

Job Description

Job Title:	Specialist Speech and Language Therapist and Specialist Teacher
Band Equivalent:	6
Responsible to:	SENCo; Lead Therapist
Accountable to:	Head; Board of Governors
Responsible for:	Assessment, planning and delivery of speech and language therapy services to pupils enrolled at Fairley House School. Teaching literacy to small groups on completion of specialist teacher training.

JOB PURPOSE:

To provide a high-quality paediatric speech and language therapist service to a caseload of children with Specific Learning Differences (SpLD) including children with Statutory needs in the school setting. To provide literacy education for pupils with Specific Learning Differences on completion of specialist teacher training.

MAIN DUTIES AND RESPONSIBILITIES

I. CLINICAL

- I.1 To be responsible for providing high quality assessment and recommendations for prospective pupils referred to Fairley House School and to provide timely verbal and written feedback to parents.
- I.2 To provide high quality assessment and intervention for pupils enrolled at Fairley House School and to document and disseminate results and progress to relevant staff and parents.
- I.3 To contribute to providing optimal education opportunities for pupils with specific learning difficulties through a whole school approach and within a transdisciplinary framework.
- I.4 To be responsible for maintaining clinical caseload (in collaboration with senior colleagues) ensuring that clinical governance, quality assurance and SLT professional standards are met. This includes working with children on a 1:1 basis and in small groups where pupils' specific difficulties are identified, and appropriate programmes are established and implemented.
- I.5 Delivering high quality therapy input within the classroom in selected lessons in liaison with teaching staff.
- I.6 Consultation with teachers regarding the classroom management of language and

communication needs, social interaction, phonological processing, following instructions and memory in relation to specific children, groups of children and/or classes.

- I.7 To assess the child's abilities and needs and then as necessary plan and deliver appropriate therapeutic intervention.
- I.8 To use clinical reasoning to review own caseload (in collaboration with senior colleagues) to ensure intervention is meeting the needs of the pupils.
- I.9 To reassess children as required and write a report for parents and the pupil's file.
- I.10 To ensure that relevant staff are informed of the outcomes of assessment and treatment
- I.11 To inform parents if therapy is amended or discontinued due to good progress.
- I.12 Assessment, reporting, contributing to and attending LEA Annual Reviews of children holding Statements of Special Educational Need/EHCP.
- I.13 Teaching literacy and/or numeracy (with the support of senior colleagues). See section 5 below.
- I.14 Producing termly IEPs, IEP reviews and school reports on children under their care.
- I.15 Conducting parent consultation meetings, in conjunction with teachers.
- I.16 Be involved in arranging Audiology screenings for the new pupils, reviewing children with persistent hearing difficulties, informing parents/teachers of the results, and inputting data on to the computer for the attention of staff (in collaboration with SLT team). Communicating audiology recommendations to parents and teachers, monitoring recommendations and feeding back to audiologist.
- I.17 Providing home programmes for children with speech and language needs where appropriate and relevant and regular review of these.
- I.18 Supporting the school behaviour policy and contributing to the knowledge and skills on children's social development and social interaction skills.
- I.19 Participating in the planning, organising and delivering of in-service teacher training.
- I.20 Participate and deliver external courses where required.
- I.21 To maintain own clinical skills in line with current evidence-based practice.
- I.22 To support the implementation of whole school language and social skills strategies across the school through classroom modelling and advice to teaching staff.

2. MANAGEMENT AND ADMINISTRATION

- 2.1 To be an effective member of the transdisciplinary team as well as the SLT service. This entails maintaining close liaison, including working with occupational therapists, educational psychologists and teaching staff to provide a holistic and informed approach towards therapy and the curriculum.
- 2.2 To attend or ensure appropriate representation for relevant meetings including SLT development, special provision and whole staff meetings.
- 2.3 To ensure that all recording is maintained and up to date. This includes multi-disciplinary assessment reports, re-assessment reports, case notes, information entered onto the electronic database, IEPs and school reports.
- 2.4 To participate in regular reviews of the speech and language therapy service.
- 2.5 To be familiar and comply with the contents and impact of relevant legislation related to the health, education and social welfare of children/young people and their families.
- 2.6 To be responsible for managing personal timetable (in consultation with SENCo/Team Leader) ensuring that lessons start and finish at the appropriate time.
- 2.7 Participating in normal rota duties such as lunch and break duties and providing duty cover in case of staff absence/illness, where appropriate
- 2.8 Implementing the school behaviour policy.

