

Job Description: Speech & Language Therapist

Responsible to: Service Lead Speech & Language Therapist
Principal Speech & Language Therapist
Therapies & Family Support Manager

Salary details: OAT Grade 8, SCP 31 – 36

Working Hours: 37 hours per week, Full time

What you will deliver

Clinical

- Manage a caseload of autistic pupils, developing profession-specific assessment skills and evidence-based interventions under the supervision of the Principal Speech & Language Therapist.
- Provide appropriate assessment and analysis of clinical and social information from a range of sources to develop appropriate intervention plans.
- Provide a range of direct and indirect interventions in a range of settings as appropriate to the needs of the pupil.
- Use evidence-based practices to provide specialist and targeted interventions relative to the identified needs of the autistic pupil, working alongside teaching staff to ensure the delivery of Therapy programmes.
- Devise, execute and monitor specific and detailed programmes to progress autistic pupils social communications.
- To assess students' need for individualized AAC systems, including high tech AAC assessment and referrals in line with the AAC Pathway.
- To ensure all students' individualised AAC systems are regularly reviewed and updated, in collaboration with the class team.
- Collaborate with teachers, along with other professionals, on Personal Learning Plan (PLP) goal setting and emotional regulation support plans.
- Collaborating with teachers, to ensure universal approaches are embedded across all classes on caseload, with regular audit and review undertaken
- To support the transition process of Autistic children/ young people entering adulthood
- Write baseline and annual review reports reflecting knowledge of approaches for autistic pupils.
- Work closely with pupils, carers and families, involving them in decision-making regarding intervention approaches, sharing assessment and condition related information clearly and effectively, particularly where barriers to understanding exist.
- Demonstrate empathy with and maintain sensitivity at all times to the emotional needs of children, young people and their families.
- Employ excellent communication skills to encourage clients and carers to undertake therapy programmes.
- To provide advice to parents and carers regarding the management and support of children/ young people, ensuring transfer of supports from school to home
- Recognise potential conflict and when it occurs seek advice and support to resolve.
- Provide assessment for and provision of the communication abilities of autistic pupils.
- Liaise with therapists, parents/carers, teaching staff and others to continue the effective implementation of strategies to create a total communication environment.
- Adapt the learning environment to maximise the effective communication abilities of students.
- To demonstrate a working knowledge of and be willing to further understand interventions and approaches to facilitate effective social communication for Autistic Children and Young People.

- Use clinical reasoning to review own caseload in liaison with the Lead Speech and Language Therapist and/or Principal Speech and Language Therapist, ensuring that intervention is meeting the needs of children and their families and carers.
- Demonstrate clinical effectiveness and maintain own clinical skills in line with evidence-based practice.
- Attend educational and multidisciplinary assessments and reviews where appropriate.
- Maintain up to date and accurate progress notes in line with the service and HCPC standards.
- Provide written advice for statutory assessment of special educational needs as requested and/or contribute to pupil's Education, Health and Care plan by providing a report, setting outcomes and SALT provision recommendations.
- To collaborate with teachers, along with other professionals, on Education Health and Care Plan outcomes, termly targets and emotional regulation support plans
- Contribute to the planning and delivery of specialist training packages to OQA staff, parents/carers; adapted appropriately to meet the needs of participants, in collaboration with the Principal Speech and Language Therapist.
- To refer on to external services as appropriate.
- To work collaboratively with interpreters during assessment and ongoing intervention with families for whom English is an additional language, if and when required.
- Work across Ormiston Queensmill and Ormiston Kensington Queensmill Academies and/or Satellite Provisions/Resource Bases.

Reporting and Administration

- Be an effective member of the multidisciplinary therapy team at Ormiston Queensmill Academy.
- Attend or ensure appropriate representation for relevant meetings.
- Autonomously manage own time and prioritise demands of caseload on a day-to-day basis, under the supervision of the Lead Speech and Language Therapist and/or Principal Speech and Language Therapist.
- Complete administration tasks including record keeping, in line with the Therapy Service, HCPC and RCSLT professional standards.
- To produce a range of reports regarding children's needs, reflecting specialist knowledge, summarising proposed care plans and ensuring that these are integrated into the child's outcomes.
- To attend or ensure appropriate representation for relevant meetings, where relevant and required.
- Promote awareness of and explain the role of Speech and Language Therapy to colleagues, parents/carers and other services.
- Have a working knowledge and adhere to relevant procedures including Safeguarding Children, SEN procedures and other relevant legislation related to the health, education and social welfare of children, young people and their families.
- Apply the policies and practices of Ormiston Academies Trust and Ormiston Queensmill Academy.
- Be aware of and adhere to the school, Trust, local and national Child Protection procedures.
- Share information with others, observing information sharing and data protection guidelines.
- Be involved with research projects, audit and review of the Therapy Service as agreed by the Principal Speech and Language Therapist, and/or the Therapies & Family Support Manager.
- Provide evidence and information as required for OFSTED, NAS accreditation and other inspections under the direction of the Principal Speech & Language Therapies and/or the Therapies & Family Support Manager.
- Contribute to development of information and advice for parents or carers through leaflets or on the school website under the direction of the Principal Speech & Language Therapist and/or the Therapies & Family Support Manager.
- Carry out any other duties that may arise under the direction of the Lead Speech and Language Therapist, Principal Speech & Language Therapist and/or the Therapies & Family Support Manager.

