

SPEECH AND LANGUAGE THERAPIST BAND 6 JOB DESCRIPTION

Post Title: Speech & Language Therapist

School: Kisharon Noé School – Hendon (NW London)

Salary: NHS Band 6 – full time academic year (including Outer London Weighting)

Team: Kisharon Noé School Therapy Team

Accountability Lead SLT/ Head of Therapies

Main Scope of Post

- To deliver a specialist Speech & Language Therapy service to the pupils, working closely within a team of colleagues of all disciplines.
- To support pupils with Speech & Language Therapy recommendations based on their Educational Healthcare Plans and take referrals regarding pupils within the school.
- To provide a service to meet the changing needs presented by the pupils of the school.
- To adapt the service to meet any additional demands presented by the pupils e.g. challenging behaviour, sensory needs, specific diagnosis.
- To provide clinical assessments, reports, therapy programmes, and advice and training within the school environment.
- To involve pupils and their carers throughout the intervention in order to support and enhance pupils and young people's ability to access their education.
- To safeguard and promote the welfare of the pupil's accessing Speech & Language Therapy and raise any concerns to the designated safeguarding lead.
- The post-holder will be an autonomous practitioner who will carry ongoing responsibility for a defined clinical caseload.
- To supervise work of assistants, trainees and others working with post-holder, wherever applicable

Main Areas of Responsibility

Communication and Relationships

- To effectively communicate (in a highly skilled and sensitive manner) complex and sensitive information with pupils, parents/carers, and other school staff, whilst ensuring participation of all involved in holistic management of the child's needs.
- To use a specialist level of skills in negotiating, agreeing, and setting goals with the family and other professionals; to manage potentially conflicting situations when information may be contentious or distressing.
- To ensure all work is sensitive to the needs of a range of ethnic, cultural and religious groups; is gender sensitive, anti-discriminatory, and is respectful in its acknowledgement of diversity.
- To inform and empower parents and carers in understanding the nature of their child's disability, the impact it has on behaviour and communicative functions, and the activities and strategies they can use at home to develop their child's communication abilities. The post-holder will be able to explain in a number of professional contexts how any Speech & Language Therapy needs will be met in the school.
- To demonstrate flexible communication skills where there may be barriers to communication due to hearing, speech or visual impairment, learning disabilities, social communication difficulties, or for where English is not the first language.
- To carry out appropriate classroom observations and consult with class teams, parents, carers, and

other professionals (as appropriate) prior to assessment or work undertaken with pupils.

- To participate and contribute to class and staff meetings, and parents' evenings.
- To participate and contribute to Multi-Professional Team Meetings, and communicate complex and sensitive information. To contribute to effective team functioning, service delivery and development.
- To participate and contribute to regular Therapies Service Meetings, Team Meetings, Team Supervision, and consultations with other members of the team.
- Provide training for staff and parents.

Knowledge, Training and Experience

- To provide a specialist SLT service, based on professional knowledge acquired through training in Speech and Language therapy to degree level.
- To draw on up to date knowledge gained from relevant training and experience of working with special needs, integrating knowledge and understanding of child development to address communication needs.
- To be responsible for the management and development of own Continuing Professional Development (CPD), identifying and contributing to the evidence based practice of Speech & Language Therapy.
- To attend relevant courses, lectures and visits and keep up to date with relevant professional knowledge, including mandatory school INSET.
- To follow the relevant professional body's CPD scheme, and adhere to the CPD requirements of the HCPC and of Kisharon Noé School.
- To participate in Kisharon Noe's Appraisal process with the Lead SLT/Head of Therapies. 7. To achieve and demonstrate agreed standards of personal and professional development within agreed timescales.
- To understand and apply National Guidelines and legislation relating to Speech and Language Therapy practice.

Planning and Organisation

- To autonomously manage a complex SLT caseload of pupils with a range of neurological and developmental disabilities.
- To prioritise, plan and develop appropriate individual and/or group goal and task oriented therapy plans, and formulate a range of individualised specialist treatment programmes, in consultation with parents and class staff.
- To attend regular clinical supervision in accordance with professional codes of practice
- To be responsible for liaising with other agencies, including referral and/or joint assessments and following appropriate after care protocols.
- To work alongside the Learning Support Assistants with responsibility for SLT support to: identify pupils to work with; set, review and update targets; deliver appropriate programmes to individuals and/or groups of pupils, where appropriate.

