

## **Speech and Language Therapist At a school with a provision for deaf students**

**Salary: Trust Point 26 - £30,984 pa FTE to Point 32 - £36371 pa FTE  
(to be paid pro rata £24,957 pa to £29,296.13 pa) + an SEN allowance of £1,347 pa  
37 hours per week (8am-4 pm Term Time Only) Start date: As soon as possible**

A rewarding opportunity has arisen for a pro-active, organised and self-motivated applicant to join a successful and oversubscribed secondary school to provide teaching and learning support to students, including those in our provision for Deaf students. The role of the Speech and Language therapist is a specialist role as it supports our students with the ability to communicate and build speech and language skills, so that they are able to fully participate in the oral world around them.

### **Requirements:**

- Flexibility, excellent interpersonal skills and a commitment to team working.
- Passion for working with deaf students and championing their education and wellbeing.
- An understanding of the different needs of deaf and visually impaired learners.
- Creative and innovatory skills to ensure a stimulating learning programme and experience to help promote the development of speech, language and communication for all students
- Ability to support the development of policy on operating and teaching procedures
- Strong commitment to the development of students
- Knowledge of communication systems that people who have limited verbal communication skills may use
- Whilst good communication and IT skills are important, training in new software programmes will be provided
- A proven track record of supporting and promoting student independence
- The ability to offer training and extracurricular clubs for intervening for our students, staff and parents
- A good knowledge of the needs of secondary school students, with good knowledge of SEN, and high expectations of all our children regardless of need
- Enthusiasm, commitment and resilience

**Essential Qualifications:** BSc Honours Speech and Language Therapy (or equivalent); HPC registration; RCSLT registration (NQP accepted); Maths and English GCSEs at Grade C or equivalent

**Desirable:** British Sign Language level 2 or working towards this.

### **What we offer:**

- A vibrant team who offer a supportive induction programme
- Ongoing support through team meetings and professional development days
- High expectations for all members of the school community and Supportive staff within the school and Trust
- Benenden Healthcare membership

**Closing date for applications: Noon on Friday 27<sup>th</sup> May 2022**

*Early applications are encouraged and we reserve the right to close the vacancy early if a suitable candidate is found*

Letters of application, together with completed application form (available on the school website) giving full details of qualifications and experience to date should be sent to:

Mr P Jackson, Headteacher, Thomas Aveling School,  
Arethusa Road, Rochester, Kent, ME1 2UW  
or emailed to [jshelbourne@thomasaveling.co.uk](mailto:jshelbourne@thomasaveling.co.uk)

*The Thomas Aveling School is an Equal Opportunities Employer – committed to safeguarding and promoting the welfare of all students – any offer of appointment will be subject to satisfactory references and an enhanced DBS check will be required for all successful applicants.*

# **Speech and Language Therapist - JOB DESCRIPTION**



**Designation:** Speech and Language Therapist  
(Provision for Hearing Impaired students)  
**Department:** SEN  
**Grade:** Trust Point 26 to Point 32 plus SEN Allowance  
**Working Hours:** 37 hours per week, term time only  
**Responsible to:** SENCO

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## **Purpose**

To provide a service to school aged students (11-18 years), including those who are deaf and have associated speech and language communication needs.

## **Duties & Responsibilities**

### **Clinical**

- To plan, implement and evaluate students' needs
- To contribute to the development, implementation and evaluation of therapy pathways, referral routes, plans and packages
- To carry own caseload and be responsible for the assessment, diagnosis, treatment and discharge of students
- To be able to prioritise, set targets and monitor outcome and impact of therapy on student progress
- To liaise closely with the Deaf Provision and the Special Educational Needs team and contribute to joint planning, meetings and review sessions
- To write reports reflecting specialist knowledge in relation for review and follow up any necessary actions
- To develop knowledge and skills regarding speech, language and communication development in children and work with multiagency services and education staff to raise standards of speech, language and communication skills in students throughout the school
- To communicate and provide guidance to parents/carers on how to meet students' needs holistically.

## **Teaching, Training and support**

- To maintain confidentiality at all times
- To provide and lead training within the school
- To be prepared to be involved in and contribute to supervisions, team building days, staff meetings and own development and training needs
- To provide learning support for an individual under the guidance of the SENCO, the TOD (Teacher of the Deaf for hearing impaired students) and teaching staff in all curriculum areas
- To undertake appropriate training and attend meetings to develop skills as required for an educational setting
- To be familiar with the child's Education, Health and Care Plan and maximise opportunities to develop learning

# Speech and Language Therapist - JOB DESCRIPTION



## **Teaching, Training and support (continued)**

- To maintain accurate, up to date and comprehensive records regarding the student's development and wellbeing, so that colleagues are fully informed, and the planning process is relevant and responsive to changing needs
- To implement the student's support plan, in a manner that is consistent with their culture, gender and age. This will include structured skills teaching and arranging and accompanying service users on leisure and educational activities (for example holidays within the UK and abroad)
- Provide positive behaviour patterns, raise self-esteem and develop independent thought and working strategies
- To ensure that the student's preferred communication is used at all times, at a level and pace to suit the needs of each student
- To support the students, whilst ensuring their right to privacy, dignity, choice and respect
- Understanding and recognising that a SEND student may communicate with peers and adults through his or her behavior, which sometimes can be difficult or challenging. When it is, you must ensure the guidance in the Student Information Sheet (SIS) for that student and the Behaviour for Learning school policy is followed
- To support with writing or checking students' SISs so that they have clear, accurate and specific guidance for staff to support the students' needs in school
- A willingness to communicate on behalf of and accompany deaf students on education activities
- To work alone on own initiative and be able to respond to emergency situations
- To be able to work within a flexible rota system
- To be fully part of the school community and participate in school's initiatives and events
- To comply with school policy and procedures, whilst actively promoting the principles of equal opportunities and working in a manner that maintains a safe, healthy and supportive environment for staff and students at all times
- To carry out any other duties consistent with the nature and grade of the post.

## **Working Environment**

The post will be based within the school buildings

*This is a 'job description' only and is not necessarily a comprehensive definition of the post. It may be subject to modification and amendment after consultation with the holder of the post.*

Signature of Postholder: ..... Date: .....

Signature of Line Manager: ..... Date: .....

Signature of Headteacher: ..... Date: .....