



Job Description

Job Title: Speech and Language Therapist

Location: Esteem Multi-Academy Trust

Job Description

Job Title	Speech and Language Therapist
Location:	Esteem MAT
Hours per week:	37 hours (part-time hours will be considered for the right candidate)
Weeks worked per year:	All year round, 52 weeks (TTO will be considered for the right candidate)
Reporting to:	SLT
Salary Scale:	14.37 £56,899 FTE

Main purpose of Role

The Therapies Lead will provide leadership for Communication strategies, implementation and oversight across the Esteem MAT. They will also be responsible for the development, optimisation and innovation of wider Therapy services and pathways to effectively influence and support the successful delivery of the individual school's objectives and priorities in conjunction with each school's vision, ethos and teaching and learning practices.

Principal Accountabilities:

Main Duties	<ul style="list-style-type: none"> • To supervise and mentor others, providing leadership and support, including, but not limited to, supervision and continuing professional development to other speech and language therapists, SaLT apprentices, and where appropriate, SaLT assistants. • To deliver a clinical service, using excellent skills, and a wide range of assessment and intervention methods within a coherent framework that draws on SaLT therapy theory and evidence, incorporating interpersonal, societal, cultural and biological factors. This is inclusive of setting SMART targets, and using appropriate outcome measures to evaluate the effectiveness and broader impact of interventions. • To provide expert knowledge and support to the wider MDT within the service and taking lead on projects, where appropriate. • To take the lead in the development of the SaLT service, supporting schools across the MAT, using highly specialist skills and experience. • To plan, design and deliver teaching / training to staff across the organisation as needed.
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	<ul style="list-style-type: none"> To work with parents, providing appropriate advice and support on a tailored individual basis. To take the lead in the planning, development and evaluation of the SaLT service, conducting clinical audits, demonstrating awareness of national and local legislation and contributing towards clinical governance processes. To direct and support collaborative working across the MAT and MDT's, developing joint interventions and taking into consideration all areas of need of both students and staff. To work autonomously, managing complex clients with a range of diagnosis independently, working across settings as needed, demonstrating effective time management and organisational skills.
Administration	<ul style="list-style-type: none"> Support and attendance when necessary EHCP annual reviews Creating and support writing reports for all and any relevant reviews. Sourcing and implementing a communication assessment tool to measure a pupil needs and facilitate an appropriate provision. Ensuring Compliance with GDPR requirements.
Other General Requirements	<ul style="list-style-type: none"> Represent and promote the ethos and values of Esteem Multi-Academy Trust To take and be accountable for all decisions made within the parameters of the job description Participate with performance management and training and activities that contribute to personal and professional development Actively promote and act at all times in accordance with the policies of the MAT e.g. Safeguarding, Health and Safety, Equal Opportunities & GDPR. Provide a high standard of customer service in all dealings internal and external to the MAT

This Job Description is non-exhaustive and sets out the main expectations of the post holder. This Job Description can be altered with the agreement of the postholder and will be reviewed regularly. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description

The MAT will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Esteem Multi-Academy Trust is committed to safeguarding and promoting the welfare of all its students. We expect all staff, volunteers and agency staff to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service (DBS) check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information provided.

Person Specification

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Degree / diploma in SaLT HCPC registration Membership of professional body (i.e, RCSLT) 	
Experience	<ul style="list-style-type: none"> At least 4 years post-graduate work experience At least 2 years relevant experience Experience supervising and supporting other SaLT, or therapy assistants. 	<ul style="list-style-type: none"> Designed a service/ implemented new types of interventions Experience in using a range of outcome measure and intervention methods Experience in handling complex communication situations, resolving conflicts within wide context
Knowledge	<ul style="list-style-type: none"> Demonstrate solid understanding of service (e.g. learning disabilities, paediatrics, PMLD) Knowledge of current and specific legislation (e.g. Mental health act / children's act / LD legislation) Excellent understanding of core Speech and Language therapy skills and current best practice in SaLT and specific service. Excellent understanding of specialism e.g. PMLD, 	<ul style="list-style-type: none"> Knowledge of a wide range of assessment tools and outcome measures within specialism

	<p>paediatrics, autism, learning disability.</p> <ul style="list-style-type: none"> • Knowledge of current assessment, intervention and outcome measurement within specialism. 	
Abilities	<ul style="list-style-type: none"> • Excellent computer literacy skills i.e. PPT, Excel, Word • Expert and professional report-writing skills 	

Signed:

Date: