

<i>Post:</i>	Speech & Language Therapist, Lansbury Bridge School & Sports College
<i>Salary:</i>	SCP points 26 – 28 (£22,221 – £23,708)
<i>Hours:</i>	37 hours per week, term time only
<i>Responsible to:</i>	Headteacher & Leadership Team
<i>Responsible for:</i>	Those staff designated by the Headteacher to be under the line management responsibility of the Speech & Language Therapist
<i>Post Objective:</i>	To assist the Headteacher, Deputy and Assistant Headteacher with the school leadership and management in order to fulfill the aims of the school within the framework provided by the policies of the Governing Body and the Local Authority with regard to all statutory requirements.

Lansbury Bridge School aims to become a *Centre of Excellence* characterised by:

- Excellence of provision for those pupils who receive their education on the site of the school – a safe, secure and caring environment where expectations and achievements are high, and children and young people realise their full potential in all areas of their development: academic, physical, emotional, spiritual, moral, social and independence.
- An environment where pioneering approaches to teaching, learning and support for children with complex learning difficulties are developed and evaluated.
- The provision of training, advice, guidance and support, based on proven and effective methods, to colleagues in mainstream schools to support them in building their capacity to meet the needs of children with an increasingly broad range of additional needs.
- The use of PE, sport and physical activity to improve the health, behaviour, confidence and learning of the whole school community.

Speech & Language Therapist, Lansbury Bridge School: Job Description

PRINCIPAL RESPONSIBILITIES

To add value to the provision made by the PCT Speech and Language Service by providing direct and indirect speech and language therapy interventions to meet the needs of pupils, their families and staff.

This work will primarily involve pupils on roll at Lansbury Bridge School & Sports College, but the post holder may be directed by the Headteacher to work with pupils and staff from other schools.

The post holder will be expected to work with pupils with the full range of needs represented at Lansbury Bridge School and must demonstrate a commitment to develop over time a considerable expertise in relation to the needs of children and young people with an ASD, and the use of Alternative and Augmentative Communication (AAC) to support pupils with severe communication difficulties.

When required – to also fulfil the requirements of a Senior Learning Assistant (see job description).

KEY AREAS OF RESPONSIBILITY

ASSESSMENT AND INTERVENTION

Receive speech and language therapy referrals from school staff and members of the Senior Leadership Team (SLT).

Carry out a thorough assessment of need using approved and appropriate methods and consulting with other professionals as appropriate.

Devise programmes of intervention for pupils to meet assessed needs.

Carry out programmes of intervention through:

- Working directly with individual pupils.
- Providing advice, guidance, supervision and coaching to other staff carrying out programmes.
- Working directly with groups of pupils.

Where appropriate, involve parents in the planning, execution and evaluation of intervention programmes.

Keep comprehensive and accurate records of all work carried out in line with RCSLT professional standards.

Assess and record the performance and progress of all pupils participating in intervention programmes.

Provide evaluative reports relating to interventions to parents, school staff, and other professionals as directed by the SLT in a format agreed with SLT.

Manage children with challenging behaviours including the application of appropriate management strategies.

SCHOOL DEVELOPMENT

Develop new areas of practice to enhance school provision.

Plan and deliver training to other staff.

Develop further activities that can be offered to our wider school community.

Supervise the work of assistants and volunteers and participate in student placements as appropriate.

ADMINISTRATION

Keep up to date inventories of equipment.

Carry out routine basic maintenance on equipment ensuring all equipment is kept in a safe-to-use condition.

Arrange for non-routine maintenance and repair of equipment to be carried out by appropriate bodies.
Keep appropriate records of work carried out, resources used and costs incurred.
Identify and order appropriate equipment and resources.
Carrying out any administrative tasks associated with the post as required by the Headteacher.
Manage any charging arrangements and keeping appropriate accounts and financial controls.

ACCOUNTABILITY

Ensure that all activities are carried out in line with best practice in relation to health and safety and safeguarding considerations.
Ensure that all activities are carried out in line with best practice in evidence / research based clinical practice, national standards and guidelines.
Prepare and present reports and evaluative data relating to the work of the post holder to the Headteacher, Governors, other members of the Leadership Team, school staff and the LA.
Make a full and comprehensive contribution to the Annual Review and Individual Education Planning processes.
When appropriate, attend meetings with parents and other professionals.
Keep up to date with national and local initiatives and ensure school provision reflects best practice.
Develop and maintain positive relationships with the school community.
Promote a positive image of the school.
Maintain effective liaison and collaborative working with other agencies including health and therapy services and the Local Authority.
Ensure the security of records reports and other data.
Maintain effective relationships with other schools.
To access the appropriate clinical supervision in line with best practice.