Supervision & Training

- Responsible for maintaining up to date HCPC and RCSLT registration.
- To adhere to RCSLT Professional and Clinical Standards as well as National and Local Clinical Guidelines
- To work within the framework of Clinical Governance and its application to professional practice
- To participate in regular clinical supervision to ensure clinical best practice, use of reflective practice and appropriate decision making.
- Develop and maintain the skills and knowledge to ensure clinical best practice.

- Identify personal/professional development evidenced by Personal Development Plan developed within the Ormiston Academies Trust performance management framework, including setting SMART objectives.
- Demonstrate the ability to reflect on practice with peers and mentors and identify own development needs.
- To maintain CPD (as outlined by HCPC/RCSLT) by attending relevant courses, meetings and CEN groups etc., and reading appropriate literature.
- To develop and maintain the skills and knowledge required of a Speech and Language Therapist/ Specialist Speech and Language Therapist working with autistic children and young people to ensure clinical best practice
- Share new information with and provide training feedback to other staff.
- Participate in the in-service training sessions.
- Reflect on and evaluate training provided.
- Contribute to the clinical training of Speech & Language undergraduates, when required, according to guidelines provided by the higher education institutes.

Person Specification

This role requires an extensive level of knowledge on autism and child development, with proven experience as a therapist working in school settings. The successful candidate should be able to demonstrate clinical skills, with knowledge of evidence-based therapeutic approaches for use across all school settings and be able to champion the rights of autistic pupils in accessing appropriate and inclusive education services.

	Essential	Desirable
Qualifications		
Recognised Speech and Language Therapy Degree Qualification or equivalent	X	
Postgraduate diploma/masters level expertise in the specialist field of autism or education.		X
Professional knowledge acquired through further training and specialist short courses.		X
HCPC Licence to Practice	X	
Member of Royal College of Speech and Language Therapy		X
Show active interest in CPD in line with RCSLT guidelines	X	
Self-motivated and remain updated with professional practice	X	
An interest in current autism research and practice		X
Experience		
Experience of working with children and young people with Autism and related diagnoses e.g., PDA, ADHD, at undergraduate/post graduate level	X	
Experience of working within a school environment	X	
Working collaboratively with parents/carers and other professionals	X	
Experience of working in a multi-agency and/or multidisciplinary team		X
Experience of assessing the needs of children and young people with complex communication needs including those who do not yet use speech to communicate	X	
Experience of working with pupils presenting with extreme dysregulation		X
Experience of supporting pupils using a range of AAC systems		X
Experience in the planning and delivering training to other professionals	X	
Knowledge		
Knowledge of UK legislation and policies relevant to Autism and Education	X	
Knowledge of assessment tools, treatment techniques and therapeutic interventions	X	
Knowledge and experience of using a range of Autism specific approaches, e.g., TEACCH, Attention Autism, and the SCERTS framework.	X	
Knowledge of a Total Communication Approach and use of a range of AAC systems	X	
Awareness of the roles of other professionals relevant to Autism and education.	X	
Awareness of standards of record keeping	X	
Awareness of the principles of clinical governance/audit	X	
Awareness of vulnerable adults, children and young people's safeguarding issues and legislation.	X	

Skills/Abilities		
An enthusiastic and a positive attitude towards supporting people with autism to lead independent and fulfilling lives.	X	
Ability to analyse and interpret assessment findings from both standardised and non-standardised assessments in order to establish appropriate intervention goals and integrate these appropriately into speech and language therapy assessment, therapy plans and EHCP's	X	
Demonstrate clear clinical reasoning based on evidence-based practice	X	
Present information in clear and logical manner	X	
Sound written and verbal presentation skills	X	
Able to use own initiative to organise, prioritise and manage own caseload	X	
Excellent interpersonal skills including observation, listening and empathy	X	
Negotiation, problem solving, analytical and reflection skills	X	
Ability to be a good team member	X	
Sound ICT skills	X	