporting and advising other colleagues across school on how to meet pupils' communication needs. The post-holder will also assist Speech and Language Therapists to deliver training to others as required.

Safeguarding children and vulnerable people is a priority for all employees, and the post-holder will receive regular training on upholding their responsibilities in this area.

Key Responsibilities

Case Management

The post-holder will:

- Deliver and support the embedding of speech and language therapy recommendations at universal and targeted levels as directed by a Speech and Language Therapist
- Monitor and evaluate therapy input in order to measure progress
- Have an understanding of different models of disability and work in-keeping with a social, neurodiversity-affirming model of practice
- Provide advice and consultation to pupils, school staff, and families/carers at universal and targeted levels
- Support education staff to deliver therapy input at universal and targeted levels, within the remit of their own roles
- Contribute to general projects, events or extra-curricular activities across the wider school as directed, for the purpose of further embedding and raising staff awareness of best practice regarding speech, language and communication needs
- Attend MDT and other meetings as required
- Contribute to pupils' risk assessment and management plans as required

People and Performance Management

The post-holder will:

- Actively contribute to termly appraisal meetings, setting and agreeing targets linked to school development plan priorities with the Speech and Language Therapy Team Lead
- Commit to and take responsibility for their own ongoing professional development.
- Complete regular CPD activities to ensure an up-to-date knowledge base and that practice is evidence-informed
- Actively participate in team CPD activities e.g. journal club
- Be a positive role model for staff and pupils, treating people fairly, equitably and with dignity and respect, in order to contribute to the fostering of a positive school culture.

Service Development and Management (including Clinical Governance)

The post-holder will:

- Keep clinical records in-line with HCPC guidance.
- Keep records in a manner that is timely, accurate and secure, abiding by the systems designated by the team lead
- Actively contribute to half-termly team meetings where the Speech and Language Therapy team's performance and development as a whole is monitored and reviewed.
- Procure resources as required for their own sessions and for the team, with agreement from and abiding by systems designated by the team lead
- Work with the Speech and Language Therapy lead to ensure the service's accountability to the school and other key stakeholders.

Other responsibilities

The post-holder will:

- Carry out other responsibilities as required by the Speech and Language Therapy Team Lead. This may involve occasionally supporting the daily running of the school in the best interest of pupils.
- Actively engage with the Together Trust's vision, mission and values.
- Commit to promoting equality, diversity and inclusion.
- Abide by staff code of conduct as set out by Inscape House School

Person specification

In your application, you will need to demonstrate that you have the necessary qualifications, skills and knowledge to fulfil this role. Please explain how you match the criteria in the below person specification.

	Essential	Desirable
Education, qualifications and training	<p>NVQ Level 3 (or equivalent) in health, education or related discipline (or equivalent experience) e.g.:</p> <ul style="list-style-type: none"> - QCF level 3 in Clinical Healthcare Support - HNC in Speech and Language Therapy Support - Level 3 in Supporting Teaching and Learning in Schools. 	<p>Training in communication approaches: e.g.: Makaton, Elklan, Colourful Semantics, BSL, Attention Autism, Intensive Interaction, Lego Therapy.</p> <p>Member of the Royal College of Speech and Language Therapists.</p>
Experience and skills	<p>Experience of supporting Speech and Language Therapy programmes of intervention (as a SaLT assistant or in another relevant role, e.g. teaching assistant).</p> <p>Experience of working with young people and adults with complex needs including</p>	<p>Experience of working in clinical settings.</p> <p>Experience of working in specialist education.</p> <p>Experience of supporting training.</p>

	<p>learning disabilities and Autism Spectrum Conditions.</p> <p>Excellent communication skills.</p> <p>Ability to critically appraise own performance so as to set priorities for own learning.</p> <p>Flexible, person-centred approach</p> <p>Innovative thinking.</p> <p>Experience with using Boardmaker or similar symbolisation system</p> <p>Confident I.T user – independent and competent with Microsoft 365, Teams, email, Word, Excel etc</p>	<p>Experience of working in a multidisciplinary team.</p> <p>Experience with stock control and ordering resources.</p>
Knowledge and understanding	<p>Knowledge of learning disabilities and associated conditions.</p> <p>Knowledge of Autism Spectrum Conditions.</p> <p>Knowledge of relevant safeguarding requirements and how to help young people with communication difficulties stay safe.</p>	<p>Knowledge of current theories and models of best practice in Speech and Language Therapy</p> <p>Knowledge of clinical governance.</p> <p>Knowledge of outcome measurement.</p>



Additional information

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 of autism.

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expect all our staff and volunteers to share this commitment.

Working directly with service users can on occasion be physically demanding, and employees must be able to undertake in full the requirements of the job and requisite training. For the safety of staff and service users, induction training will be provided to assist employees to carry out their role, including:

- Movement & Management of Loads & People
- Emergency First Aid
- PROACT SCIPr UK training – this is a training course which teaches staff how to manage challenging behaviour in the least-restrictive way possible, while keeping themselves safe and teaching pupils vital skills