

<b>Job Title:</b>	<b>Advanced Practitioner Speech &amp; Language Therapist</b>	<b>Job Ref:</b>	<b>XS235</b>
<b>Job Family:</b>			
<b>Location:</b>	<b>(designated) School</b>	<b>Grade:</b>	<b>Dorset Grade 12</b>
<b>Reports to:</b>	<b>Headteacher</b>		

## Main job role

1. The role of the Speech and Language Therapist is that of a professional clinical expert in regard to the overall delivery of the service within the school.
2. The role provides professional expertise, including complex areas of service delivery.
3. The role can be both case holding and consultative when acting as the clinical expert.
4. The role provides providing a Speech and Language Therapist service working across the range of School activities including those young people in, on the edge of and leaving care.

## Main responsibilities and duties

5. To provide professional clinical leadership to deliver improved outcomes for children, young people and their families through the proactive integration of all national, regional and international best practice initiatives into operational delivery.
6. Identification and assessment at a specialist level of the type of communication disorder found in the young people at school and the provision of a menu of appropriate interventions, including individual and group programmes to young people and staff.
7. In conjunction with Governors and The Leadership Team, develop and implement policies relating to SLCN
8. To lead and develop practice improvement across the school.
9. To provide regular workshops and training events to staff, to raise awareness of the types of communication difficulties faced by young people and strategies to facilitate their communication.
10. To support professional development of staff through facilitation of group supervision and individual meetings to strengthen practice
11. To hold a caseload of complex cases.
12. To provide reports and analysis of data to the Leadership Team and Governing Body.
13. To provide 1:1 support to less experienced colleagues in developing their skills and knowledge of communication difficulties experienced by young people, role modelling best practice.
14. Work closely with staff
15. To deliver training and development opportunities to large groups of staff
16. To codesign new services and strengthen existing provision.
17. To support creative and innovative solutions to support young people, their carers, wider professional network to build resilience.



18. To support professionals in taking a flexible approach in order to meet children and young people where they are and understand the issues which are important to them.
19. To provide a high level of professional clinical expertise in regard to the delivery of a Speech and Language therapeutic service at the school.
20. To manage effectively the workflow within the Speech and Language Therapist caseload, to ensure that children and young people's needs are met appropriately within a timely manner.
21. To provide expert assessments as and when required.
22. To attend other relevant meetings which require the Speech and Language Therapist to chair the meeting or where a colleague may need to be supported by the Speech and Language Therapist.
23. To attend meetings held by the Headteacher as required or identified as important to attend by the Headteacher as required.
24. To ensure alongside Headteacher that there is compliance within the team in regard to data inputting, case recording and in regard to confidentiality issues.
25. To participate in safeguarding and other types of audits, including audits on individual cases.
26. To participate in the recruitment of staff with the Headteacher.
27. To have a complete understanding of permanency planning; child protection procedures and child in need procedures and all other relevant legislation in order to deliver training which supports best practice across the school
28. The post holder will be expected to identify any relevant health and safety issues which may arise in regard to staff during the course of their work. This will include informing the relevant operational manager and participating in a health and safety risk meeting with an associated outcome of a plan.
29. To attend any relevant pan Dorset, regional and national strategic meetings in regard to the delivery of improving outcomes for children, young people and their families.
30. Responsibility for promoting and safeguarding the welfare of children and young people.
31. Any other lesser or comparable duties as required.

NB: The duties and responsibilities of this post are not restrictive, and the post holder may be required on occasion to undertake other duties. This will not substantially change the nature of the post.

## Supervision & management

Reporting to: Headteacher or other nominated Senior Leader

Responsibility for providing 1:1 support to colleagues in developing their skills and knowledge of communication difficulties experienced by young people, role modelling best practice. The post holder will be required to act as a consultant to colleagues – providing specialist input and coaching

## Resources

- Responsible for ensuring data quality and as such the integrity of management information through the proper use and safekeeping of data and record systems both manual and computerised.
- Responsibility for managing specific budgets as identified by the Headteacher and set down within the delegated scheme of responsibility.
- The post holder may have a tablet/laptop which they will use as a means of recording all information in regarding to the role and responsibilities that they have.