3. SUPERVISION AND TRAINING

- 3.1 To actively participate in the giving and receiving of supervision relating to clinical work and job performance, including participation in individual staff appraisal.
- 3.2 To receive regular supervision to ensure clinical best practice and appropriate decision making.
- 3.2 To set realistic professional goals and targets in collaboration with Leadership team during appraisal.
- 3.4 To provide clinical support to junior staff and students regarding SLT practice within the Fairley House School speech and language therapy service.
- 3.5 To complete the CPD Level 5 Diploma (or equivalent) training in the teaching of children with specific learning difficulties during the first year of employment. This course is funded by FHS. Training is onsite after school once a week for the academic year.
- 3.6 To maintain CPD by attending school INSET days, relevant courses and meetings and by reading appropriate literature. To share knowledge with others
- 3.7 To assist in developing and implementing evidence-based practice and client outcome measures commensurate with knowledge and experience.

3.8 To maintain confidentiality of information consistent with Fairley House School policies.

4. ENVIRONMENT

4.1 Contributing to maintaining FHS as a safe and healthy environment.

4.2 To participate in maintenance and ordering of SLT specific equipment and tools.

4.3 To comply with relevant legislation and policy relating to the schoolwork environment.

4.4 To ensure that all persons using equipment provided understand their function as well as appreciate their responsibility to ensure its safe use.

5. TEACHING

5.1 Identify clear teaching and learning objectives, which build on prior attainment.

5.2 Set tasks which challenge the pupils and ensure a high level of interest, attention, participation and well-being using eclectic, varied and motivating, multi-sensory approaches.

5.3 Set appropriately high expectations.

5.4 Identify the needs of individuals, taking note of Individual Education Plans (IEPs).

5.5 Establish and maintain a safe environment and purposeful working atmosphere which supports learning and in which pupils feel secure and confident.

5.6 Work as a member of a transdisciplinary team

5.7 Keep careful and detailed records of pupils' attainments and report these accurately to parents, colleagues, receiving schools and Local Education Authorities.

5.8 Write and review termly IEPs in co-operation with parents, pupils and the special provision department.

5.9 Write bi-annual IEP reports for parents.

Additional Information

Professional Standards

All staff must read, understand and comply with current school policies. All staff employed in recognised professions are required to ensure they work to the professional standards and/or Codes of Practice set out for their professional group. All staff are required to maintain up to date registration with the appropriate professional bodies e.g. HCPC.

Equal Opportunities and Dignity at Work

It is the aim of Fairley House School to ensure that no employee receives less favourable treatment on the grounds of race, colour, creed, nationality, ethnic or national origin, sex, marital

status or on the grounds of disability, sexual preference, or is placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable. Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job. To this end, Fairley House School has an Equal Opportunities Policy, and it is for each employee to contribute to its success. All staff should treat other staff, pupils, families and the public with dignity and respect.

Staff Development

All staff should have a personal/professional development plan and in conjunction with their line manager, should actively determine and pursue agreed training and development needs and opportunities.

Safeguarding

Fairley House School is committed to safeguarding and protecting children. All staff have responsibility for safeguarding and promoting the welfare of children in accordance with "Working together to Safeguard Children" HM Gov 2006. All employees must undertake training in safeguarding children.

Confidentiality and Data Protection

Employees will have access to confidential information and will be required to ensure that the highest level of confidentiality is maintained at all times, adhering to all policies relating to confidentiality.

Employees are required to obtain, process, and/or use person identifiable information in a fair and lawful way. The use of such information is governed by the Data Protection Act 1998 (DPA) and includes both manual and electronic records. Staff are expected to hold data only for the specific registered purpose and not to use or disclose it in anyway incompatible with such purposes, and to disclose data only to authorised persons or organisations as instructed, in accordance with the Data Protection Act.

Access to School Records

All staff who contribute to pupil school records are expected to be familiar with and adhere to Fairley House School Record Management Policy. All staff are advised to compile records on the assumption that they are accessible to pupils and families in line with the Data Protection act 1998. All staff that have access to pupil records have a responsibility to ensure that these are maintained, and that confidentiality is protected in line with the Fairley House School policy.

Health and Safety

All staff are required to comply with the requirements of the Health and Safety at Work Act and other relevant health and safety legislation and School policies and procedures. All staff are required to make positive efforts to promote their own personal safety and that of others by taking reasonable care at work, by carrying out requirements of the law or following recognised codes of practice and co-operating with safety measures provided or advised by Fairley House School to ensure safe working.

Managers (or appointed persons) are responsible for implementing and monitoring any identified risk management control measures within their designated area/s and scope of responsibility. In situations where significant risks have been identified and where local control measures are

considered to be potentially inadequate, managers (or appointed persons) are responsible for bringing these risks to the attention of the appropriate Committee if resolution has not been satisfactorily achieved.

Job Description

The above list of duties is not intended to be exhaustive, and you will be required to undertake any other duties commensurate with the grade and in line with the requirements of the post. The duties and responsibilities may be subject to change, which will be done in consultation with the post holder.

July 2014 (JL)

May 2024 [SF/KP]

August 2024 (KP, AJB)