

### Job description

<b>Job Title:</b>	Specialist Speech and Language Therapist (Maternity Cover- 12 months)
<b>Salary Scale:</b>	SCP 27 - 34
<b>Gross Salary:</b>	£ 31,346 - £ 37,890 (FTE) £ 26,927 - £ 32,549 (actual salary)
<b>Hours of Work:</b>	1.0 Full time equivalent (37 hours) Part time considered Term Time 38 weeks + 1 week 1 Year Fixed Term contract Sept 2021 – August 2022. Potential for permanent. Will consider strong newly qualified candidates.
<b>Accountable To:</b>	The Principal
<b>Reports To:</b>	Speech and Language Therapy Coordinator

<b>Job purpose</b>
<ul style="list-style-type: none"> <li>• To provide a fully comprehensive SaLT service to our ASC population at Lighthouse School with support from the Speech and Language Therapy Coordinator.</li> <li>• To provide universal, targeted and specialist levels of support for our students.</li> <li>• To provide a specialist level of service for our students in line with their needs.</li> <li>• To liaise with all staff, carers and relevant professionals.</li> <li>• To pursue and acquire ongoing knowledge and expertise for practice with above client group.</li> </ul>
<b>Main duties</b>
<ul style="list-style-type: none"> <li>• To demonstrate specialist knowledge in the area of ASC, underpinned by theory and practical experience.</li> <li>• To demonstrate clinical effectiveness by use of evidence-based practice, clear intervention plans and outcome measures.</li> <li>• To run group-based intervention within the curriculum timetable and 1 to 1 where required.</li> <li>• To seek advice and support when necessary from more senior colleagues.</li> <li>• To manage a clinical caseload to the standards and guidelines set by HCPC.</li> <li>• To assist in training of others (carers, Education/Social Services' staff, other professionals) related to the assessment and management of above client group.</li> <li>• To assist in the development of speech and language therapy assistants, students and volunteers, as required.</li> <li>• To assist in demonstrating and training carers and education staff in the implementation of speech and language therapy interventions.</li> <li>• To be accountable for own professional actions and to recognise own professional boundaries.</li> </ul>

- To provide written and/or verbal reports that present clinical information that is accessible for both carers and/or clients and other professional colleagues when necessary.
- To be familiar with the school policies relevant to your role in school, e.g. code of conduct.
- To contribute to the EHCP process in line with school guidelines and code of practice.
- To gather data accurately and to record promptly in line with HCPC professional standards and guidelines.
- To participate in school-based research projects by providing data as required.

### **Knowledge, Training and Experience Required**

- To have a recognised Royal College of Speech and Language Therapist's degree level qualification.
- To have a licence to practise – evidenced by HCPC registration.
- To have the ability to identify own professional development needs within the appraisal framework.
- To have a knowledge of, and adherence to national clinical guidelines.
- To keep up to date knowledge of clinical, social and political changes relevant to speech and language therapy with the above client group.
- To have knowledge of child protection issues.
- To have a holistic understanding of the impact of communication across our school population, to implement current and evidence-based interventions and demonstrate their impact through clear outcome measures.

### **Skills Required**

- To assess the speech, language and communication needs of students using a mixture of formal and informal assessment to guide your clinical decision making.
- To write clear intervention plans based on your clinical findings and best practice.
- To plan, demonstrate and run therapeutic interventions and to instruct parents/carers/ education staff in their implementation.
- To demonstrate empathy with students, carers and families, ensuring that effective communication is achieved, often where barriers to understanding exist.
- To demonstrate excellent interpersonal skills.
- To manage own time and caseload, and to prioritise tasks effectively.
- To be able to reflect on practice, individually and with colleagues, and identify own strengths and development needs.

### **Behaviour and Safety**

- To encourage good relationships between pupils at all times.
- To establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and following the school's framework for discipline.
- To maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.
- To be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of our pupils.

- To be responsible for the health and safety of self and others using protective and reactive strategies, including positive handling techniques.
- To be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following national guidelines and the school's own policies and procedures.

#### **Team working and collaboration**

- To participate in any relevant meetings/professional development opportunities as appropriate.
- To work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice.
- To support the effective running of the school by ensuring the policies and procedure are understood and followed.
- To take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school.
- To cover for absent colleagues as required.
- To line manage designated members of staff.

