

JOB DESCRIPTION

Section: Therapy	Reports to: Director of Therapy Services
Job Title: Deputy Lead Therapist	Grade/Salary Range:
Working Pattern: TBA	Weeks per annum: TBA

Main Purpose of Job

To support the Director of Therapy Services in the delivery and ongoing development of the therapy service across Chiltern Way Academy.

The Deputy Lead Therapist will maintain a clinical caseload while taking on additional leadership responsibilities to support the operational delivery, quality assurance and development of therapy provision within a defined geographical cluster of schools.

The role will contribute to ensuring that therapy provision is delivered consistently, effectively and in alignment with the academy's priorities, supporting positive outcomes for students and effective collaboration with school leadership teams.

Limits of Authority and problem solving

- Works with a high degree of professional autonomy within their clinical practice while contributing to the operational leadership of the therapy service.
- Supports the Director of Therapy Services in implementing service policies, procedures and quality assurance processes.
- Provides day-to-day guidance and support to members of the therapy team within their allocated cluster.
- Escalates complex clinical, operational or organisational issues to the Director of Therapy Services where appropriate.

Qualification, relevant specialist knowledge and skills required

- Recognised professional qualification in Speech and Language Therapy and/or Occupational Therapy
- HCPC; and RCSLT and/or RCOT registration
- Leadership training; qualifications and/or relevant experience
- Evidence of establishing and leading a team to deliver positive outcomes for children or adults with additional needs
- High level of expertise within the specialist service providing advice, education and support to staff, patients, their families and carers

Therapy Service Planning and Development

- Maintains a clinical caseload delivering specialist SALT or OT intervention to students with highly complex needs.
- Supports the Director of Therapy Services in monitoring the delivery of therapy provision across schools within their allocated cluster including students who are not currently attending.
- Provides operational support to therapists within their cluster, supporting problem solving and effective service delivery.
- Contributes to the allocation and monitoring of therapy caseloads and workloads to ensure equitable distribution and effective use of resources.
- Supports the implementation of quality assurance systems including audit, service monitoring and evaluation of outcomes.
- Supports the professional development of therapists through monitoring of service frameworks for mentoring, supervision and informal clinical guidance including providing line management where appropriate.

	Provides line management to (including probation reviews, performance management reviews, report writing checks, etc)	Provides clinical supervision to
Assistants/ Apprentices	n/a	n/a
Therapist	n/a	Assistants, apprentices and peers
Specialist Therapist	n/a	Therapists
Senior Specialist Therapist	n/a	Specialist Therapists
Deputy Lead	Assistants, Apprentices, Therapists, Specialist Therapists	Senior Specialist Therapists
Director	Senior Specialist Therapists, Deputy Lead Therapists	Deputy Lead Therapists

- Oversees the planning and coordination of staff training and CPD programmes for school staff and therapy colleagues.
- Supports the Director of Therapy Services in implementing service development initiatives and improvement plans.

Academy Planning and Development

- Works closely with school leadership teams within their cluster to support the effective integration of therapy provision within the wider school environment.
- Contributes to the planning and delivery of whole-school training and staff development related to communication, sensory and functional needs.
- Supports the implementation of therapy-related elements of school development plans.
- Contributes to the development of universal and targeted provision across the schools within their cluster.
- Supports the mobilisation of therapy services within new schools or expanding provision where required.
- Oversees coordination of multi-disciplinary liaison and working across site teams with Senior Specialist Therapist feeding information into Deputy Lead Therapist.
- Reviews resource requests and budget spend in the context of wider service and school priorities and manages budgets alongside Director of Therapies.

Clinical Responsibilities

- Undertakes specialist assessment, diagnosis and intervention for students with complex communication and/or functional needs.
- Develops and reviews therapy programmes and care plans in collaboration with education staff and families.
- Monitors and evaluates the impact of therapeutic interventions within the educational setting.
- Maintains accurate clinical records in accordance with professional and organisational standards.
- Supports the implementation of evidence-informed practice and continuous improvement within the therapy service.

Communication

- Acts as a key liaison between the therapy service and school leadership teams within their allocated cluster.
- Communicates complex clinical information to staff, families and other professionals in a clear and accessible way.

- Supports therapists in managing complex or challenging discussions with families or professionals where required.
- Represents the therapy service in school meetings, multi-agency meetings and other relevant forums.

MAIN DUTIES AND RESPONSIBILITIES – OTHER

To work within and encourage the Academy's Equal Opportunity policy and contribute to diversity policies and programmes in relation to discriminatory behaviour.

To participate in arrangements within an agreed national framework for the appraisal of your own performance to Chiltern Way Academy requirements.

To ensure that all activities are risk assessed and documented in the appropriate format.

To promote the safeguarding of children.

To use information technology systems as required to carry out the duties of the post in the most efficient and effective manner.

Contribute to the overall aims and targets of the Academy, appreciate and support the roles of other members of the learning support and teaching team.

Attend INSET, appropriate training and relevant meetings as required and participate in the Academy's performance management process.

Carry out all duties and responsibilities with reasonable care for the health and safety of yourself and any other persons who may be affected by your acts or omissions at work and to co-operate fully with the Academy in health and safety matters.

Chiltern Way Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undergo an enhanced DBS check.

Note: This JD is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the Academy in relation to the post holder's professional responsibilities and duties. The duties of this post may vary from time to time, as required by the Head of Campus, without changing their general character or the level of responsibility entailed.



Signature Line Manager:

Date:.....

Signature Job Holder:.....

Date:.....