

# Speech, Language and Communication Therapist

NJC Scale Range 17 – 27 (£24,491 - £31,346) plus LGPS Pension  
Salary negotiable depending upon experience

Full Time / Part Time - Fixed term for 24 months

With possibility of the post being extended dependent on future funding

**The Mercian Trust**

Registered address: Mercian House, Queen Mary's Grammar School, Sutton Road, Walsall. WS1 2PG  
Telephone: 01922 211388. Email: [info@the.merciantrust.org](mailto:info@the.merciantrust.org). Web: [www.themerciantrust.org](http://www.themerciantrust.org)  
Registered in England and Wales No: 07611347

# Job Advert: Speech, Language and Communication Therapist

Post Speech, Language and Communication Therapist

Responsible to Director for Social Mobility

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Contract and Salary

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Job Purpose

- To provide an effective and efficient Speech, Language and Communication Needs therapy service to a group of Trust schools, working collaboratively with multi-agency partners to support children and young people to achieve positive outcomes.
- To contribute and work collaboratively with the Trust's wellbeing provision leads to meet the needs of vulnerable children and young people, in particular those with Speech, Language and Communication Needs.
- To enable the Trust to meet its statutory obligations with particular reference to diagnostic assessments.

## Main Responsibilities

- To provide clinical input to a defined caseload of children and young people who present with speech, language, communication needs. This will include consultation with professionals, case formulation, assessment and intervention.
- Be responsible for assessment, diagnosis, planning, implementation and evaluation of treatment / intervention programmes for children and young people according to professional standards whilst adhering to Trust policies and procedures.
- To lead to the development of provision for children and young people with speech, language and communication needs and other provision initiatives as appropriate.
- Provide therapy intervention plans to be carried out by Learning Support Assistants/Teaching Assistants while retaining overall responsibility for the provision.
- Provide feedback, guidance, advice and training to parents/family members, carers and members of the multidisciplinary team in all aspects of speech, language and communication acquisition.
- Keep accurate records, provide written reports and undertake appropriate liaison with parent/carers, members of the multi-disciplinary team and voluntary organisations.
- Collaborate with children and young people their parents/carers and other staff in goal setting and intervention planning

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- Document all assessments, diagnoses, treatment / intervention plans, clinical notes, relevant contacts and summaries in accordance with professional standards
- To provide clear verbal feedback and written records of consultation as appropriate.
- To support Trust schools in the discharge of their statutory duties including the provision of statutory advice, attendance at Annual Reviews and attendance at Tribunals, when required.
- To support Trust schools in monitoring the progress of vulnerable children and young people, in particular those at risk of exclusion and Children Looked After.
- The post holder will be responsible for ensuring that any concerns of a Child Protection/Child in Need nature are reported to the designated person in line with the child protection procedures in place within Trust schools.
- To provide relevant in-service training to school staff on topics related to the role of Educational Psychology and reflect on and evaluate training provided.
- Operate within the scope of Speech & Language Therapy practice as set out by the Royal College of Speech & Language Therapist.
- To undertake any other duties that may be reasonably deemed part of the role

#### Notes:

**Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.**

#### Work Environment

This post will be based in a shared office environment. It will involve visits to schools and meetings held at different venues within the Trust.

#### Work Dimensions

- The post involves working with staff in schools and other settings, working with a range of multi-agency clinical practitioners and local authority partners
- The post involves work with children, young people and their families.
- The post involves casework, consultation and training.

***The Mercian Trust School is committed to equal opportunities, safeguarding and promoting the welfare of children and young adults. We expect all staff to share this commitment. All post-holders are subject to a satisfactory enhanced Direct Barring Service disclosure.***

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# Person Specification

## Education, Training and Qualifications

Essential Desirable

A recognised professional degree qualification in Speech and Language Therapy	X	
Postgraduate training relevant to the role		X
Registered member of Royal College of Speech and Language Therapist	X	
Registered member of the Health and Care Professions Council (HCPC)	X	
Membership of SLT Clinical Excellence Network		X
A specialism or interest in children and young person's speech language and communication development.	X	

## Knowledge

Essential Desirable

Knowledge and skill in providing SLT assessment and intervention relevant to the service users.	X	
Knowledge and experience of evidence based approaches to early intervention for children and young people young people speech, language and communication needs.	X	
Excellent understanding of SEND and Equality Act legislation and its implications.	X	
Knowledge and understanding of the application of relevant speech and language diagnostics, theoretical models, and approaches relevant to children and young people.	X	
Demonstrate clear clinical reasoning based on evidenced based practice.	X	

## Skills & Behaviours

Essential Desirable

Excellent inter-personal skills demonstrating capacity to build strong working relationships with others.	X	
Excellent written and verbal communication skills.	X	
A 'can do' problem solving based approach to developing inclusive, enabling learning environments.	X	
Tenacious practice to ensure that the wishes of children and young people are heard and affect decision-making.	X	
Confident, clearly articulated application of speech and language therapy in practice.	X	
A proactive approach to continuing professional development and ability to share practice and upskill colleagues.	X	
Ability to maintain professionalism at all times, especially in complex/challenging situations	X	
Ability to work autonomously and cooperatively as part of a multidisciplinary team.	X	
Good knowledge of IT skills & technological aids that would benefit children and young people and a willingness to develop IT skills as necessary.	X	

## Relevant Experience

Essential Desirable

Experience of working as a Speech, Language and Communication Needs therapist, within a school setting or setting predominantly working with children and young people.	X	
Experience of working in a multi-agency context.	X	

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# How to Apply

## Post

Speech, Language and Communication Therapist

## Contract and Salary

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## Closing Date

Monday 25<sup>th</sup> January 2021, 12 noon

## Informal Conversations

To speak to the Executive Director for Education about this post please contact Lin Koo, Executive PA to the CEO on 01922 211388 or email [Koo.L@the.merciantrust.org](mailto:Koo.L@the.merciantrust.org)

## How to apply

Please check you meet the person specification.

Please complete the application form and submit with a letter/statement no longer than 2 sides of A4 outlining the following:

- How your recent and relevant experience has prepared you for this post
- How the impact of your work to date is an appropriate foundation for you to undertake this role

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