



## **Speech and Language Therapist**

**Start Date:** Pending notice period

**Closing Date:** 15<sup>th</sup> April 2024 at Midday

**Interviews:** Applications will be considered upon receipt. We reserve the right to interview and appoint at any stage of the process.





Headteacher: Sotiria Vlahodimou  
Slindon House, Top Road, Slindon, Arundel, West Sussex BN18 0RH  
Tel: 01243 814320 [www.slindoncollege.co.uk](http://www.slindoncollege.co.uk)

**Job Title:** Speech and Language Therapist

**Pay:** NHS Equivalent College Salary Scale (pro rata)  
SCT6 £35,392 to £42,618 per annum pending experience

**Benefits:** Group Income Protection, Group Life Assurance, Personal Accident Insurance, Counselling Service, Meals and Refreshments on Duty, Cycle to Work Scheme, On-Site Parking, Fee Remission

**Hours:** Full Time - 34 weeks/year Monday-Friday 8:15am-4:30pm

**Accountable To:** SENCo

**Probation Period:** One Term

**Contract:** Permanent

This is an exciting opportunity for a qualified Speech and Language Therapist (SALT) to join our dynamic and committed Learning Support department. This post offers an opportunity to work with a range of young people who have learning difficulties.

The successful candidate will be enthusiastic, hard-working, self-motivated with a high level of emotional intelligence. You will have strong communication skills and the ability to build good relationships with pupils, parents and staff. You will be personable and flexible.

Own transport is required as there is no public transport available.

Slindon College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. We will carry out reference checks and an enhanced DBS check before making an appointment along with other relevant employment checks.

### **How to Apply**

Please complete the College Application Form including a supporting statement explaining what attracts you to the post and details the skills and experience you would bring to it.

Your application can be submitted by email, [hr@slindoncollege.co.uk](mailto:hr@slindoncollege.co.uk) or by post for the attention of the HR Officer to the above address.

We are happy to accommodate tours prior to application. Please contact the HR Officer to book.

## **GENERAL INFORMATION FOR APPLICANTS**

### **The College**

With unrivalled views of the south coast, the 14 acre setting provides the backdrop to a stimulating, broad and balanced specialist educational experience for boys with additional learning needs aged 8-18 of all academic abilities, taking into account their strengths and talents.

Currently we have approximately 103 pupils on roll, 11 of whom are boarders. Some 98% of our pupils progress to Further Education or Training. We are proud of our College's strong links with the local community and employers which assist us in fully serving the needs of our pupils.

Slindon College employs a team of therapists who work closely with teachers and education staff to ensure pupils' needs are met. We offer a wide and varied curriculum so that pupils, as well as achieving in core subjects, can experience a range of subjects and so choose those that best suit their interests and ability.



### **Location**

The College is situated in the South Downs National Park, nestled in the heart of the Slindon Village near the historic market town of Arundel. The nearest train stations are Barnham and Arundel.

### **Our Pupils**

Our pupils thrive with some additional learning support as most have previously struggled to make progress in mainstream school settings. As a consequence, over a number of years, we have developed expertise in recognising obstacles to learning and putting in place learning pathways which help them to successfully re-engage with education.

### **Curriculum and Organisation**

At KS2/3 all pupils study the National Curriculum. Pupils are grouped for learning in most subjects.



At KS4 pupils study a core consisting of English, Maths, Science, ICT, PE and PSHE. They are encouraged to take four of their option choices. Our facilities enable us to offer a range of vocational qualifications.

All subjects are expected to differentiate learning to meet the needs of the whole ability range and to provide extension activities for the gifted and talented. Additionally, the Learning Support Department provides excellent out-of-class and in-class support for pupils with a range of additional educational needs. Teachers are provided with detailed information on pupils' strengths, needs, prior attainment and target grades. We are rigorous in applying our assessment for learning policy to ensure that all pupils make appropriate progress in line with national expectations.

Pupils' welfare and educational progress are supervised by Heads of House who remain with the pupils as they progress through the College.



### **The Staff**

The College working environment is stimulating and very busy but we do try to ensure there is opportunity for staff to meet together regularly; we hold briefings every morning and a weekly academic staff meeting. Lunch is provided for all staff members during term time when on duty.

Continuing Professional Development lies at the heart of our people first values in relation to staff, and we are proud that many colleagues actively seek further development and advance their careers within the College.

### **More Information**

To find out more about Slindon College, please visit our website: [www.slindoncollege.co.uk](http://www.slindoncollege.co.uk) or find us on social media:

**Facebook:** SlindonCollege

**Instagram:** SlindonCollege

**LinkedIn:** Slindon-College

## **JOB DESCRIPTION**

The Job Description defines the agreed duties and responsibilities. The changing needs of the College may give rise to changes in any aspect of the Job Description which will therefore be subject to periodic review.

