



## PERSON SPECIFICATION

**Job Title:** Speech and Language Therapist

|                                       | <b>Selection Criteria<br/>Essential</b>  | <b>Selection Criteria<br/>Desirable</b> | <b>How<br/>Assessed</b>   |
|---------------------------------------|--|---|---|
| <b>Education &amp; Qualifications</b> | <p>A recognized professional Speech and Language Therapy Degree Qualification of equivalent.</p> <p>Registered member of the Royal College of Speech and Language Therapists (RCSLT)</p> <p>Registration with the Health Care Professions Council (HCPC)</p>   |   | <p>AF / I</p> <p>AF / I</p> <p>AF / I</p>   |
| <b>Experience</b>                     | <p>Experience of working with children and young people in an educational setting to overcome barriers to their personal, social or learning development</p> <p>Experience of supervising staff, giving instructions and advice on working practices, and checking work is completed to deadlines and required quality standards</p> <p>Experience of assessing and evaluating students who may require support</p> <p>Experience of developing individual action plans and monitoring their implementation</p> <p>Experience of developing options and alternatives that will support children and young people to engage in the learning process</p> |   | <p>AF / I</p> <p>AF / I</p> <p>AF / I</p> <p>AF / I</p> <p>AF / I</p> <p>AF / I</p> |

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|-------------------------------|---|--|--------|
|                               | <p>Experience of working in a team collaboratively to share ideas and achieve objectives</p> <p>Experience of using and integrating ICT as part of the learning process</p>                       |  | AF / I |
| <b>Skills &amp; Abilities</b> | <p>Communication skills to influence, persuade, motivate and engage with a wide range of children, young people and their families</p>  |  | AF / I |
|                               | <p>Interpersonal skills to form and maintain positive working relationships with students, their families, colleagues, and other education/healthcare professionals and partner organisations</p> |  | AF / I |
|                               | <p>Listening skills to support children, young people and their families through understanding their point of view in a non-judgemental approach</p>  |  | AF / I |
|                               | <p>Creative skills to develop options and alternatives that will support children and young people to engage in the learning process</p>  |  | AF / I |
|                               | <p>Analytical skills to interpret complex information to solve problems, make recommendations and make decisions for action</p>   |  | AF / I |
|                               | <p>Organisational skills to manage time effectively, working under pressure to prioritise, and re-prioritise own work and that of the team, to meet potentially conflicting deadlines</p>         |  | AF / I |
|                               |   |  |        |

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|---------------------------|---|--|--------|
| <b>Knowledge</b>          | Detailed knowledge of relevant legislation, e.g. relating to school attendance, Every Child Matters and the Common Assessment Framework (CAF) and government initiatives and how that relates to the curriculum |  | AF / I |
|                           | Knowledge and understanding of the barriers to learning faced by children and young people and a range of interventions available to mitigate these challenges  |  | AF / I |
|                           | Knowledge and understanding of the effect of social, economic and cultural issues on children and young people  |  | AF / I |
|                           | Knowledge of data protection, safeguarding and child protection issues and an understanding of appropriate action to take if a disclosure is made   |  | AF / I |
|                           | Understanding of the range of other services, partners and agencies which can support pupils, e.g. Educational Psychologists, CAMHS, Children's Social Services and Third Sector organisations                  |  | AF / I |
| <b>Work circumstances</b> | To work occasionally out of school hours  |  | I      |
|                           | Could be the requirement to make home visits for which an appropriately insured vehicle needs to be available to use  |  | I      |

*Abbreviations:* AF = Application Form; I = Interview.

**NB. - Any candidate with a disability who meets the essential criteria will be guaranteed an interview**

