

Role title: Speech and Language Therapist (SALT) Academy wide

Reporting to: Strategic Lead for SEN and Inclusion

### **Role outline and responsibilities**

The purpose of this role will be to deliver high-quality speech and language assessments, plan and deliver interventions, increase staff knowledge via training and support and develop personalised support plans to learners across Pivot with speech, language and communication needs. The postholder will work collaboratively with staff, families and external professionals to help learners achieve their full potential and promote their wellbeing. The position requires maintaining professional standards, attending supervision and leading as well as participating in staff development activities.

### **Responsibilities**

- Identify, assess and provide therapy for learners with speech, language and communication needs (SLCN)
- To carry out specialist SALT assessment on learners with diverse presentations to develop a clear understanding of their individual strengths, differences, traits, difficulties and needs profiles and any additional barriers to engagement and learning
- Develop and implement individualised therapy plans and monitor impact and progress
- Devise and write intervention programmes for implementation by the Interventions Mentors which take account of needs as specified in the Education, Health and Care Plans (EHCP)
- Work in partnership with teachers, learning and behaviour mentors and families to support learners' communication across the school environment
- Contribute to the development of whole-school strategies for supporting SLCN
- Provide staff training and advice to build capacity for supporting learners' communication needs
- Maintain accurate and up-to-date records in line with school and professional standards
- Attend, participate and lead meetings including annual reviews, school, multidisciplinary, staff and SLT as appropriate
- Support transition planning for learners moving between settings or key stages
- Provide assessment or screening visits to prospective new learners; this may include visits to other schools or settings
- Work with the SLT to plan and implement an accessible learning environment
- Effectively motivate learners and staff to engage in the therapy by utilising a range of activities, strategies and techniques
- Model good practice in terms of total communication techniques (e.g. signing, symbol use, language modification, intensive interaction)
- Keep up to date with best practice and relevant legislation in the field of speech and language therapy
- Maintain professional status and competence at a specialist level, taking responsibility for keeping own knowledge and skills up to date by engaging in continuing professional development and maintaining a portfolio of CPD
- Ensure that all policies and procedures, including Health and Safety and Safeguarding, are an integral part of daily working practices
- Any other duties requested by your line manager.
- To promote and actively support Pivot's responsibilities towards mental health and wellbeing of our learners, your colleagues, and your own mental health.

### Person specification

The person specification outlines the main attributes needed to adequately perform the post specified. It is intended to give prospective candidates a better understanding of the post's requirements. It will be used as part of the recruitment process in identifying and shortlisting candidates.

| Attributes                    | Essential  | Desirable |
|-------------------------------|--|-----------|
| Qualifications and experience | <ul style="list-style-type: none"> <li>• Recognised degree in Speech and Language Therapy</li> <li>• Registration with the Health and Care Professions Council (HCPC)</li> <li>• Evidence of recent professional development relevant to the role</li> <li>• Experience working as a Speech and Language Therapist, ideally in an educational setting</li> <li>• Experience supporting children and young people with a range of SLCN</li> <li>• Experience of collaborative working with staff, parents and other professionals</li> </ul>  |           |
| Knowledge and understanding   | <ul style="list-style-type: none"> <li>• Ability to develop effective therapy plans and measure outcomes</li> <li>• Knowledge of current guidance and legislation for children with SEND</li> <li>• Ability to deliver staff training and advice</li> <li>• Knowledge of community resources and the ability to establish collaborative partnerships</li> </ul>  |           |
| Skills and abilities          | <ul style="list-style-type: none"> <li>• Strong assessment and intervention skills</li> <li>• Strong interpersonal and communication skills to connect effectively with learners, families and staff</li> <li>• Excellent knowledge of IT systems and fully proficient in the use of MS Word, Excel, PowerPoint, Outlook and e-mail</li> <li>• Accomplished at planning and time management, confident working within restricted timescales, well developed organisational skills</li> <li>• Confidence to challenge difficult or sensitive situations and escalate as appropriate</li> <li>• Ability to work independently and manage time effectively</li> <li>• Sensitivity to diverse cultural and socioeconomic backgrounds</li> <li>• Ability to understand and address the challenges faced by learners and families</li> <li>• Maintain high ethical standards in dealing with sensitive information and interactions</li> </ul> |           |
| Personal qualities            | <ul style="list-style-type: none"> <li>• Passionate about supporting children's development and communication</li> <li>• Flexible and adaptable approach to working in a school environment</li> <li>• High level of professionalism, confidentiality and integrity</li> </ul>   |           |

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|  | <ul style="list-style-type: none"><li>• Commitment to upholding the values and ethos of Pivot</li><li>• Deep respect for and understanding of learners from diverse backgrounds, with a commitment to equity and inclusion</li><li>• Flexibility to work beyond regular school hours as required</li><li>• Willingness to travel locally for home visits and attend meetings as required</li></ul> |  |
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