



Speech and Language Therapist Job Description



Speech and Language Therapist

POST: Speech & Language Therapist

LOCATION: Rutherford School,
1a Melville Avenue,
South Croydon CR2 7HZ

HOURS: 14 hours per week (between
Monday to Friday) 8.30am to
4.00pm (*unless late finish due
to whole school staff meeting*)

HOLIDAYS: Term time only plus 2 weeks
Summer Club

HEALTH: Successful applicants will be
required to have a medical.

RESPONSIBLE TO: Head of School

REPORTING TO: Head of School

ROLE OF RUTHERFORD SCHOOL:

Rutherford School developed its curriculum from the Profound Curriculum and Routes for Learning and is delivered to pupils aged 2-25 years, who have profound, and multiple learning difficulties, severe sensory impairment and complex medical needs to enable each child to reach their maximum potential

To work as a member of the multi-disciplinary, whole school team. To work as a member of a class team in order to facilitate the pupils' education and welfare so that their individual needs are met.

The Speech and Language Therapist (SaLT) appointed will be a registered member of the Health Professional Council and preferably a specialist in paediatrics.

JOB SUMMARY

This specialist speech and language therapist post provides For students who have complex and multiple needs, including severe learning difficulties, physical difficulties, sensory impairment, autistic spectrum disorders and challenging behaviour

The Speech and Language Therapy Team is part of a Therapeutic Services Team at the school. Duties include the delivery of therapy Assessment and review of students' communication, eating and drinking needs in order to provide intervention programmes which are integral to the student's educational and developmental programme.

Main Purpose of Job

- To provide Speech and Language therapy for students attending Rutherford School through specialist, targeted and universal approaches as appropriate.
- Provide assessment for current and prospective pupils as needed
- Provide advice and training to professional staff and others as required
- To provide written documentation as needed at a professional Standard

PRINCIPAL RESPONSIBILITIES

- To be responsible for the delivery of speech and language therapy services at Rutherford School including assessment, diagnosis and therapy.



- To provide specialist intervention demonstrating clinical effectiveness by the use of evidence based practice and outcome measure while being able to adapt practices to meet individual students' needs.
- To provide specialist therapy services utilizing a variety of service delivery models including individual, joint, multidisciplinary, group and staff directed sessions.
- To use specialist knowledge of standardized assessment and other assessment tools in combination with advanced reasoning skills to record baseline measures and/or differential diagnoses.
- Management of a highly complex and demanding caseload of children with PMLD, severe learning difficulties and challenging behaviour.
- To develop and implement speech and language programs for individuals and groups using expertise to create innovative and effective ways of working where appropriate to maximize individual students' potentials.
- To ensure that each student's eating and drinking skills are assessed so that they are supported to eat and drink in a safe way, when appropriate, in line with the school's eating and drinking policy
- provide speech and language targets for integration into the educational curriculum as part of each student's IEP in consultation with parents, teachers and other multidisciplinary staff.
- To plan implement and evaluate joint sessions with members of the multidisciplinary team, incorporating speech and language therapy targets.
- To attend and participate / lead (where appropriate) in regular team meetings.
- To maintain intense concentration in making in-depth observation while fully engaging students' for prolonged periods of time.

- To regularly monitor and review the students' ongoing communication, eating and drinking needs.
- To liaise closely with all staff to support implementation of appropriate communication strategies on a daily basis.
- To actively support other staff members when they identify the communication needs of students by brainstorming, supporting and implementing possible solutions.
- To supervise/manage the work of SALT Assistants and offer advice, support and guidance on a daily basis.
- To regularly devise and write intervention programmes for implementation by therapy assistants and class staff.

PROFESSIONAL DUTIES

- To deliver all aspects of speech and language therapy intervention to a high clinical standard and according to relevant evident based practice.
- To provide reports to contribute to the students' annual review.
- To maintain records of intervention according to professional standards
- To 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.
- To attend regular clinical supervision with a suitably experienced SALT.
- To attend externally accredited training programmes e.g. Picture Communication Exchange System (P.E.C.S), in order to take responsibility to train others including staff and parents at a local level.
- To participate in Personal Development Planning in conjunction with line-manager. To identify professional development evidenced by



the PDP within an annual appraisal with line management.

