

**Job Description and Person Specification**

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| Job Title: | Speech and Language Therapist |
| Responsible to: | Principal |
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| Salary: | £18,000 - £26,000 3 days a week – term time plus 5 training days |
| **Job Type:**  **Hours:** | Therapist  8.30am – 4.30pm Mon- Thurs, 8.30am – 4.00pm Friday.  Term Time only plus 5 training days. |
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| Liaises with: | Colleagues within Stone Lodge School  * Families and carers of pupils at the school. * External agencies who support children and young people at the school. |
| Conditions of Service: | This post is subject to terms and conditions of the employment of Stone Lodge School The candidate will be expected to source their own supervision.  The nature of this role dictates that the post holder will be subject to an enhanced DBS check. Please note that holding a positive disclosure may not automatically bar you from working with the organisation, however, a full risk assessment will be completed prior to making a recruitment decision. |
| **Job Summary:** | Stone Lodge Therapeutic School is a specialist independent school which provides education for up to 36 young people aged 11-17 with Education Health and Care Plans (EHCPs) for Social Emotional and Mental Health (SEMH) needs, ASC or related conditions.  You will need to have (or demonstrate willingness to develop):   * experience of working with children and young people * an understanding of SEN * ability to quickly build relationships with challenging pupils * be able to work on your own initiative   This is a challenging role and you must be able to cope with stressful interpersonal situations whilst maintaining a high degree of professionalism. |
| **Duties and Responsibilities:** | * To deliver interventions to groups of up to 6 pupils ie Lego Therapy * To provide social skills programmes such as Zones of Regulation * To support pupils to improve their personal development and social skills * To train and advise teaching staff * To attend meetings when required with staff and outside agencies * To advise parents, carry out assessments and assist with planning for staff * To ensure Child Protection and Safeguarding is of paramount importance, including being aware of all risk assessments * Follow procedures for accident, illness, absconding and absence for pupils and to adhere to all school policies * Contribute to any meetings that are called for the education and welfare of pupils, including training. * Attend department, behaviour whole school staff meetings * To conduct any reasonable duties as directed by the Principal or their representatives |
| **Teaching, Training and Supervision:** | * Undertake regular line management * Receive regular CPD * Attend external CPD and qualification courses pertaining to the role |
| **ICT responsibilities:** | Use IT and computers in day to day work in order to facilitate more effective communication and presentation of information. This includes word processing, e-mail, electronic record keeping and information sharing, multi-media presentation and teaching, and specialist IT programmes. |
| **General:** | To effectively and consistently manage the behaviour of pupils in line with the policies and ethos of Stone Lodge Therapeutic School.  To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD, training and development programmes, in consultation with the middle and senior leaders.  Maintain the highest standards of record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practices and school policies and procedures.  **Safeguarding**  Safeguarding is everybody’s business. The welfare and safeguarding of children and young people should be of paramount consideration, whatever your role or level of responsibility is within the organisation.  All employees, are required to ensure compliance with the school’s guidance and policy on safeguarding and are required to attend safeguarding training appropriate to their level of responsibility.  All staff are expected to comply with the relevant sections in KCSIE.  **Risk management / Health and Safety**  The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures as laid down by the school. All staff have a responsibility to access support services in times of need.  **Confidentiality**  You will be required to maintain confidentiality of information, access information only on a need to know basis in the direct discharge of duties and divulge information only in the proper course of their duties. |
| **To be noted:** | *This is not an exhaustive list of duties and responsibilities and the post holder may be required to undertake other duties which fall within the grade of the job, in discussion with their line manager.*  *This job description will be reviewed regularly in the list of changing service requirements and any such changes will be discussed with the post holder.*  *The post holder is expected to comply with all relevant school policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety, GDPR and Confidentiality of Information.* |

**PERSON SPECIFICATION:**

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|  | **ESSENTIAL** | **DESIRABLE** | **HOW TESTED** |
| **Training & Qualifications** | SALT qualification and professional registration | Further SEN qualifications | Show certificates of qualifications at interview |
| **Experience** | 2 plus years of working as a SALT or assistant to a SALT  Delivery of recognised social skills packages | Experience of working with young people with challenging behaviour. | Application form.  Assessed at interview and references. |
| **Knowledge & Skills** | To report to meetings and challenge fellow professionals  Basic IT skills | Knowledge of school systems  Knowledge of other therapeutic disciplines  Able to provide training to staff | Application form.  Interview and references. |
| **Other** | Ability to work independently, reliably and consistently with work agreed and managed at regular intervals  Willingness to engage in further training  Willingness to lone work with pupils, off site if necessary  Willingness to use physical intervention once trained  Willingness to transport children in school vehicles  Ability to accept and use supervision appropriately and effectively.  Ability to build relationships quickly with challenging or reluctant young people  Willingness to go “the extra mile” to support pupils  Ability to instil learning resilience and confidence in pupils  Good personal organisational skills. | Understanding of therapeutic approaches | Application form, interview and document check. |