GENERAL

All staff at Lansbury Bridge School are expected to take responsibility for the following:

- Safeguarding and promoting the welfare of children.
- To be aware of and implement all school policies and practices.
- To comply with the Council's / School's Health and Safety Policy and associated safe working procedures and guidelines.
- Work collaboratively with all colleagues including Support, Therapy and Nursing staff.
- Expect and encourage high standards of behaviour.
- Supervision of pupils at arrival, departure and breaks.
- To comply with the Council's Data Protection Policy / legal requirements.
- To comply with the Council's / Schools Comprehensive Equality Policy and to ensure that it is implemented within the service area of the post.
- Attending and contributing to staff meetings.

All staff are expected at all times to act in a manner as to justify public trust and confidence, serve the interests of Lansbury Bridge School, and uphold and enhance its good standing and reputation.

The details contained within this job description reflect the content of the job at the date it was prepared. However it is inevitable that, over time, the nature of the job may change. Existing duties may no longer be required and other duties may be gained without changing the general nature of the post or the level of responsibility entailed. Consequently, the Council will expect to revise this job description from time to time and will consult the postholder/s at the appropriate time.

The post is subject to Enhanced Disclosure.

PERSON SPECIFICATION & ELIGIBILITY CRITERIA FOR THE POST OF SPEECH & LANGUAGE THERAPIST

	CRITERIA	ESSENTIAL/ DESIRABLE	CRITERIA WILL BE MEASURED
A. <u>Education and Training</u>	Recognised Speech and Language Therapy Qualification/MRCSLT	E	A
	HPC Registration	E	A
	Membership of RCSLT	D	A
B. <u>Work Experience</u>	Experience of working as a Speech and Language Therapist.	E	A / I
	Experience of working as a paediatric Speech and Language Therapist.	D	A / I
	Experience of working in a professional role with children.	D	A / I
C. <u>Skills and abilities</u>	The ability to: Assess, plan, deliver, record and evaluate in relation to speech and language therapy intervention programmes.	E	I / P
	Work with parents and education staff to assess, plan, deliver, record and evaluate speech and language therapy intervention programmes.	E	I / P
	Ensure that all activities are carried out in line with best practice in relation to safeguarding; best practice in evidence / research based clinical practice, national standards and guidelines; and health and safety considerations.	E	I / P
	Develop new areas of practice to enhance school provision.	E	I / P
	Plan and deliver training to other staff.	E	I / P
	Be able to communicate effectively, both verbally and in writing, with staff, parents, the community and relevant external agencies.	E	I / P
	Promote the work of Lansbury Bridge to other schools and organisations.	E	I / P

	Establish and implement effective controls and inventories to ensure school resources are secure and used safely and effectively.	E	A / I
	Plan and deliver training to other staff.	E	I / P
D. <u>Knowledge and Understanding</u>	Demonstrate a knowledge and understanding of the needs of children, young people and adults with a wide variety of SEN including PD & medical difficulties, MLD, ASD and CLD and the implications for speech and language therapy.	E	A / I / P
	Demonstrate an appreciation of parents' needs and aspirations.	E	A / I / P
	Demonstrate a commitment to develop over time a considerable expertise in relation to the needs of children and young people with an ASD, and the use of Alternative and Augmentative Communication (AAC) to support pupils with severe communication difficulties.	E	A / I / P
E. <u>Personal Qualities</u>	Demonstrate strong interpersonal skills, in particular the ability to relate well to children, young people and adults.	E	I / P
	Demonstrate the ability to lead and motivate.	E	I / P
	Demonstrate the ability to be an example of good practice reflecting the policies of the Governing Body.	E	I / P
	Demonstrate a high standard of professionalism and self-discipline.	E	I / P
	Demonstrate the ability to build and maintain professional relationships	E	I / P
F. <u>Approach to work</u>	Demonstrates a sound awareness of current developments and legislation relating to this area of work.	E	A / I / P
	Demonstrates a commitment to keep up to date with developments and innovations in relation to speech & language therapy practice including attending appropriate training courses.	E	A / I / P
	Demonstrates a commitment to high quality	E	A / I / P

	and high standards. Demonstrates a commitment to equal opportunity.	E	A / I
Prepared September 2012			A = Application Form I = Interview P = Presentation