

Person Specification for Speech and Language Therapist

| | Essential | Desirable | Assessed via | | |
|---|-----------|-----------|-----------------------------------|--|--|
| Qualifications | | | | | |
| RCSLT recognised degree/diploma or MSc (Hons) in Speech and language therapy or equivalent qualification | ✓ | | Application form | | |
| Registered and current membership with HCPC and RCSLT | ✓ | | Certificates checked at interview | | |
| GCSE pass grades (C or above) in English, maths <i>or equivalent</i> . | ✓ | | | | |
| Evidence of relevant continuing professional development (CPD) | ✓ | | | | |
| Specialist training or CPD in: <ul style="list-style-type: none"> • Dysphagia • Autism and social communication • AAC / Total Communication approaches | | ✓ | | | |
| Experience | | | | | |
| At least 2 years experience working in a specialist school/college for young people who have very complex needs including PMLD, SLD and autism. | ✓ | | Application form | | |
| Experience working with Education, Health and Care Plans (EHCPs), including outcomes-based intervention | ✓ | | | | |
| Experience delivering individual and group therapy | ✓ | | | | |
| Experience supporting staff to embed communication strategies (including high and low tech AAC) into educational or care settings | ✓ | | | | |
| Experience writing professional reports and contributing to annual reviews | ✓ | | | | |
| Able to design and deliver speech and language programmes | ✓ | | Application form | | |
| Working with parents to ensure they are able to deliver SALT programmes at home | ✓ | | form | | |
| Experience delivering staff training and workshops | ✓ | | | | |
| Experience working as part of a multidisciplinary therapy team | ✓ | | | | |
| Knowledge and Skills | | | | | |

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|---|---|---|----------------|--|--|
| Understands the needs of students with learning difficulties including PMLD and ASD | ✓ | | interview | | |
| Able to train, motivate and manage staff, securing their commitment to providing a high quality service to pupils and families. | ✓ | | task | | |
| Ability to assess, plan, deliver, and evaluate SaLT interventions | ✓ | | Interview/task | | |
| Competent in using ICT both within role and in recordkeeping systems | ✓ | | | | |
| Ability to speak more than one language. | | ✓ | interview | | |
| Understands safeguarding procedures relating to the role. | ✓ | | interview | | |
| Competent in using a range of communication strategies including Makaton and touch cues | | ✓ | interview | | |
| Personal Qualities | | | | | |
| The candidate is willing to put our students needs at the centre of all they do at work. | ✓ | | interview | | |
| Excellent interpersonal and communication skills. | ✓ | | interview | | |
| Tactful, diplomatic and sensitive to the needs of others | ✓ | | interview | | |
| Excellence record in both attendance and punctuality. Not in Management of Absence process. | ✓ | | Reference | | |
| Able to lead others, motivating and achieving high level of performance from college education staff. | ✓ | | Interview task | | |
| Self motivating and able to take strategic lead. | ✓ | | Task in tray | | |
| Sensitivity to the challenges faced by students, staff and families. | ✓ | | Task in tray | | |
| Approachable, polite and professional. | ✓ | | Interview | | |
| Resilient. Able to meet demands of a challenging high pressured environment and deal with emergencies when required. | ✓ | | interview | | |
| Flexible. Able to manage last minute changes when required. | ✓ | | interview | | |
| Physically able to undertake all aspects of the role . | ✓ | | interview | | |
| High expectations of self and others. | ✓ | | interview | | |
| Well-groomed and presented in line with requirement of the role. | ✓ | | interview | | |
| Able to travel to 2 sites (Hounslow and Sunbury) | | | interview | | |
| Committed to equality of opportunity for all. | ✓ | | interview | | |

The duties of this post will change and develop over time. It is the manager's responsibility, in conjunction with the post holder, regularly to review this document and amend it when necessary.