### **Job Purpose**

- To be responsible for meeting the Educational Health Care Plan (EHCP) SALT provision requirements for all pupils with EHCPs.
- To be responsible for a team of Speech and Language therapy Intervention Learning Support Assistants (iLSAs).
- To maintain and further develop a high level of clinical expertise in speech and language therapy.
- To supervise iLSAs in delivering appropriate individual and group sessions.
- To act as the College SALT representative at multi-disciplinary meetings as required.
- To plan and implement training which may involve complex information, to other staff, parents and carers, either individually, or in groups, as appropriate.
- To actively support and promote the vision and values of the school.
- To ensure the provision of the most appropriate speech and language therapy for all pupils and ensuring the delivery of a multidisciplinary emphasis on Communication.

### **Main Duties and Responsibilities**

- To manage the Colleges' speech and language therapy services including assessment, diagnosis and therapy.
- To be responsible for a team of iLSAs delivering one-to-one or group interventions.
- To provide SALT training to the iLSAs based on pupils needs.
- To source appropriate resources in order to assist iLSAs in delivering intervention.
- To manage specialist therapy services utilising a variety of service delivery models including individual, joint, multidisciplinary, group and staff directed sessions.
- To provide specialist intervention if EHCPs explicitly require SALT provision.
- To use specialist knowledge of standardised assessment and other assessment tools in combination with advanced reasoning skills to record baseline measures and/or differential diagnoses.
- To develop and implement speech and language programs for individuals and groups using expertise to create innovative and effective ways of working where appropriate to maximise individual pupils' potentials.
- To provide, review and communicate termly speech and language targets for integration into the educational curriculum.
- To attend and participate / lead (where appropriate) in regular team meetings.
- To regularly monitor and review the pupils' ongoing communication needs.
- To liaise closely with all staff and parents / carers to support implementation of appropriate communication strategies.
- To provide reports for the pupils' EHCP annual review.
- To maintain records of intervention according to professional standards.
- To maintain professional status and competence at a specialist level, taking responsibility for keeping own knowledge and skills up to date by engaging in continuing professional development and maintaining a portfolio of CPD.

### **Supporting the College**

- To provide an effective, courteous and professional interface between internal colleagues, pupils, the general public, parents and external bodies.
- To undertake any other such duties or general tasks and hours of work as may reasonably be required and any other responsibilities, which may from time to time, be delegated by your manager.

### **General Responsibilities**

- Work at all times in a safe manner in consideration to the College risk assessments and to report all accidents to Matron in line with statutory requirements.
- Participate in training and other learning activities, performance and professional development as required.
- To participate in the supervision cycle according to the College policy.
- Contribute to the overall ethos/work/aims of Slindon College.
- Be aware of and comply with current legislation concerning, but not limited to, Equal Opportunities, Health & Safety at Work, Fire Safety. Be aware of and comply with the College's policies and procedures relating to Child Protection/Safeguarding, health & safety, security, reporting all concerns to the appropriate person.
- Undertake all duties reasonably requested in a manner consistent with the mission and aims of Slindon College.

#### **Confidentiality**

- The post holder must at all times maintain the complete confidentiality of the material and information that they handle.
- Maintain and record accurate information in line with Compliance, GDPR and Freedom of Information regulations.

You will be required to participate in Parents' Evenings, INSET days, staff meetings, Parents' Tea and two annual Open Mornings.

This general job description is not comprehensive and the post holder will be required to undertake such other tasks appropriate to the level of appointment as the Headteacher may reasonably require.

## PERSON SPECIFICATION

Essential	Desirable
<p>Recognised Speech and Language Therapy degree/qualification.</p> <p>Member of RCSLT.</p> <p>Registered with HCPC.</p> <p>Experience of working as part of a multi-disciplinary team.</p> <p>Understanding of a wide range of speech, language and communication disabilities associated with children with SEN and Autism and their impact on learning.</p> <p>Knowledge of a range of therapeutic interventions relevant to the client group.</p> <p>Up to date with professional practice and new research.</p> <p>The ability to produce accurate and concise written records and reports.</p> <p>Computer literate.</p> <p>Excellent communication, interpersonal and presentation skills.</p> <p>Displays commitment to the protection and safeguarding of children and young people.</p> <p>Ability to prioritise and meet deadlines.</p> <p>Commitment to continued professional development.</p> <p>A flexible calm and empathetic approach to dealing with students.</p> <p>Must be a confident, flexible and enthusiastic team player.</p> <p>Sense of humour.</p> <p>Adaptability.</p> <p>Commitment to equality of opportunity.</p> <p>Good attendance and punctuality record.</p> <p>Professional dress.</p>	<p>Experience of working within an educational environment.</p> <p>Experience of working with school aged children with additional educational needs.</p> <p>Awareness of legislation regarding learners with disabilities.</p> <p>Experience of managing a team.</p>