



SPEECH AND LANGUAGE THERAPIST JOB DESCRIPTION

Date: October 2018

Speech and Language Therapist

Accountable to: Director of Inclusion and ultimately the Executive Headteacher

Core Purpose of the Speech and Language Therapist

Edmonton County Academy Trust is one of the largest all-through secondary schools in North London, with a significant population of the school's primary and secondary students presenting with complex needs including ASD, learning difficulties and/or challenging behaviour related to underlying difficulties with communication and interaction.

We are seeking to appoint a qualified Speech and Language Therapist (SaLT) to provide professional therapy to improve the speech, language and communication problems in children of all ages to help them communicate better. The SaLT will work closely with teachers and other professionals, such as our in-house Educational Psychologist, counselling team, SENCo and other members of the children's workforce, both in-house and elsewhere.

A SaLT will be required to work in close liaison with other members of the Inclusion faculty and teaching staff, as well as with families to address children's needs both at home and at school. The post holder will provide support, guidance and professional development to staff and families on developing functional communication skills.

This will require a commitment to the principles and practice of multi-disciplinary working and the ability to plan and deliver in collaboration with professional colleagues to deliver programmes that address all aspects of each child's development i.e. motor, language and communication, cognitive, academic and social skills.

The specific tasks associated with the role of Speech and Language Therapist are:

Duties

- Independently manage a caseload of children and young people with complex communication difficulties and/or challenging behavioural needs.
- Undertake comprehensive assessment of children and young people at school using investigative and analytic skills and to formulate individualised interventions based on advanced clinical reasoning and partnership working.

- Use specialist knowledge to inform sound clinical judgements for case management.
- Communicate complex condition-related information from these assessments to families/carers and members of the school team.
- Outreach/Training of staff groups
- Identify appropriate and effective strategies to facilitate and enhance communicative effectiveness and reduce challenging behaviour.
- Provide clear and detailed Speech and Language Therapy programmes fully integrated into the educational curriculum in consultation with key staff, demonstrating clinical effectiveness through evidence based practice and outcome measures.
- Demonstrate clinical effectiveness and ensure practice is evidence based where possible and is based on Royal College of Speech and Language Therapy (RCSLT) guidance on best practice in service organisation and provision (Communicating Quality 3, 2006).
- Collaborate with and train staff in delivering specialist speech and language therapy programmes across the curriculum so that therapy is embedded into the students' daily routines and education.
- Participate in reflective practice and receive regular supervision from an external SLT service.
- To keep up to date with the latest technology and initiatives relating to SALT and where appropriate, to implement this around the school.

Clinical Advisory

- Work in partnership with other specialist staff within the Inclusion faculty/school teams to implement intervention plans.
- Provide specialist advice to the senior management at ECS regarding the management and care of students with complex communication difficulties.
- Jointly plan and provide professional development related to communication and behaviour to multidisciplinary colleagues in Health and Social Care and Education.
- Attend peer supervision and special interest groups.

Staff Management

- Identify training needs and deliver professional development programmes for ECS staff in relation to SLT.
- Support in the training and induction of new staff.

Performance and Professional Development

- Maintain up to date and accurate case notes.
- Ensure that the Speech and Language Therapy Team delivers all aspects of speech and language intervention to a high clinical standard and are evidence based.

- Ensure that the service delivery meets professional standards and protocols of the Royal College of Speech and Language Therapists.
- Ensure full and accurate recording of case histories, case notes, statistics and other information relating to ECS, Health and Care Professional Council (HCPC) and RCSLT professional guidelines.
- Adhere to the RCSLT Code of Practice and be accountable for own professional action.
- Gather and update activity data accurately and regularly, ensuring the provision of such information promptly.
- Identify training needs as part of Continuing Professional Development (CPD) plan and identified within Performance Management and supervision to contribute to accurate objective setting in order to meet these needs within the SDP.
- Maintain an on-line professional development portfolio in line with HPC and RCSLT continuing registration requirements.
- Maintain professional status and competence by keeping up to date with new clinical developments, fulfilling professional CPD requirements.
- Be involved in research and/or audit activity.
- Adhere to the RCSLT professional and clinical guidelines.

Strategic Planning/Project Management

- Monitor own service delivery and report to line manager on project progress.
- Deliver projects as requested by Head Teacher and Line manager.
- Contribute to educational and strategic planning, using specialist knowledge to inform service developments as appropriate, with support from senior management.
- Undertake any other duties as may be reasonably requested by the Line Manager and Executive Headteacher.