



ROYTON AND CROMPTON SCHOOL

POST TITLE: Speech and Language Therapist

Grade: Grade 6 , NJC Points 28-33
(£24,964 - £29,323 pro rata)
£20,712 - £24,329 actual, subject to length of service

Full-time/Part-time: Term Time Only

No of hours: 36 hours 40 Minutes
per week

Permanent

PURPOSE OF ROLE

Responsible to the designated SLT link for the provision a specialist child-centred speech and language therapy service to children and young people aged between 11-16 who have autism and associated complex needs, undertaking assessment, interpretation of assessment results, evaluation, diagnosis, treatment, advice and review.

KEY TASKS – Supervision

1.
 - To lead team meetings at school level and represent a team of Pastoral Workers at meetings where appropriate.
 - To develop and ensure delivery of integrated training, professional supervision and development programmes for Pastoral Workers involving training and development taking place in other schools and locations.

KEY TASKS – Whole School

2.
 - To develop, plan and implement specialist therapeutic, speech and language programme and strategies to meet the individual students with a diverse range of needs, maintaining a high level of professional competence and demonstrate developing clinical expertise.
 - To support the Headteacher in securing the commitment of parents, carers, stakeholders and the wider community to the vision and direction of the school.
 - To work alongside other specialist and support staff in the classroom so that students are able to access their lessons
 - To work collaboratively with Pastoral Workers, teaching and support staff within the school modelling good practice, coaching, empowering and supporting to ensure that a high quality, total communication environment is constantly maintained at all times.
 - To provide specialist training and presentations to staff teams within the education teams to facilitate the effective transfer of language therapy into the classroom.
 - To ensure effective communication across the school.
 - To attend relevant multidisciplinary meetings where relevant.
 - To act as a Therapy Liaison for a designated caseload of students,

representing the Pastoral service provision.

- To produce high quality, functional reports for annual review meetings, families and relevant professionals regarding communication and interaction needs and to produce reports/therapy programmes, advice and information as required for each student.
- To ensure high standards of quality in the delivery of Speech and Language Therapy requirements.
- To uphold professional and clinical standards within the school and ensure personal competency is maintained through CPD including clinical supervision.
- To maintain links
- To maintain links with NHS colleagues and specialist groups locally and nationally in order to keep updated with regards to clinical and service developments.
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KEY TASKS – Individual Students

3.
 - To establish realistic goals and meaningful outcomes with the young person, parent/carer and teaching staff
 - To ensure that young people and their parents/carers are involved in the planning and prioritisation of their care plans wherever possible. Agreeing decision making relevant to individual care management
 - To form effective therapeutic relationships with students who may be under stress or present behaviour that challenges.
 - To motivate students to engage in the therapeutic process.
 - To deliver individual and group therapy sessions as appropriate.
 - To assess, differentially diagnose, plan and implement therapy for children and young people with speech, language and communication, within the school.
 - To monitor and review the progress of the young person against set targets and to modify targets as appropriate.
 - To modify, evaluate and modify treatment in order to measure progress and ensure effectiveness of intervention and modify student support plans where appropriate to reflect progress and highlight additional needs.
 - To evaluate outcomes of specialist interventions.
 - To liaise with and make referrals for students with other health, education or social services as necessary.

STANDARD DUTIES

1. To understand the importance of inclusion, equality and diversity, both when working with pupils and with colleagues, and to promote equal opportunities for all.
2. To uphold and promote the values and the ethos of the school.
3. To implement and uphold the policies, procedures and codes of practice of the School, including relating to customer care, finance, data protection, ICT, health & safety, anti-bullying and safeguarding/child protection.

4. To take a pro-active approach to health and safety, working with others in the school to minimise and mitigate potential hazards and risks, and actively contribute to the security of the school, e.g. challenging a stranger on the premises.
5. To participate and engage with workplace learning and development opportunities, subject to the school's training plan, working to continually improve own performance and that of the team/school.
6. To attend and participate in relevant meetings as appropriate.
7. To undertake any other additional duties commensurate with the grade of the post.

CONTACTS

Students, staff parents, carers and guardians, and visitors to the school.

RELATIONSHIP TO OTHER POSTS IN THE DEPARTMENT

Responsible to: Assistant Headteacher/designated SLT link/lead.

Responsible for: To be determined

EXPERIENCE, EDUCATION, SPECIAL QUALIFICATIONS AND TRAINING REQUIREMENTS

- See Person Specification

SPECIAL CONDITIONS

- Enhanced DBS Check

CONTROL OF RESOURCES (HUMAN, FINANCIAL, MATERIAL)

All resources applicable/integral to the post.

This job description may be reviewed at the end of each academic year or earlier if necessary. In addition, it may be amended at any time in consultation with the postholder. The postholder will be expected to participate in the School's appraisal programme for support staff and to participate in appropriate staff training and development activities.

HEALTH AND SAFETY

The person appointed must at all times work within the requirement of the Health and Safety at Work Act 1974, current Health and Safety legislation and the School's and LA's policies and procedures.