

HORIZONS SPECIALIST MULTI ACADEMY TRUST

JOB PROFILE

POST TITLE : Speech and Language Therapist

GRADE : NJC Grade L- M

**REPORTING
RELATIONSHIP** Vice Principal

JOB PURPOSE : The post-holder is responsible for providing a speech and language therapy service to Horizons Specialist Multi Academy Trust, primarily to Abbey Hill Academy and Sixth Form. This will include the assessment, diagnosis, treatment and management of complex speech, language and communication disorders of children attending the academy. The post-holder is required to work as part of a multi-disciplinary team with teaching and other staff, including health professionals and parents and to provide training to staff.

MAIN DUTIES/RESPONSIBILITIES

CLINICAL:

To provide detailed assessment, diagnosis, treatment and management to children attending the academy.

To identify specific targets in conjunction with teaching staff as part of the child's individual education health and care plan.

To provide a speech and language service in the context of the curriculum and the wider academy.

To attend and actively contribute to meetings with parents and other agencies, as appropriate, and to share/agree individual updates and targets with them.

To actively promote the use of visual support systems and teaching approaches embraced by the whole academy e.g. Widgit, photos, talking mats etc.

To actively contribute to the creation of an optimal learning environment, promoting the communication friendly schools agenda.

To make relevant referrals to outside agencies in collaboration with the academy.

To act as a point of contact for other SALTs or professional staff.

To assess prospective students in collaboration with educational staff in line with academy admissions procedure.

To work alongside other therapists to offer a 'package' of therapy to individual students.

To monitor and evaluate the child's progress in relation to therapy and generalisation of skills across settings.

To provide additional written reports as required on a child's progress and current strengths and needs in the areas of speech, language and communication.

To maintain accurate records and case notes.

To contribute to and act upon annual appraisal meetings.

To develop special interests in relation to clinical skills and share with SALT colleagues and the academy team.

To maintain and update SALT assessment and resources as necessary in line with developments within the SALT service.

To lead on the development of a 'Total Communication' academy environment, maintaining the associated academy guidelines and update accordingly.

LIAISON/TEAMWORK:

To carry out team assessments and develop therapy plans for individual students working alongside health and education colleagues.

To attend and contribute to regular staff meetings, relevant department meetings, team meetings, Professional Development days and in-service training.

To monitor and promote the use of AAC and Makaton as part of a core communication toolkit for appropriate students.

To jointly plan and provide training for the academy team as required fulfilling the need of the client base.

To input into the whole academy curriculum development as appropriate.

To support SALT colleagues over clinical issues as appropriate.

To develop innovations within the academy to improve the standard of the communication support provided for students and students.

To work collaboratively and co-operatively with all staff members.

To jointly negotiate and prioritise whole academy approaches/strategies with academy staff and support these approaches in daily working practice.

To work collaboratively and co-operatively with staff members to ensure the communication needs of the child are met in the context of the skills and needs of the child/student as a whole child.

To identify approaches/resources appropriate for the whole academy in consultation with academy teaching staff.

To actively liaise with relevant agencies.

CLINICAL GOVERNANCE:

To monitor and evaluate the effectiveness and use of SALT input at the whole academy level in collaboration with the academy and in the development of measures to evaluate such effectiveness.

To contribute to the Academy and Provision Improvement Plans.

To develop and extend the role of SALT service within the academy.

To manage the time and activities delivered by the academy communication intervention specialist.

Parents/carers

- To attend and actively participate in both formal & informal meetings for students.
- To attend any other meeting the academy arranges for parental/carer consultation and liaison.
- To work with parents/carers to secure partnership in the learning process.

Resources

- To make effective use of the resources available within the academy, and to be aware of resources provided by other stakeholders and those within the community.

- To maintain an overview of SaLT resources and develop these as needed.

Continuing Profession Development and Professional Learning

- To participate in the academy's staff professional development programme.
- To participate in appropriate in-service training, ensuring up to date knowledge of specialist strategies.
- To attend and participate in a range of staff meetings
- To actively participate in SaLT peer supervision with SaLTs working outside the Trust.

GENERAL

- To perform any other reasonable task in line with the pay grade.
- To contribute towards and implement academy strategies.

Support for the Academy

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security and confidentiality, reporting all concerns to an appropriate person.
- Be aware of and support difference and ensure all students have equal opportunities to learn and develop.
- Contribute effectively to the overall ethos/work/aims of the academy.
- Establish constructive relationships and communicate with other agencies/professionals, in liaison with the teacher, to support achievement and progress of students.
- Attend and participate in regular meetings.
- Recognise own strengths and areas of expertise and use these to advise and support others.
- Participate in training and other learning activities and performance development as required.
- Assist with the line management of support staff as appropriate.

The post holder must carry out his/her duties with full regard to the Academy's Equal Opportunities and Racial Equality Policies in the terms of employment and service delivery to ensure that colleagues are treated and services delivered in a fair and consistent manner.

To comply with health and safety policy and systems, report any incidents/accidents/hazards and take pro-active approach to health and safety matters in order to protect both yourself and others.

Any other duties of a similar nature related to the post which may be required from time to time.

PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL ACADEMY POLICIES.