**Speech and Language Therapist**

**JOB DESCRIPTION**

**LOCATION: Braintcroft Primary Academy**

**REPORTING TO:**  SEND Coordinator

**CONTRACT:** Term Time plus Inset Days Only, Permanent

**Role Purpose:**

To provide speech and language therapy to students individually and in groups, including those with learning difficulties.

**Key Accountabilities:**

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| Accountable for delivery of speech and language therapy | * To identify students’ developmental speech and language difficulties/disorders and make recommendations to teachers, parents, carers and other key professionals.
* To delivery therapy to students on a one-to-one basis and in groups.
* To work alongside and direct a speech and language therapy assistant in the classroom, in group and one-to-one sessions.
* To manage the caseload taking into account priority cases, waiting lists, successful outcomes, referral and discharge of student service users.
* To maintain and develop an appropriate, stimulating and inspiring learning environment.
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| Development of service | * To work in partnership with other schools both primary and secondary, and the NHS, to become a local provider for students with SLCN.
* To contribute to the school development plan and develop areas of need.
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| Record keeping | * To write and maintain confidential student case notes and reports.
* To track, measure and modify impact of intervention.
* To devise, implement and revise relevant treatment programmes.
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| Reporting | * To provide reports on students as required.
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| Professional Development | * To continue to further own professional development, keep apace of continuing research and take part in training linked to the role through INSET and external courses.
* To plan and delivery training to other professionals.
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| Other Duties | * To accompany pupils on school trips.
* To undertake any other duties as requested, which are commensurate with the grading and responsibilities of the post.
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This job description is not exclusive of the full range of the professional duties of the post holder. Additional/alternative reasonable tasks may be required by the school at the discretion of your Line Manager or the Headteacher.

**Other Specific Duties**

* To promote actively the school’s corporate policies.
* To actively engage in the staff review and continuing professional development process.

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.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Employee’s signature: ………………………………………………………. Date: …………………………….

Headteacher’s signature: ……………………………………….. Date: ………………………….…June 2018

**PERSON SPECIFICATION**

Whether you’re a 3 year old in nursery learning to explore the world around you, an 18 year old preparing to go to university, a new teacher understanding the demands of the job, a Head Teacher leading the learning in your academy, a member of the regional team ensuring efficient and effective operations or a trustee scrutinising and challenging the CEO, we want every single person within E-ACT to be driven by three core values:

* We want everyone to ***think big*** for yourselves and for the world around you;
* We want everyone to ***do the right thing*** in everything you do, even when this means doing something that’s hard, not popular or takes a lot of time;
* We want everyone to show strong ***team spirit***, always supporting and driving your team forward

We really believe that if we all do the right thing, support our teams and we all think big, believe big, act big, then the results will be big too!

**This means that if you want to be part of E-ACT, you need to be able to embrace and embody these values in all that you do.**

**OUR VALUES**

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| **Thinking Big** | * Show energy, enthusiasm and passion for what you do
* Demand the highest quality in all that you do, and in the work of your team
* Willing to champion new ideas and think beyond the status quo
* Show an ability to think creatively and ‘outside of the box’ in your area of expertise, continually seeking improvements in what you do to make the organisation better
* Be open to new ideas and change where it will have a positive impact on the organisation
* Show a willingness to embrace different ideas and ways of thinking to improve E-ACT
* Ability to ‘look outside’ – to continually learn about innovations in your field, new ways of doing things, and bring that learning into your work
* Commitment to self-development, and developing your wider Team
* Ability to self-reflect on yourself, your performance, and to think about how this could be improved further
* Ability to encourage ideas from others in order to improve the organisation and build your team’s confidence
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| **Doing the Right Thing** | * Have integrity and honesty in all that you do
* Make decisions that are based on doing the right thing, even when this means that they’re unpopular or will lead to more work
* Take responsibility and ownership for your area of work
* Have difficult conversations or deliver difficult messages if that’s what’s required to do the right thing by our pupils
* Be transparent and open
* Be resilient and trustworthy
* Stand firm and stay true to our mission
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| **Showing Team Spirit** | * Understand how you can have a greater impact as a team than you can as an individual
* Understand how you are part of your immediate team but also a much wider organisational team, in working towards our mission
* Recognise that everyone is important within E-ACT, and show an ability to build strong working relationships at every level
* Recognise and celebrate the success and achievements, no matter how small, of your colleagues
* Be generous with sharing your knowledge to help to develop others
* Understand and be willing to receive suggestions and input on your area of work from others
* Support your colleagues, even when this means staying a little later, or re-prioritising some of your work
* Be aware of other peoples’ needs and show an ability to offer genuine support
* Show an awareness and respect for peoples’ differences, and recognise how different characteristics and personal strengths build dynamic and great teams
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**KNOWLEDGE, EXPERIENCE & SKILLS**

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| **Requirement** | **Assessed at** |
| **E –** Essential | **A –** Application Stage |
| **D –** Desirable | **I –** Interview Stage |
|  | **P –** During the probationary period |

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|  |  | **E** | **D** | **A** | **I** | **P** |
| **Organisational Fit** | Thinking Big | X |  | X | X | X |
| Doing the Right Thing | X |  | X | X | X |
| Showing Team Spirit | X |  | X | X | X |
| **Knowledge** |  |  |  |  |  |  |
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| **Experience** |  |  |  |  |  |  |
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| **Skills** |  |  |  |  |  |  |
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