

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	✓		Certificates checked at interview		
Registered and current membership with RCSLT		✓			
Level 2 qualification in English and Maths (GCSE Grade 5 or above, or equivalent qualification).	✓				
Demonstration of relevant continuing professional development (CPD)	✓		Application form + Interview		
Specialist training and experience in: - Autism and social communication - AAC / Total Communication approaches	✓		Application form + Interview		
Specialist training and experience in: - Dysphagia - PMLD		✓	Application form + Interview		
Experience					
At least two years' experience working in a specialist school or college setting working with young people with Autism and SLD	✓		Application form + Interview		
Experience working with children or young people with complex needs, including PMLD		✓	Application form + Interview		
Experience working with Education, Health and Care Plans (EHCPs), including outcomes-based intervention	✓		Interview		
Experience delivering individual and group therapy	✓		Interview		
Experience supporting staff to embed communication strategies (including high and low tech AAC) into educational or care settings	✓		Interview		
Experience writing professional reports and contributing to annual reviews	✓		Interview		
Able to design and deliver speech and language programmes	✓		Interview		
Working with parents to ensure they can deliver SALT programmes at home	✓		Interview		
Experience delivering staff training and workshops	✓		Interview		
Experience working as part of a multidisciplinary therapy team	✓		Interview		
Knowledge and Skills					
Understands the needs of students with learning difficulties including Autism and complex needs	✓		interview		

Able to train, motivate and support staff, enabling their commitment to providing a high-quality service to students and families.	✓		task		
Ability to assess, plan, deliver, and evaluate SaLT interventions	✓		Interview/t ask		
Competent in using ICT both within role and in recordkeeping systems	✓				
Understands safeguarding procedures relating to the role.	✓		interview		
Competent in using a range of communication strategies (e.g. touch cues and Makaton)		✓	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		
Sensitive 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.