Responsibility for Client Care

- To assess, plan, implement and evaluate SLT interventions, using advanced clinical reasoning, critical thinking, reflection and analysis.
- To provide specialist, individual, child focused assessments and interventions for pupils with SLT recommendations on their Educational Healthcare Plans / EHC plans including reviewing assessments, contributing to PLP/IEPs and target setting.
- To use specialist knowledge to refer pupils and families to other services/professionals as necessary.
- To ensure that pupils' needs are identified, assessed and constantly monitored, with appropriate referrals being made (these may include further specialist interventions).
- To use specialist knowledge, skills and experience to select and administer specialist paediatric standardised/non-standardised SLT assessment tools.
- To monitor, evaluate and modify intervention using set goals, feedback, re-assessment and evidence based practice to measure the effectiveness of the intervention.

- To provide varied modes of intervention e.g. group settings, paired therapy sessions, joint therapy sessions, advice, consultation, teaching others.
- To report any incidents of harm or near risk in line with Kisharon Noe's Policy ensuring appropriate actions are taken to reduce risk and reoccurrence.
- To promote and safeguard the welfare of the pupils and young people in therapy at all times, and to maintain good standards of client care and personal professionalism to provide an effective therapeutic environment.

Responsibility for Policy/ Service Development

- Work within a changing environment and make recommendations for service development.
- To work in accordance with school policies and procedures and local authority guidelines.
- To be responsible for the health and safety of self and others using proactive and reactive strategies. This may include using positive handling techniques.
- To liaise closely with the Head of Therapies regarding the role of the Speech & Language Therapist within the school, and propose changes to practice and procedures within service where necessary.
- To implement policies and propose changes to the Therapy team, in order to develop Speech & Language Therapy services according to pupil need and in accordance with national and professional guidelines.

This list is only an indication of the main tasks required to be performed. It is not an exhaustive list of duties and responsibilities and may be subject to amendments to take account of changing circumstances.

Kisharon Noé School reserves the right that you may be required to undertake such other duties and/or hours of work as may reasonably be required of you commensurate with your grade at your normal place of work.

Kisharon Noé School is committed to Safeguarding all children and all applicants will be asked to make declarations regarding their criminal history prior to interview. The post will be subject to satisfactory safeguarding references and to an enhanced CRB check being received. Kisharon Noé School is an equal opportunities employer and welcomes applicants of both genders and all race, cultural, language and faith backgrounds. We do not discriminate on grounds of age, disability or sexual orientation. Kisharon Noé School is committed to whole staff professional development

JOB SPECIFICATION

| | Essential Criteria | Desirable Criteria |
|---------------------------------------|---|--|
| Education & Qualifications | <ul style="list-style-type: none"> • Recognised SLT degree qualification or equivalent. • Health Professions Council – Licence to Practice • Registered member of Royal College of Speech and Language Therapists. | <ul style="list-style-type: none"> • AAC and Makaton training and experience • Member of a relevant CEN |
| Experience | <ul style="list-style-type: none"> • At least 2 years experience of working at a professional level | <ul style="list-style-type: none"> • Worked within a special school setting • Working with students with complex needs including Dysphagia needs |
| Knowledge | <ul style="list-style-type: none"> • Good knowledge of assessment tools and methods relevant to autism and learning disabilities. • Good knowledge of national policies and procedures relevant to autism and people with learning disabilities. • Knowledge of a range of appropriate therapeutic interventions. | <ul style="list-style-type: none"> • Use of computer generated symbols programmes. e.g. Widgeit, GRID 3 |
| Skills & Abilities | <ul style="list-style-type: none"> • Excellent communication and interpersonal skills. • The ability to produce accurate and concise written records and reports. • The ability to challenge and articulate professional opinion. • Computer literate | |
| Personal Qualities | <ul style="list-style-type: none"> • Able to foster good working relationships. • A good team player. • Enthusiastic and highly motivated. • Articulate and assertive. • Able to remain calm under pressure. • Aware of own strengths and weaknesses. • High professional standards. • Committed to quality | |

Note: The duties may be varied to meet the changing demands of the School and these duties may, therefore, be changed at the discretion of the Headteacher. The Job Description may be revised annually