

# Aurora

## Job Description

Job Title:	Speech and Language Therapist
Reporting to:	Clinical Psychologist and Headteacher
Location:	Aurora Cedars School

### Main Purpose

To contribute to and further develop an integrated Speech and Language Therapy service for the pupils at Aurora Cedars School. To provide a dynamic Speech and Language Therapy service as part of a multi-disciplinary team, undertaking all aspects of Speech and Language Therapy clinical duties within the ethical framework provided by the rules of professional conduct. To provide a high standard of Speech and Language Therapy assessment and intervention to students, including advice, information and training to relevant parents, carers and professionals in line with proposed intervention plans.

### Key Accountabilities

- Initial and ongoing assessment of students' speech, language and social communication skills as per caseload
- Writing professional assessment reports following assessments and progress reports for annual review of EHCP
- The development, implementation and review of communication programmes
- Delivery of speech and language therapy interventions, direct and indirect, 1:1 or in small groups, as appropriate
- To deliver and adapt a social communication intervention across the school with a predominant focus on delivering therapy in small groups.
- To create visual supports such as Social Stories, visual timetables etc
- Provision of advice and support to education teams, families, carers and other relevant parties.
- Multi-disciplinary and multi-agency working, to ensure joined-up management (for complex needs)
- Effective multi-disciplinary working with staff teams – target setting and supporting the delivery of individual programmes within the curriculum.
- Promotion of a Total Communication approach across the service.
- To develop and deliver or support in delivering staff training on various aspects of communication.
- Delegation of tasks to therapy assistants or other support staff where appropriate.
- To contribute to the development of the wider service implementation plan in respect of speech and language therapy input.
- Support ELKLAN trained staff

### Key Duties

- Manage and prioritise caseload according to individual need, to ensure equitable service delivery.
- Work with more senior Speech and Language Therapists, Clinical Lead and SLT to manage workload efficiently.
- Produce timely and concise clinical recording, maintaining confidentially and the safe storage of both written and digital data.

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- Gain thorough knowledge of relevant background information and conduct comprehensive baseline communication assessments of all pupils and share this with the multidisciplinary team.
- Produce communication aims for Individual Education Plans, and according to EHCPs, in conjunction with the multidisciplinary team.
- Plan and implement individual communication programmes and provide accessible written guidelines which can be delegated and delivered by others.
- Regularly monitor and review outcomes for communication aims/programmes and modify as required.
- Work with the SLT and wider team to develop and maintain Personal Communication Passports for all students.
- Attend and contribute to annual reviews, provide clear and concise written reports.
- Liaise and work with other relevant agencies or professions to gain and share information as required, (medical professionals, therapists, dieticians etc), to include attendance at appointment where necessary e.g. transitions.
- Contribute to and attend multi-disciplinary meetings such as behaviour support planning.
- Work alongside therapy assistants and other Speech and Language Therapists to develop a range of communication supports.
- Use specialist software to produce easy read and accessible resources for use in classrooms and for therapy.
- Provide assessment or screening visits to prospective new students; this may include visits to other schools or settings.
- Work with others to plan and implement an accessible learning environment, including the use of technology across the school, this may include the implementation of appropriate low-tech and high-tech AAC/AT or other equipment.
- Model good practice in terms of total communication techniques (e.g. signing, symbol use, language modification, intensive interaction).
- Provide speech therapy interventions, as required for individuals, group and within the classroom.
- Make referrals for specialist assessment or advice regarding dysphagia as necessary.
- Undertake relevant learning and development to maintain CPD through self-directed study, network links, CEN membership, training and supervision.
- Maintain clinical expertise in relevant field.
- Recognise own professional boundaries with the role and when to seek appropriate guidance.
- Provide supervision and support to therapy assistants as required.

## **Knowledge, Skills and Experience**

### Knowledge Essential

- Knowledge of a range of therapy interventions in learning disability
- Knowledge of behaviour support
- Knowledge of the impact of trauma and adverse early childhood experiences on communication
- Knowledge of Autism Spectrum Conditions
- Have a clear understanding of relevant protection procedures and health and safety procedures including safeguarding and manual handling procedures.

### Knowledge Desirable

- Relevant legislation, current government initiatives (e.g. EHCP, MCA)
- Knowledge of key speech and language assessments used with children.

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- Knowledge of strategies for behaviour management.
- Knowledge of supporting the communication of children and young people with SEMH difficulties
- Have knowledge of the National Curriculum and school settings.

## Skills Essential

- Good written and oral communication skills.
- Excellent interpersonal skills and an ability to relate to others and develop good working relationships.
- Good time-management and organisation skills.
- Ability to assess and implement integrated therapy plans, based on identified needs.
- Good IT skills for administration, presentations, recording and reporting systems.

## Skills Desirable

- Makaton or Signalong experience
- Application of specialist software to produce accessible resources and communication grids.
- Ability to train staff and modify approach according to need.
- Ability to devise integrated therapy plans, based on identified needs.

## Experience Essential

- Working with children or young people with learning disabilities
- Working with children or young people with an Autistic Spectrum Condition
- Working within a multi-disciplinary team

## Experience Desirable

- Have at least one years' post-graduate experience working as a Paediatric Speech and Language Therapist with completed NQP competencies.
- Working with children or young people with PMLD/complex needs.
- Working with children or young people with challenging behaviour
- Have experience or knowledge of delivering provision through the EHCP process.

## **Requirements of Role**

- To be a registered member of RCSLT and HCPC
- To hold a professional Speech and Language Therapy degree or equivalent.
- To work within the RCSLT clinical guidelines and HCPC standards.

## **Additional Information**

As part of the Aurora Group everyone is:

- expected at all times to behave and act in a way which promotes and contributes to the overall aims, values and ethos of the Company.
- required to participate in regular training and other learning activities, and in supervision, appraisal and development as required by the Company's policies and procedures
- required to participate in any relevant current and new legislative and regulatory activities as may occur from time to time
- required, through personal example and clear action, to demonstrate commitment to equality and diversity ensuring equality of access and treatment in employment and service delivery to all.
- required to promote The Aurora Group's Health and Safety at Work Policy and Procedure and ensure these are implemented effectively.

The Aurora Group takes seriously its responsibility for safeguarding and is committed to safeguarding and promoting the welfare of children and young adults. Therefore, everyone

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employed by the Aurora Group is expected to share this and act accordingly by applying organisations policies and procedures and attending regular safeguarding training.

**This job description sets out a summary of the key features of the role. It is not intended to be exhaustive and will be reviewed and amended periodically to ensure it remains appropriate for the role.**