**Person Specification for Speech and Language Therapist Oaklands School**

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| --- | --- | --- | --- | --- | --- |
|  | Essential | Desirable | Assessed via |  |  |
| **Qualifications** |
| RCSLT recognised degree/diploma  or MSc (Hons) in Speech and language therapy or equivalent qualification. | 🗸 |  | Application formCertificates checked at interview |  |  |
| Registered and current membership with HCPC and RCSLT. | 🗸 |  |  |  |
| GCSE pass grades (C or above) in English, maths *or equivalent.* | 🗸 |  |  |  |
| **Experience** |
| At least 2 years experience working in a specialist school for young adults who have very complex needs including PMLD, SLD and Autism. *Specialism in* ***one*** *of these is acceptable.* | 🗸 |  | Application form |  |  |
| Band 6 experience.  | 🗸 |  | Application form  |  |  |
| Band 7 experience. |  | 🗸 | Application form  |  |  |
| Able to design and deliver speech and language programmes. | 🗸 |  | Application form |  |  |
| Experience recommending AAC for nonverbal students. | 🗸 |  | Application form  |  |  |
| Liaison in complex environment including with different service providers. | 🗸 |  | Application form |  |  |
| Working with parents to ensure they are able to deliver SALT programmes at home. | 🗸 |  | Application form |  |  |
| **Knowledge and Skills**  |
| Understands the needs of students with learning difficulties including PMLD and ASD. | 🗸 |  | interview |  |  |
| Able to train, motivate and manage staff, securing their commitment to providing a high quality service to pupils and families. | 🗸 |  | task |  |  |
| Able to, speak and write in grammatically correct English. | 🗸 |  | Interview/task |  |  |
| Competent in using ICT both within role and in recordkeeping systems. | 🗸 |  |  |  |  |
| Ability to speak more than one language. |  | 🗸 | interview |  |  |
| Able to drive a minibus. |  | 🗸 | interview |  |  |
| Understands safeguarding procedures relating to the role. | 🗸 |  | interview |  |  |
| Competent in using Makaton and touch cues |  | 🗸 | interview |  |  |
| **Personal Qualities** |
| The candidate is willing to put our students needs at the centre of all they do at work.  | 🗸 |  | interview |  |  |
| Excellent interpersonal and communication skills.  | 🗸 |  | interview |  |  |
| Tactful, diplomatic and sensitive to the needs of others | 🗸 |  | interview |  |  |
| Excellence record in both attendance and punctuality.  | 🗸 |  | Reference |  |  |
| Able to lead others, motivating and achieving high level of performance from college education staff. | 🗸 |  | Interviewtask |  |  |
| Self-motivating and able to take strategic lead. | 🗸 |  | Task in tray |  |  |
| Sensitivity to the challenges faced by students, staff and families. | 🗸 |  | Task in tray |  |  |
| Approachable, polite and professional. | 🗸 |  | Interview  |  |  |
| Resilient. Able to meet demands of a challenging high pressured environment and deal with emergencies when required. | 🗸 |  | interview |  |  |
| Flexible. Able to manage last minute changes when required. | 🗸 |  | interview |  |  |
| Physically able to undertake all aspects of the role . | 🗸 |  | interview |  |  |
| High expectations of self and others. | 🗸 |  | interview |  |  |
| Well-groomed and presented in line with requirement of the role. | 🗸 |  | interview |  |  |
| Committed to equality of opportunity for all. | 🗸 |  | interview |  |  |

The duties of this post will change and develop over time. It is the manager’s responsibility, in conjunction with the post holder, regularly to review this document and amend it when necessary.