



## Lindon Bennett School

### Person Specification for Speech and Language Therapist

Job descriptions are to be reviewed annually

The responsibilities listed are the basic essentials of the post. It is always open to the post-holder to propose ways of extending these responsibilities.

Area	Requirement	Essential/Desirable
Experience	At least 2 years' experience working in a specialist school for children and young adults who have very complex needs including PMLD, SLD and Autism	Essential
	Band 6 Experience	Desirable
	Able to design and deliver speech and language programmes	Essential
	Experience recommending AAC for non-speaking students	Essential
	Liaison with professionals and parent/carer(s)	Essential
	Working with parent/carers to ensure they deliver SALT programmes at home	Essential
Qualifications	Recognised degree/diploma or MSc (Hons) in Speech and language therapy	Essential
	Registered and current membership with HCPC and RCSLT.	Essential
	GCSE pass grades (C or above) in English, maths or equivalent.	Essential
Skills and Knowledge	Understands the needs of students with learning difficulties including PMLD and ASD	Essential
	Able to train, motivate and manage staff, securing their commitment to providing a high-quality service to pupils and families	Essential
	Able to speak and write in grammatically correct English	Essential
	Competent in using ICT both within role and in recordkeeping systems	Essential
	Ability to speak more than one language	Desirable
	Understands safeguarding procedures relating to the role	Essential
	Able to organise own time and caseload.	Essential
	Understands the implications of GDPR in the role.	Essential

Personal Qualities	The candidate is willing to put our students needs at the centre of all they do at work	Essential
	Excellent interpersonal and communication skills	Essential
	Tactful, diplomatic and sensitive to the needs of others	Essential
	Excellent record in both attendance and punctuality. Not in Management of Absence process.	Essential
	Able to lead others, motivating and achieving high level of performance from education staff	Essential
	Self-motivating and able to take strategic lead	Essential
	Sensitivity to the challenges faced by students, staff and families	Essential
	Approachable, polite and professional	Essential
	Demonstrates resilience by being able to meet demands of a challenging high-pressured environment and deal with emergencies when required	Essential
	Flexibility to manage last minute changes as required	Essential
	Physically able to undertake all aspects of the role	Essential
	High Expectations of self and others	Essential
	Able to work as part of a team, with other professionals and parent/carers	Essential
Other Requirements	Willingness to undergo an enhanced DBS check	Essential
	Flexibility to work across both sites if required	Essential
	Commitment to equal opportunities, effective safeguarding and the school's ethos	Essential