



Job Description

Lead Speech and Language Therapist

Inspiring Futures through Learning

Across MK and surrounding areas

Introduction to role:

- To provide leadership and professional management for Speech & Language Therapy across the IFtL trust.
- To lead and work effectively with all relevant educational staff across a wide range of settings, promoting speech and language therapy and developing the skills of others.
- To lead and oversee the caseload of all other therapists to ensure they are impactful and working effectively with all other professionals and stakeholders including parent/carers.
- Professionally accountable for own caseload, which includes children with a wide range of speech, language and communication needs (SLCN), working autonomously across a range of school and nursery settings.
- To have responsibility for leading and managing all speech and language therapy staff within IFtL including for effective and timely appraisal, supervision and training (includes Speech and Language Therapists and Speech and Language Therapy Assistants).
- To lead the development, implementation and monitoring of a new structured system of support for the Speech & Language Therapy Service, all school staff and parents of children with SLCN.
- To lead and ensure strong provision for speech and language across all IFtL schools within all areas of the graduated approach.
- To lead the development of Speech and Language Therapy related training for education staff which will include creating training videos for the IFtL online training platform.
- To provide high quality and productive training for staff across IFtL to support them providing effective speech and language provision including at a universal level.
- To liaise and work highly effectively with professionals from outside of the IFtL Trust e.g. The NHS, EATS Lincon and the Local Authority.
- To play a key role in the business planning process for the Speech & Language Therapy Service.
- To have specialist knowledge in a range of speech and language therapy areas such as Autism, Selective Mutism, AAC, Speech Sound disorders etc.
- To promote at all times a positive image of the Speech & Language Therapy Service, children with SLCN and the IFtL.

As an IFtL family, we are committed to the levels of collaboration required to shape and protect the future. We start with our schools, our people, our family, and from there we grow. At IFtL we are never alone – one united family striving for excellence in all that we do.





Key Objectives

- Manages a complex caseload from assessment to discharge. Children may have multiple and complex needs including Mental Health needs, SLCN, physical needs and challenging behaviours.
- Lead role in ensuring that the highest professional standards and attitudes towards the care of children and their carers are maintained at all times and that care is delivered with compassion and in accordance with evidence-based practice and professional guidelines by all members of the team.
- Provides specialist advice to Speech & Language Therapy team, educational staff, and wider multidisciplinary team throughout the IFtL Trust through discussion, formal consultation, supervision, training and education.
- Liaises with external agencies regarding the management of care for children within the IFtL Trust.
- To have knowledge of appropriate external agencies such as EATS Lincon, ACE Centre, NHS Specialist teams (e.g. Paediatrician services) etc. to liaise and work with to provide a high level of care for each child.
- To have knowledge of local frameworks and systems e.g. FACT and FACT plus frameworks and the CATHS model.
- Implements a structured and joint system of working across the trust, enabling the Speech and Language Therapy Team and educational staff to identify, refer and provide appropriate support to children with SLCN.
- Provides advice and second opinions on Speech & Language and communication and interaction matters within the IFtL.
- To ensure members of the Speech and Language Therapy team remain up-to-date with all mandatory training and Safeguarding information.
- Undertakes administrative tasks in relation to own work and is confident in using relevant software packages.
- Prepares therapeutic materials.
- Responsible for ensuring accurate and comprehensive records for each child are maintained by all members of the speech & language therapy team, using BromCom, EduKey or other electronic systems approved by the IFtL and in accordance with the IFtL and professional record keeping standards.
- Responsible for ensuring the safe transport and storage of confidential information relating to each child.
- Writes specialist speech & language therapy reports for EHCPs, Annual reviews, educational staff, carers, the Local Authority and other healthcare professionals involved in the child's care.
- Responsibility for Planning/Organising & Strategic/Business Development.
- Plans own workload, managing competing demands (e.g. urgent referrals) to ensure care is delivered according to clinical priority.
- Responsible for the delivery of speech & language therapy services across the IFtL.
- Prioritises and delegates work across the team in accordance with established competence whilst maintaining professional accountability and ensuring their work meets required care standards.
- Be an active member of working groups which aim to support children with SLCN and their carers, providing specialist speech & language therapy advice as required.



