

**Person Specification**  
**Speech and Language Therapist**  
**(Band 5/6 Equivalent)**

We are looking to appoint an experienced, well qualified and dynamic Speech & Language Therapist to provide and develop the onsite SALT service for our students.

This newly created role is an exciting opportunity to join our team and will be carried out in close collaboration with all teaching & support staff, to develop the students' overall communication & language skills with a focus on functional skills in everyday life.

You will be a caring and committed individual who enjoys team work and supporting young people with SEMH needs, communication difficulties, learning difficulties, autistic spectrum disorder and challenging behaviour. The post would suit an energetic and creative professional who is looking to make a difference to the lives of young people as well as furthering their own professional development.

**Essential Criteria**

The person specification shows the abilities and skills you will need to carry out the duties in the job description. Short listing is carried out on the basis of how well you meet the requirements of the person specification. You should mention any experience you have had which shows how you could meet these requirements when you fill in your application form.

If you are selected for interview you may be asked also to undertake practical tests to cover the skills and abilities shown below.

**Qualifications/experience**

- Degree in Speech and Language Therapy or equivalent.
- UK HCPC Registration.
- Eligibility for membership of the Royal College of Speech and Language Therapists.
- Successful post registration practice and experience with young people who have moderate/severe/profound and multiple learning disabilities. Experience should be at a band 6 level.

**Abilities, skills & knowledge**

**Clinical**

- Ability to effectively manage a clinical caseload of young people with moderate/ severe/profound learning difficulties and/or disabilities.
- Ability to carry out a range of effective speech and language therapy assessments and interventions relevant to young people with learning difficulties.
- Knowledge of and commitment to person centred practice in all stages of the Speech and Language therapy process.
- Skilled in carrying out both individual and group interventions and dysphagia management.
- Ability to evaluate outcomes of intervention and adapt practice accordingly
- Ability to work closely with teaching staff in the identification of integrated learning and therapy related individual objectives.

- Working knowledge of Mental Capacity and Safeguarding Legislation and other legislation relevant to the students in this setting.

### **Professional**

- Knowledge of SaLT Professional Code of Conduct and ability to apply it to practice.
- Ability to reflect and critically appraise own performance.
- Ability to engage purposefully in own supervision and seek out supervision and support when needed.
- Ability to take responsibility for own CPD (continuing professional development).

### **General**

- Ability to communicate effectively with learners, carers and other professionals.
- Ability to operate effectively as part of a multi-disciplinary team.
- Skilled in a comprehensive range of high level verbal and written communication styles.
- Skilled in using equipment and technology to adapt information and make it accessible to the individual.
- Understanding of how to access other services and agencies.
- Ability to communicate a commitment to the view that students with a range of learning disabilities can and do achieve.
- Ability to work within and promote the College's Equality and Diversity, Safeguarding and Health and Safety Policy.