

Person Specification for Speech & Language Position at Westhaven and Ravenswood Schools

Qualification

Essential	Desirable
<ul style="list-style-type: none"> • Degree in Speech and Language Therapy and the Royal College of Speech/language Therapists Licence to Practice. • Registered member of HCPC and RCSLT 	<ul style="list-style-type: none"> • Qualifications / Training in working with pupils with SEND. • Qualification / accreditation in sign language.

Knowledge and Understanding

Essential	Desirable
<ul style="list-style-type: none"> • Knowledge of a) language and b) behavioural needs of students in an educational setting. • Standards of Proficiency for Speech and Language Therapist. • Therapeutic intervention for students with language and social communication difficulties, working with both individuals and groups. • Knowledge of assessment tools/ procedures to evaluate SLCN. • An understanding of health and safety and confidentiality. 	<ul style="list-style-type: none"> • Experience of using specialist SEN access software , widget ,clicker etc. Experience in integrating therapeutic programmes into classroom routines. • Experience of using AACs

Skills

Essential	Desirable
<ul style="list-style-type: none"> • Clear written and spoken English. • Good Numeracy and literacy skills. • Diplomacy and Flexibility. • Ability to carry out formal and informal assessments. • Good organisational skills. • Initiative • Ability to deal with stressful situations. • Williness to become involved in all aspects of school life, e.g. break times , school productions, parent evenings. 	<ul style="list-style-type: none"> • Ability to plan work for and delegate responsibilities to TA/LSA. • Experience in planning and implementing SMART IEP targets

Experience

Essential	Desirable
<ul style="list-style-type: none"> Proven experience of being a successful speech and language therapist. 	<ul style="list-style-type: none"> Experience of working with children and/or young people with receptive and expressive language difficulties, social communication difficulties and ASD. Experience of working with multi-disciplinary teams. Some experience of the EHCP process.

Personal Attributes and Abilities

Essential	Desirable
<ul style="list-style-type: none"> Flexibility and creativity in your approach to task. Ability to build good relationships with students, teachers, parents and carers. Patience and a positive attitude. Ability to adapt to change. Ability to work as part of team. Ability to work independently on prescribe tasks. Willingness to participate in training and other learning activities. Ability to communicate clearly to a variety of professionals. Willing to support diversity and ensure all pupils with speech & language difficulties have equal access to opportunities to play and develop. 	<ul style="list-style-type: none"> A good team member , supportive of colleagues and aiming for shared goals. Committed to own professional development related to the schools' improvement plans. Ability to provide whole school inset training as required.

Safe guarding & child protection (Compulsory)

Essential	Desirable
<ul style="list-style-type: none"> A commitment to follow both schools' policies, procedures and guidance. A commitment to the protections and safeguarding of children and young people. Successful Enhanced DBS status. 	