## Working Environment

- The post holder will be expected to fulfil the travel requirements of the post.
- The post holder may be expected depending upon the context statement which sits with this job description to visit or meet service users in a variety of locations.

## Contacts & relationships

Job description prepared by:

Designation: **Headteacher**

Date: **March 2022**

## Person Specification

Applicants will be shortlisted on the basis of demonstrating that they fulfil the following criteria in their application for m and should include clear examples of how they meet these criteria. You will be assessed in some or all of the specific areas over the course of the selection process.

### Essential

Essential criteria are the minimum requirement for the above post.

Attribute	Essential	Desirable
<b>Qualifications and Training</b>	<ol style="list-style-type: none"> <li>1. Diploma/Degree in Speech and Language Therapy</li> <li>2. Evidence of general CPD including membership of relevant Clinical Excellence Network, local or national</li> <li>3. Post qualifying experience and evidence of continuous professional development.</li> <li>4. Registered with Health and Care Professions Council.</li> <li>5. DBS Cleared.</li> </ol>	<ol style="list-style-type: none"> <li>1. Evidence of successful completion/on-gong undertaking specialist short course/training up to Master's degree or equivalent</li> </ol>
<b>Experience</b>	<ol style="list-style-type: none"> <li>6. Highly developed clinical skills including detailed communication &amp; linguistic analysis of disordered speech and language</li> <li>7. Relevant experience with transferable skills appropriate to the area of clinical expertise</li> <li>8. Experience of developing &amp; delivering training</li> </ol>	<ol style="list-style-type: none"> <li>2. To have substantial post graduate experience at a specialist level</li> <li>3. Substantial experience of working as a Speech and Language Therapist post qualifying.</li> <li>4. To have substantial post graduate experience across a broad range of children/young people's speech and language therapy with well-established knowledge of broad</li> </ol>



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	<ul style="list-style-type: none"> <li>9. Experience of multi-disciplinary team working and effective communication skills</li> <li>10. Experience of working with client's families and carers</li> <li>11. Analytical skills</li> <li>12. Manage own caseload with excellent time management</li> <li>13. Knowledge of principles of clinical governance/audit</li> </ul>	<ul style="list-style-type: none"> <li>range of SALT clinical assessment tools &amp; therapeutic interventions relevant to the clinical group.</li> <li>5. Experience of the supervision of staff either through the direct supervision or as group supervision</li> <li>6. Experience of working with a number of partner agencies and families a consultant to colleagues providing specialist input and coaching</li> </ul>
<b>Skills, abilities and knowledge</b>	<ul style="list-style-type: none"> <li>7. Knowledge of child protection procedures as set out in Working Together.</li> <li>8. Awareness of current developments/ research / protocols / guidelines specific to specialist area</li> </ul>	<ul style="list-style-type: none"> <li>7. Comprehensive knowledge of all relevant statutory legislation, policy and procedures in regard to the delivery of a children's services.</li> <li>8. Knowledge or understanding of the performance management of staff through the local authority performance management processes.</li> <li>9. Knowledge /or understanding of the importance of effective managerial decision making using factual evidence, research and analysis in regard to the plans for children and young people.</li> <li>10. To be flexible, with a commitment to new ways of working and have an innovative approach to client centred care and efficient service delivery</li> <li>11. Understanding of the roles of other professionals (relevant to the client group)</li> </ul>
<b>Key Skills</b>	<ul style="list-style-type: none"> <li>12. Excellent interpersonal skills including observation, listening &amp; empathy skills</li> <li>13. Ability to pass on knowledge &amp; skills to others within both formal and informal environments</li> <li>14. Evidence of self-directed learning and Professionalism at all times</li> <li>15. Ability to work collaboratively within the school.</li> <li>16. Ability to work independently and maintain standards and judgement under pressure</li> <li>17. To act appropriately in distressing or emotional circumstances</li> <li>18. Excellent communication skills, both written and oral.</li> </ul>	



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|  | <ol style="list-style-type: none"><li>19. Good negotiation skills.</li><li>20. Ability to set targets and work within deadlines.</li><li>21. Excellent assessment skills.</li><li>22. Ability to be a team player</li><li>23. Ability to give clear, concise, and constructive advice to team members regarding complex cases.</li></ol> |  |
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