

Lead Speech and Language Therapist.

The Lead Speech Language Therapist will provide expertise, advice and intervention for a varied caseload, working both discreetly and embedded within the educational environment across the academy. In addition the Lead Speech and Language Therapist will oversee the Academy wide Speech and Language Strategy, line manage staff within the Speech and Language Team, lead accredited communication training and collaborate with leaders on integrated curriculum enabled approaches regards Speech and Language.

Job Purpose

- To lead the Academy Speech and Language Strategy.
- To quality assure the Speech and Language implementation in school, both discrete and integrated work.
- To assess and manage a specialist Speech & Language Therapist (SALT) caseload using developed clinical skills and innovative practice.
- To identify, assess and manage children with Developmental Language Disorder and Social Communication Needs and contribute to a Multi-Agency Assessment Team.
- To identify, assess and diagnose communication needs and select appropriate pupils and types of therapy for communication support.
- To provide expert advice to the Education, Care and Therapy Team in interpreting other professional reports for Admissions, Tribunals, Annual Reviews and Banding.
- To develop and deliver specific training courses relating to speech, language and communication needs.
- To work with parents and carers and children in a supportive and person centred partnership towards agreed goals and outcomes.

Main Duties

- To monitor and quality assure the delivery of the Speech and Language strategy.
- To line manage staff within the Speech and Language team.
- To lead training and development for staff with regards Speech and Language including accredited training.
- To ensure the integrated and discrete curriculum approaches meet pupil need with regards to Speech and Language.
- To support and develop the skills of pupils with communication needs arising from autism, social communication needs and/or developmental delays/disorders.
- To implement and monitor a whole academy communication strategy to establish a communication friendly environment

- To work with a wide range of professionals in a variety of multidisciplinary teams across external agencies in a consultative, advisory and collaborative capacity.
- To provide specialist assessment and analysis of speech and language needs and the impact advising on appropriate intervention.
- To work with the Head of Therapy, Speech and Language colleagues and wider Therapy Team to help ensure that changes to interventions are based on high quality and proven research leading to evidence based practice.
- To work in partnership with pupils, using high levels of insight, skill and experience, to determine an intervention programme that balances all aspects of their needs within a holistic pupil centred approach, while working towards a specific therapeutic goal.

<u>Speech and Language Therapist –Person Specification</u>		
	Essential	Desirable
Qualifications		
Degree in Speech and Language Therapy (or equivalent qualification).	x	
Registration with Health Care Professions Council.	x	
Membership of Royal College of Speech and Language Therapists, and evidence of own professional development.	x	
Have additional and/or a commitment to partaking in specialist training and advanced professional qualifications in specialty areas.	x	
Able to deliver accredited Speech and Language/Communication courses e.g. ELKLAN		x
Knowledge and Experience		
Experience of leading an Academy wide Speech and Language Strategy	x	
Successful Line Management Experience		x
Successful track record of delivering quality Speech and Language/Communication training	x	
To have a working knowledge of Total Communication e.g. Makaton, visuals	x	
Have knowledge of differential diagnoses regards SALT.	x	
To have an understanding of the use of visual strategies, and symbol systems e.g. Picture Exchange Communication System (PECS).		x
To have good knowledge and understanding of (or a commitment to developing and understanding of) TEACCH approaches.	x	
To have good observation skills and to use the insight from observation to inform practice.	x	
To have an awareness of the sensory needs pupils may have.	x	

Highly skilled in the selection and use of speech and language assessments including formal and informal assessments.	x	
To be able to write detailed Speech and Language Therapy reports as required.	x	
Experience of evaluating Speech and Language interventions and monitoring effectiveness and outcomes	x	
Experience of multi-agency working	x	
Has knowledge of the SEND Code of Practice (2015)		x
To be able to manage a Speech and Language caseload effectively	x	
Able to deliver 1:1 and small group therapy	x	
To co-deliver therapeutic approaches within the classroom	x	
Safeguarding		
Full understanding of the safeguarding requirements and how staff promote the welfare of children	x	
Eligibility to work in the UK	x	
Recent safeguarding training		x
Personal Qualities		
A self - motivated and resilient practitioner	x	
Ability to engage with, motivate and adapt for students who find learning a challenge	x	
Ability to quickly build and sustain effective working relationships with a range of stakeholders, including parents, education staff, care staff, other therapists, Local authority officers, health professionals.	x	
A flexible, innovative and consistently positive attitude	x	
Excellent communicator, both orally and written	x	
An ability to retain a sense of perspective and humor to motivate all pupils and colleagues.	x	