Financial and physical resources

- Monitors and manages stock and equipment with the ability to re-order within the set limits.
- Responsibility for identifying new or essential resources including assessments and therapeutic materials for the Speech and Language Team to carry out their role as well as each IFtL school to be able to provide support for children with SLCN.
- Responsible for ensuring required standards of infection control are maintained by all staff.
- Responsible for ensuring safe transport and storage of equipment and materials by all staff.

Research and development

- To undertake audit projects within local service.
- To participate in departmental research and clinical governance/audit projects.
- To collect and provide research data as required.
- To be responsible for reviewing current literature in relevant areas of speech and language therapy and disseminating as appropriate.
- Maintains a personal professional portfolio of learning activity in compliance with professional body requirements as set by the HCPC and RSCLT Staff Management, Training and Development.
- Provides clinical leadership for the speech & language therapy team across the IFtL.
- Implements, monitors and audits systems to ensure effective and timely appraisal, clinical supervision and training for all speech & language therapy staff, implementing robust action plans to address areas of concern.
- Provides clinical supervision and appraisal to speech & language therapy staff and students.
- Provides specialist training to speech & language therapy staff and students, monitoring and evaluating learning outcomes, providing feedback and assessing competencies to facilitate learning in practice.
- Acts as a mentor as appropriate.
- Works closely with academic institutions for placement, teaching and support of speech & language therapy students.
- Provides professional advice to line managers in recruitment and disciplinary and capability cases involving speech language therapy staff.
- Works within HCPC Code of Professional Conduct and Professional Standards, accountable for own professional practice including work delegated to others.



Work Profile

- To adhere to school local and national authority's guidelines and exercise professional discretion at all times.
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Participate in training and other learning activities and performance development as required.
- Contribute to the overall ethos/work/aims of the school.
- Attend relevant meetings.
- To maintain confidentiality.

What we offer:

As part of the Inspiring Futures through Learning Multi Academy Trust, successful candidates will have full access to our staff benefits package, including a bespoke CPD package, discount on high street shops, gym membership, cinema tickets, cycle to work scheme, Employee Assistance Program and much more.

Other Information

Our children and young people come from a wide range of backgrounds, and so do our colleagues. We aim to reflect and celebrate diversity in our workplace in order to create an inclusive culture that adds real value to our vision of inspiring the futures of us all through learning together.

Our commitment to ensuring equal opportunity and lifelong development is showcased in our 1:1 iPad initiative for learners and teaching colleagues across the schools in our trust. By harnessing the power of technology and collaboration, we aim to reshape and rethink what it means to be a learner into this digital age, and you can play a role in shaping our curriculum offer by joining us on this journey.

Inspiring Futures through Learning is committed to safeguarding and promoting the welfare of children. All employees are expected to share this commitment, to follow IFtL's safeguarding policies and procedures, and to behave appropriately towards children at all times, both in work and in their personal lives.

All school based posts are defined as Regulated Activity and therefore this post is subject to an Enhanced with Barred List Criminal Records Bureau check.

#WelcomeToIFtL #BelongingInIFtL #IFtLFamily





Person Specification

	CRITERIA	EVALUATION
QUALIFICATIONS		
Recognised degree in Speech & Language Therapy	E	A
Registered with HCPC (Health Care Professions Council)	E	A
Registered with RCSLT	E	A
SKILLS AND EXPERIENCE		
Post-qualification training: relevant short courses	D	I, R
Specialist assessment and treatment techniques relevant to the caseload	E	I, R
Ability to develop SLT programs.	D	I, R
Knowledge of statutory special needs policies and procedures Ability to support other staff.	E	I, R
Ability to deliver training	E	I, R
COMPETENCIES		
Prioritising work in the light of changing deadlines within the overall horizon of the school year.	D	I
Awareness and management of recurring periods of pressure on staff and other resources.	D	I
Provide advice to colleagues relating to the management and care of children with SLCN.	E	I, R
Work closely with parents/carers to ensure they have an understanding of the proposed care plans.	E	I
Makes decisions as to the language treatment therapy required for individuals.	E	I, R
Takes responsibility for SALT program within School	E	I
Works closely with colleagues to understand the needs of the child.	D	I
Managing information resources in relation to pupil.	E	I, R
Familiarity with and adherence to school's child protection policy	E	I
Awareness of personal development needs and opportunities	D	I

Criteria : Essential (E) | Desired (D)

Evaluation : Application Form (AF) | Interview (I) | Reference (R)

