

Job Description

Speech and Language Therapist

The jobholder will report to the Strategic Lead for Safeguarding and SEND.

Main purpose of the post

To work with the Trust to deliver Speech and Language Therapy provision into mainstream schools and early years settings within the Corpus Christ Catholic Academy Trust based upon the 3 Tier Model of service delivery. This model aims to deliver a prevention, early intervention and therapeutic approach to service with the aim of improving communication, emotional wellbeing and academic attainment for pupils with Speech, Language and Communication Needs (SLCN) attending schools in our Multi-Academy Trust.

Duties and Responsibilities

Clinical

- To work in accordance with current best practice guidelines and HCPC standards of conduct, performance and ethics.
- To provide advice, signposting and training to parents and education settings to increase awareness and understanding of SLCN.
- To deliver local and nationally accredited training for the wider workforce, e.g. ELKLAN.
- To provide training and support to staff to enable them to use screening tools in an efficient and timely manner allowing for the accurate and early identification of Speech, Language and Communication Needs e.g. 'WellComm' and 'Secondary Language Link'.
- To provide training and support to staff on universal language programmes e.g. 'Stories for Talking'.
- To provide indirect support for all children and young people to access the curriculum through information, advice and training staff.
- To carry out audits of classrooms and school settings to support schools in creating communication friendly settings.
- To provide specific training and support to schools to enable them to deliver structured interventions to children at risk of educational, emotional or other difficulties as a result of SLCN, e.g. WellComm.
- To support schools to monitor the Speech, Language and Communication development of children by offering advice to staff as appropriate.
- To support staff to identify and overcome barriers to learning, thereby enabling staff to differentiate the curriculum and maximise the child or young person's understanding and participation in day to day activities.

- To Support varied modes of intervention e.g. group settings, paired therapy, advice, consultation, teaching others.
- To provide specialist assessment, advice and highly specific intervention to CYP with a range of Speech, Language and Communication Needs including Developmental Language Disorder, ASD and speech sound difficulties.
- To be involved in meetings and reviews with other staff, external professionals and parents regarding pupils. Contribute verbally and in written reports for children you are directly involved with.
- To work in a sensitive and professional manner.
- To follow all Trust policies and procedures, in particular related to health and safety, child protection, behaviour management, inclusion, equality and data protection policy.
- To have a flexible and proactive approach.
- Any other duties commensurate to the level of this post.
- Be prepared to travel between different schools within the region.

Administration and Management

- To review, write and contribute to policies and procedures for specialist areas and in other areas of impact.
- To manage time and a clinical caseload effectively, prioritising work as required.
- To keep up to date records of your clinical intervention within the codes of practice and professional guidelines for Speech and Language Therapy, Health & Care Professions Council (HCPC) and school policy.
- To participate in clinical audits as appropriate.
- To represent the Trust as appropriate.

Professional

- To be aware of the sensitivity required to work closely, effectively and in a professional manner with CYP, parents/carers, advocates, the multidisciplinary team, school staff and other professionals with working with students.
- To respect the confidentiality, individuality, values, cultural diversity of learners and to contribute to the provision of a service sensitive to these needs.
- To undertake Trust induction programmes and Mandatory training.
- To be responsible for accessing regular formal clinical supervision, and ensuring supervision sessions are recorded.
- To be accountable for own professional action and recognise own professional/clinical boundaries and scope of practise, seeking advice and/or supervision as appropriate.
- To participate in school meetings, student related meeting and Trust meetings.
- To promote awareness of the role of speech and language therapy across the Trust.
- To contribute to the induction, training, training and education of Trust staff.
- To undertake research in specialist area as appropriate.
- To contribute to the development of policies and procedures for specialist area where required.
- To fully contribute to the Trust's quality assurance processes and procedures.

- To maintain personal development through use of off-site and in house training, contact and involvement with the relevant Special Interest Groups, attendance of in-service training and review of literature as required.
- To participate as required in the Trust's performance management and supervision systems and take part in appropriate training and development activities.
- To be responsible for the management and development of own Continued Professional Development, identifying and contributing to the evidence based practice of Paediatric Speech and Language Therapy.
- To understand and apply national guidelines and legislation relating to health educational and social care in Speech and Language Therapy.
- To contribute to the overall ethos, work and aims of the Trust.
- To review and reflect on own practice and performance through effective use of professional and operational supervision and appraisal, audit and outcome measures.
- To comply with the Royal College of Speech and Language Therapist (RCSLT) Clinical Guidelines.
- To work with education staff to provide an integrated therapy service that supports learning.

