

Heathlands School, St Albans

Speech and Language Therapist

to take up post as soon as possible

37 hours per week – term time

(i.e. 41 working weeks plus paid holiday entitlement total 47 paid weeks)

Salary Range: H9/ M1 range – broadly equivalent to NHS bands 6 – 7

For full time equivalent £30,153 – 37,306

Salary will be negotiated with the successful applicant dependant on qualifications and experience. Part time applicants or those able to offer reduced hours over 5 days would be considered.

An exciting opportunity has arisen to join the staff of this vibrant, high achieving local authority special school for deaf children aged 3-16. We are looking for a speech and language therapist who is interested in working with Deaf children.

The successful candidate is likely to have

- a background in paediatrics
- experience of or a desire to develop expertise in relation to hearing impairment
- experience of supporting a range of SEN
- skills in sign language and a commitment to further develop these
- experience of working with parents
- excellent interpersonal and team work skills

Speech and Language Therapists work as part of a collaborative team with teachers, classroom support staff and other therapists.

Benefits include good technical support, extensive staff development programmes including the opportunity for in house sign language training, involvement in special interest groups, specialist clinical supervision and advanced qualification in relevant fields.

Heathlands is committed to safeguarding pupils and this post will require an enhanced DBS check.

Application forms to be returned to:

Head Teacher, Heathlands School, Heathlands Drive, St Albans AL3 5AY. Email:

head@heathlands.herts.sch.uk For an informal discussion phone 01727 807807 to speak to the Head Teacher.

Closing date: Friday 29th September 2017 at 12 noon

Job Description

Post: Speech and Language Therapist

Salary Range: H9/M1 range (broadly equivalent to NHS bands 6-7)

Hours: 37 hours per week term time (ie 41 working weeks plus paid holiday entitlement total 47 paid weeks)

1. Job Purpose

The post holder is responsible for the planning, implementation and review of speech and language therapy within Heathlands School ensuring each child's speech and language therapy needs are properly identified, assessed and appropriate intervention is in place. The post holder is expected to be an active member of the Speech and Language Therapy team working collaboratively with colleagues in school and professionals from external agencies.

2. Main Areas of Responsibility

To assess the speech, language and communication needs of the children on Heathlands role.

Following assessment to set targets for communication development ensuring where appropriate that this is done in consultation with other relevant professionals.

To design and implement intervention programmes addressing pupil speech and language therapy targets. Activities should be stimulating, challenging and appropriate to the age and abilities of the child.

To ensure families are informed of the outcomes of speech and language therapy assessments and offered support and guidance to aid their child's communication development.

To work collaboratively with classroom staff to ensure SLT aims are implemented across the curriculum offering suggestion as to how this can be achieved.

To maintain accurate up-to-date records and case notes recording pupil progress and provide feedback to teachers and other professionals.

To produce high quality reports relating to assessments, children's progress and recommendations for further targets and intervention.

To contribute to statementing and annual review procedures for individual children as appropriate.

To work collaboratively with other members of Heathlands staff on developing communication approaches and promote the creation of a rich communication environment in the school and a coherent approach to the use of speech and BSL.

To work with other school staff in establishing and promoting good audiological practice throughout the school.

To develop and maintain liaison with external SLT departments involved in similar areas of clinical speciality.

To liaise with Speech and Language therapy colleagues and other external professionals regarding individual children as appropriate.

To ensure the department is well resourced with up-to-date assessment, therapy and electronic equipment as the budget with allow.

To design and implement training / workshops for parents of children at Heathlands working with classroom staff and other agencies to achieve this as appropriate.

To lead training for other staff members in school on communication and speech and language therapy.

To line manage the speech and language therapy assistant.

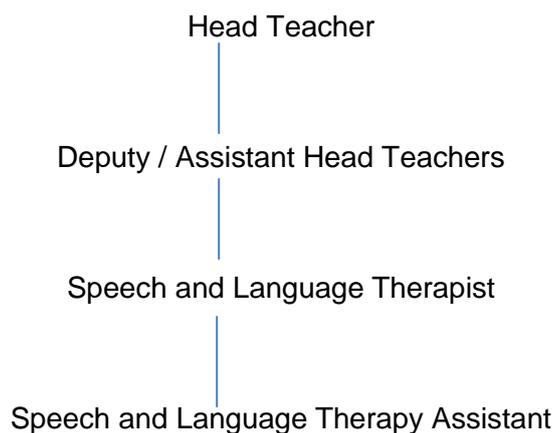
To contribute to the induction of new school staff as appropriate.

To take responsibility for identifying personal professional development needs and attending relevant training sessions and external training course.

To work in accordance with Heathlands School policies and procedures.

To participate in wider school life as appropriate and commensurate with the spirit, scope and purpose of the role.

3. **Organisational Chart**



4. **Supervision and Training**

Clinical support and supervision will be provided by a visiting Speech and Language Therapist qualified and experienced in working with Deaf children.

The speech and language therapist will be proactive in his/her own professional development maintaining academic knowledge of current practice in the field. The Therapist will comply with any national requirements in training to ensure registration with the relevant professional body. Where possible attendance on training courses will be during the school holidays and financial support will be subject to budgetary constraints.

Membership and attendance of at least one relevant special interest group eg SALTIBAD.

When relevant the Therapist will participate in whole school training sessions.

5. Contacts

<i>Frequent Contacts</i>	<i>Other Contacts</i>
Pupils	Cochlear Implant Teams
Parents	Medical Personnel
Teacher Staff	Voluntary Workers
Learning Support Assistants	Staff of Host Integration Schools
Residential Social Workers	Speech and Language Therapists
School Office Staff	Other Relevant Professionals

6. Working Hours and Conditions

37 hours per week for a full time post, 41 weeks per year.

The school is in session for 38 weeks and staff are required to work a further ten days to be used for non-pupil contact activities eg report writing. Holidays may not be taken during term time.

7. Knowledge Experience and Training

- Qualification as a Speech and Language Therapist.
- RCSLT membership.
- Health Professionals Council registration.
- An empathy with and understanding of the needs of pre-school and school aged children.
- Knowledge of Speech and Language therapy practice relevant to pediatrics.
- A thorough knowledge of the impact of severe and profound hearing impairment on language and communication development.
- Good organisational skills.
- Excellent communication skills and the ability to present clearly both on paper and in person.
- Commitment to achieve proficiency in sign language.
Experience of working in an educational setting and as part of a multi-disciplinary team.
- The ability to be flexible and work with a variety of adults and children showing empathy to all children and their families.

8. Problems and Decisions

The Speech and Language Therapist will be required to solve problems and make decisions on a daily basis. Examples of these might include:

- Clinical decisions related to appropriate intervention strategies/techniques to be used.
- Prioritization of work load and case load.
- Timetabling.
- Flexibility within the school environment.
- Assessment, target setting and approaching therapy creatively to match individual needs.
- Reviewing and acting on outcomes.