#### **Professional development**

- To regularly reflect on the effectiveness of your role as part of the appraisal process, refining your approaches where necessary and responding to advice and feedback from colleagues.
- To be responsible for improving your practice through participating fully in training and development opportunities.
- To be given opportunity to participate in professional development by undertaking CPD qualifications and SLT opportunities as appropriate to the post holder.

#### **Safeguarding Children and Vulnerable Adults**

- Lighthouse School has a statutory and moral duty to ensure that the School functions with a view to safeguarding and promoting the welfare of children and young people studying at the School. The post holder will be required to commit to the School's safeguarding policy and promote a safe environment for children and young people learning within the School. All posts are subject to an enhanced disclosure and barring service (DBS) check, however having a criminal record will not necessarily bar you from working with us, this will depend on the nature of the position and the circumstances and background of your offences.
- To be responsible for promoting and safeguarding the welfare of students within the school, raising any concerns by following the school protocol/procedures.

#### **Equality and Diversity**

- All employees of Lighthouse School are required to promote equality and diversity in all aspects of the job. Specifically, the post holder will be required to support the School meeting the general Equality Duty under the Equality Act 2010 to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

#### **Health and Safety**

- To co-operate with the School's management, in meeting the objectives of providing a healthy and safe place to work. Therefore, all staff must carry out their work with reasonable care for the health and safety of themselves and other people. All staff should comply with the School's Health and Safety Policy.
- To be responsible for the Health and Safety of self and others using proactive and reactive strategies including positive handling techniques.

#### **Other**

- To have high regard for the ethos, policies and practices of Lighthouse School and maintain high standards in your own attendance and punctuality.
- To perform any reasonable duties as requested by the Senior Leadership Team Principal, Speech and Language Coordinator and Teaching Staff.

This job description is not exhaustive and it is expected that the post holder will undertake additional duties on occasion, within their capabilities. This document will be regularly reviewed and changes will be made in consultation with the post holder.

Signature of Post Holder: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of Principal: \_\_\_\_\_ Date: \_\_\_\_\_

## Person specification

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<p>Recognised Speech and Language Therapy Degree or equivalent.</p> <p>Health Care Professional Council – Licence to practice.</p>	<p>Registered Member of Royal College of Speech and language therapists.</p> <p>Elklan trained.</p>
<b>Experience</b>	<p>The post holder will have spent time working with SEN pupils including those with a mild to moderate learning disability and/or autism.</p> <p>Experience of delivering interventions and strategies for young people with autism and/or social communication difficulties.</p> <p>Experience managing challenging behaviour.</p>	<p>Experience of working with pupils with autism and/or social communication difficulties.</p> <p>Experience of working with Secondary school aged students with SEN.</p> <p>Knowledge and experience of a variety of social communication strategies and interventions, such as Social Thinking, Zones of Regulation, Lego Based Therapy and Comic Strip Conversations.</p>
<b>Knowledge</b>	<p>Ability to demonstrate a good understanding of autism.</p> <p>Excellent interpersonal skills – including observation, listening and empathy skills.</p> <p>A good understanding of, and commitment to, Safeguarding, health and safety, data protection and equal opportunities.</p> <p>Ability to use Microsoft Office Software, email and internet.</p>	<p>Understanding of alternative forms of communication.</p> <p>Ability to offer remote SaLT sessions and training using remote learning tools such as Microsoft Teams and Zoom.</p>
<b>Skills</b>	<p>Ability to communicate effectively with pupils, parents/carers and other stakeholders.</p>	

	<p>Ability to problem solve, make decisions and stay calm in crisis situations.</p> <p>Good presentation skills both written and verbal.</p> <p>Good organisational skills.</p> <p>Prioritisation skills.</p> <p>Ability to communicate using a variety of different methods.</p> <p>Demonstrates excellent analytical and reflection skills.</p>	
<p><b>Attitude</b></p>	<p>Shows a high level of resilience for working with pupils with ASC and challenging behaviour.</p> <p>Ability to undertake the duties of the post with reasonable adjustments as required under the Equality Act 2010 .</p> <p>Good team member.</p>	<p>Ability to work flexibly to meet the needs of the service.</p>