- To attend Speech and Language Therapy Department meetings for departmental planning, joint caseload management and organisational duties.
- To provide Peer support with fellow Speech and Language Therapist. This may include regular peer supervisions, joint planning and therapy sessions.
- To manage the emotional consequences of working with children with complex needs and be aware of the needs, demands and pressures on their families.
- To implement behaviour management strategies for challenging behaviour set by the Clinical Psychology staff, including specific Team Teach practices.
- To have knowledge of and work within the framework of relevant procedures including Safe guarding etc.
- To demonstrate knowledge of and adhere to RCSLT professional and clinical guidelines.
- To maintain registration with the Health Care Professions Council as a practicing Speech and Language Therapist.
- To represent SLT at multi agency meetings where appropriate.

INTERPERSONAL AND COMMUNICATION DUTIES

- To communicate in a clear, concise and culturally appropriate manner to students, staff and family members.
- To be effective in seeking relevant information from other professionals and staff in order to make differential diagnosis and to plan to meet the student's needs.
- To explain the role of SLT to visitors, parents, student and volunteers as required.
- To effectively motivate students and staff to engage in the therapy by utilising a range of activities, strategies and techniques.

- To attend and participate in relevant clinical, care and organisational meetings as required.
- To effectively contribute to the SLT clinical team and multidisciplinary team by discussing their own and other input around students' needs ensuring a well-coordinated service.
- To negotiate across a range of issues, with others, around case management of complex cases where conflicting approaches, perspectives and priorities may occur.
- To promote positive relationships with students, families and staff.
- To effectively use IT including Microsoft Word, email, internet and PowerPoint to write reports and to create presentations and training materials.
- To confidently use appropriate strategies to manage challenging, aggressive and/or confrontational behaviour in the workplace in line with policies and guidelines.
- To ensure that parents/key workers/staff are involved in the planning and prioritisation of their care plans wherever possible.

EDUCATIONAL DUTIES

- To plan and deliver training (both formal and informal) to parents, teachers and other school staff in speech, language and communication disorders related to children with autism spectrum disorders/PM LD
- To target training and education to the needs of the participants, evaluating and revising training packages accordingly.
- To participate in the induction of new staff members to Rutherford School.
- To take a lead role in ensuring the consistency of Alternative and augmentative communication strategies used throughout the school and to advise staff on symbols and resources.



RESEARCH DUTIES

- To maintain an up to date knowledge of new techniques and development within the field of PMLD/autism disorder and speech and language development and appraise and implement new interventions as appropriate.
- To engage in reporting on clinical practice, evidence based practice and research in order to improve services to students.
- To participate in research projects and to collect and provide research data including quality measures and procedures in line with minimum standards of care as required by the school.

ORGANISATIONAL DUTIES

- To organise own caseload balancing case management, team responsibilities and time allocation towards school, professional and personal objectives.
- To be flexible to the demands of the environment including unpredictable work patterns, deadlines and frequent interruptions.
- To monitor own resource levels and requirements in own areas and source and request new equipment and resources as appropriate.
- To attend and participate in departmental meetings including school, multidisciplinary staff and SLT.
- To attend any mandatory training and induction courses as requested by line management.
- To contribute to developing new policies for the school as appropriate.
- To be responsible for the security, care and maintenance of SLT equipment including toys, IT and communication aids.

OTHER DUTIES

- Any other duties as may be reasonably required.

The above job description is designed to give an overview of the tasks and responsibilities for this position it is not intended to be exhaustive. The Head Teacher or designated Line Manager will meet annually with the post holder to review and ensure that this position remains relevant and in accordance with the evolving needs of the School. The selected individual will be expected to embrace such changes and rise to the challenge of developing their skills over time.

Agreed by:

Post holder

Name:

Signature:

Manager

Name:

Signature:



Rutherford School

Caring First
Respect Always



1a Melville Avenue, South Croydon, CR2 7HZ
Tel: 020 8688 7560 **Fax:** 020 8406 8220
Email: rutherford@garwoodfoundation.org.uk

Head of School: Dr Carole Nicholson
PhD, MA, BSc(Hons), PGCE, PG.Dip

Web: www.rutherfordschool.org.uk



www.garwoodfoundation.org.uk
Registered charity number: 272905
Company registration number: 1285858