General

- To attend training and administer basic first aid as and when required
- To maintain confidentiality relating to the staff and students of the school at all times.
- To be flexible and motivated and able to follow instructions and remain calm in difficult circumstances
- To undertake all duties with full regard to the Health and Safety at Work Act
- To contribute to the overall ethos, work and aims of the School and Trust
- To participate in training and other learning activities and performance development as required
- To be aware of and comply with policies and procedures relating to child protection, health and safety, security, confidentiality and data protection, reporting all concerns to an appropriate person as soon as they arise
- To be aware of and support difference and to ensure equal opportunities for all

This job description sets out the duties of the post at the time it was drawn up. The post holders may be required from time to time to undertake other duties within the Trust as may be reasonably expected, which are commensurate with the grade of this post.

All duties and responsibilities must be carried out with due regard to the Corpus Christi Catholic Academy Trust's existing policies, including child protection, health and safety, equality and data protection.

Where the postholder is disabled, every effort will be made to supply all necessary aids, adaptations or equipment to allow them to carry out all the duties of the job. If, however, a certain task proves to be unachievable, job redesign will be fully considered.



Person Specification

Speech & Language Therapist

CRITERIA	ESSENTIAL OR DESIRABLE	HOW / WHEN MEASURED *A/I/R/SP
Qualifications		
A degree in Speech & Language Therapy or equivalent qualification	E	A/I/R
Registration with the Health and Care Professionals Council (HCPC)	E	A/I/R
License to practice from and membership of Royal College of Speech and Language Therapists (RCSLT)	E	A/I/R
Driving Licence	E	A/I/R
Experience		
Extensive experience of assessment and intervention with children and young people with a range of speech, language and communication needs and the ability to work autonomously and competently.	E	A/I/R
Experience of working at universal, targeted and specialist levels of the 3 tier model of service delivery in education settings.	E	A/I/R
Experience of delivering training to education staff.	E	A/I/R
Accredited ELKLAN tutor or willingness to achieve this	E	A/I/R
Experience of delivering training to parents.	E	A/I/R
Experience of using Communication software such as Widgit.	E	A/I/R
Experience of using screening tools (WellComm and Secondary Language Link)	E	A/I/R
Knowledge/Skills/Abilities		
Ability to review, write and contribute to policies and procedures for the specialist area and in other areas of impact as directed.	E	A/I/R
Ability to provide high quality speech and language therapy services at universal, targeted and specialist level.	E	A/I/R

Ability to provide safe and effective speech and language therapy assessments and interventions relevant to children and young people.	E	A/I/R
Skilled in carrying out both individual and group interventions.	E	A/I/R
Ability to communicate effectively with learners, carers and other professionals.	E	A/I/R
Ability to show leadership and professional working and lead by example.	E	A/I/R
Experience of supervising more junior colleagues.	E	A/I/R
Ability to demonstrate clinical governance in professional work.	E	A/I/R
Ability to operate effectively as part of a multidisciplinary team.	E	A/I/R
Ability to instruct and support teaching teams in a range of techniques to support learners within the class environment.	E	A/I/R
Ability to co-ordinate and implement programmes of staff development internally and externally.	E	A/I/R
Ability to work closely with teaching staff in the identification of integrated learning and therapy related individual objectives.	E	A/I/R
Knowledge of evaluating outcomes of intervention and ability to critically appraise own performance.	E	A/I/R
Understanding of how to access other service and agencies.	E	A/I/R
Ability to demonstrate a commitment to the view that students with a range language needs can and do achieve.	E	A/I/R
Personal styles/Behaviour		
To act with the utmost integrity at all times.	E	A/I/R
Tact and diplomacy in all interpersonal relationships with the public, students and colleagues at work.	E	A/I/R
Self-motivation and personal drive to complete tasks to the required timescales and quality standards.	E	A/I/R
The flexibility to adapt to changing workload demands and new school challenges	E	A/I/R
Personal commitment to continuous self-development.	E	A/I/R
Personal commitment to continuous school improvement.	E	A/I/R
Personal commitment to ensure support is equally accessible and appropriate to the diverse needs of the students.	E	A/I/R

Personal commitment to the school's professional standards.	E	A/I/R
Willingness to undertake first aid training and administer first aid as required.	E	A/I/R
Demonstrate awareness and commitment to upholding all Trust policies.	E	A/I/R
To maintain confidentiality relating to the staff and students of the school at all times.	E	A/I/R
To uphold the Catholic ethos of the School	E	A/I/R
Willingness to consent to and apply for an enhanced disclosure and barring list check.	E	A/I/R
To uphold all aspects of safeguarding.	E	A/I/R

Application/Interview/References/Selection Process: The CCCAT uses the appropriate CES application forms for each role advertised. This application should be fully completed and legible. **The supporting statement should be typed in Arial 12, not exceed 1300 words in length, be clear, concise and related to the specifics of the post advertised above in order to gain an interview.**