

JOB DESCRIPTION

Speech and Language Therapist

Hours: 28 hours per week

Reporting to: SENCO

Core purpose of the job:

This position is to provide speech and language therapy to meet the needs of Pupils within Southover Partnership. Our SALT will oversee the delivery of therapeutic interventions throughout the school, outreach services.

We are looking to appoint an experienced, well qualified and dynamic Speech & Language Therapist to provide and develop the 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.

This role includes the following responsibilities:

- To plan, resource & prepare effective and engaging therapy programmes for pupils (supported by the teacher and leaders)
- To plan, lead and deliver whole-staff therapeutic training
- To assist in determining the communicative function of a behaviour and to develop/target goals that will reduce challenging behaviour by providing pupils with a more effective means of communicating
- To establish functional goals that promote meaningful participation and increased independence
- Provide formal & informal assessment as well as weekly intervention for adolescents aged 11-18 with speech & language needs including Developmental Language Disorder, Autism Spectrum Condition & more general learning difficulties.
- Identify appropriate & effective strategies to facilitate & enhance communicative effectiveness & reduce challenging behaviour.
- Collaborate with & train support staff in delivering specialist speech & language therapy programmes across the curriculum so that therapy is embedded into the students' daily routines & education.
- Running social skills groups to facilitate forming friendships, conversational skills & problem solving with peers. Work with pupils on a 1:1 basis where appropriate.
- Work in partnership with teachers, parents and other relevant professionals regarding the needs of individuals with emphasis on progression and attainment in communication skills.
- Support and liaise with school staff in the implementation of communication strategies.
- Devise and implement tools to measure outcomes and demonstrate effective therapy and pupil progress.
- Regularly monitor the program of therapy and review targets in line with the individual EHC plans.

- Evaluating students' progress against their IEP targets & providing termly reports with recommendations.
- Attend Annual Reviews as appropriate and produce written reports for annual educational reviews.
- To keep up to date with the latest technology & initiatives relating to SALT & where appropriate, to implement this around the school.

Work Environment

The post holder will be based within the Southover Partnership, a specialist SEN provision, currently operating from multiple sites. Due to the changing context of the organisation, the post will involve a flexible response to change, and the ability to effectively manage changing and sometimes conflicting priorities.

The Southover Partnership has an ethos of developing positive relationships to manage behaviour and to support every child to achieve.

The post holder will require flexibility and resilience in order to be able to manage the demanding environment of working in a SEBD setting.

The post holder will be working directly with young people who have significant social, emotional, learning and behavioural difficulties and the behaviour of the students is often challenging and demanding and therefore they will need to deploy effective behaviour management skills in their interactions with the students.

Due to the nature of the school there are certain enhanced risks associated with the post including:

Pupil behaviour & incidents including aggression
Stress

The post could also include occasional Lone Working.

Work Context

Communications and working relationships

Frequent communications with all school staff; the post holder will need to build effective relationships with all external stakeholders through excellent communication and interpersonal skills, taking and providing appropriate advice. Persuasive skills that motivate and support staff, governors, parents and pupils will be essential. Negotiating skills when dealing with service providers, outside agencies and the LA will also be needed at a high level.

Innovation (decision making and creativity)

They will be able to create a shared vision, positive culture and high aspirations amongst staff and pupils. Creative solutions to overcome challenges will need to be found on a daily basis. The post holder will be expected to work autonomously, reporting to the Executive Headteacher of the Southover Partnership.