



Recruitment Pack

IPMAT

Speech & Language Therapist (SaLT)





We are currently a Trust of nine primary academies and are supporting other local primary schools as they look towards joining the Trust. We envisage our family growing over the next academic year. The focus of our Trust is to work with primary schools across the Wakefield District. Our VISION is to develop a community of schools working together to achieve excellent outcomes for all.

Since our establishment in 2016, the Trust has come a long way. Eight of our nine schools have been inspected by OFSTED following conversion and the outcomes of each inspection have been positive, each report has highlighted strong and positive support from the Trust.

Our aim is to support schools through collaboration. We will ensure that our academies are able to provide an excellent education for children, families and community they serve. We believe in freeing teacher and leaders from bureaucracy to concentrate on providing the very best teaching, learning support and development that every child deserves.

We aim to deliver continuously improving educational opportunities and exciting educational experiences to all our pupils to share with their communities.

I wish you well with your application and look forward to hearing from you.

Sue Vickerman

CEO

The journey we have been on over the last 12 months serves to illustrate how we are making INSPIRE a very forward thinking and innovative Trust. Please read our **Annual IMPACT Report** available on the home page of our website: www.ipmat.co.uk.

We wish to grow our Trust and believe we have a compelling offer for others to join. Please look at our Trust Prospectus which is also available on the home page of our website: www.ipmat.co.uk.



Our Trust is made up of nine primary academies, all within the Wakefield District.



At Inspire Partnership Multi-Academy Trust, our values are central to all we do:

Respect

Where respect is the foundation of each school community, built upon professionalism, appreciation for diversity and embracing individuality.

Recognition

Where all individuals are recognised for their dedication and commitment leading to shared success for all.

Responsibility

Where responsibility, trust and openness underpin all we do. Forming a shared responsibility for professional collaboration and individual accountability, we make a difference to the children in the communities in which we serve.

Resilience

Where all individuals are resilient: striving for excellence, embracing challenge and collaborating with confidence and courage.



Job Description

Post Title:

Speech & Language Therapist (SaLT)

Grade:

Grade 8

Reporting to:

Deputy CEO

Employee Benefits:

At IPMAT we value our people and the work they do to achieve the best outcomes of our children and in recognition of this we offer the following benefits to all our employees: Cycle to Work Scheme*, Salary Sacrifice Tech Scheme*, Medical Health Plan*, discounted gym membership, retail loyalty scheme earning up to 15% cash back and discounted gift cards saving up to 10% on of the upfront cost of a wide range of big brands.

(* restrictions apply to ensure NMW earnings are maintained)

Location:

To work across the Trust

Purpose of Job:

- A SaLT at INSPIRE will need to be creative, flexible and innovative in the planning and delivery of the curriculum to meet the needs of pupils across all primary schools across the full school day.
- A SaLT at INSPIRE is required to work as a specialist member of the team in providing therapy and educational programmes for pupils from age 3 to 11 with a range of needs. This will require the ability to plan and deliver in collaboration with other professional colleagues, a range of programmes that will address the SAL aspects of a child's development i.e. motor, language and communication, social skills and cognitive development.
- The SaLT will be required to work in close liaison with other professional staff, external agencies and families to address children's needs.

Requirement for the post

	Essential	Desirable
Qualifications /Training	<ul style="list-style-type: none">• Degree in Speech and Language Therapy or equivalent qualification• License to practice from and membership of RCSLT• Evidence of ongoing CPD and willingness to keep up to date with developments in practice	
Knowledge	<ul style="list-style-type: none">• The skills to identify, assess and analyse the needs of pupils• Plan individual and group programmes that will be carried out personally and by other staff• Ability to work as part of an interdisciplinary team.• Ability to set targets for pupils and monitor progress• Ability to demonstrate an understanding of and commitment to equal opportunities in particular to inclusion• Ability to liaise with other professionals to plan and implement specific programmes based on joint assessment• Ability to write coherently to enable specific report writing, liaison with parents and correspondence.• Ability to listen and respond to discussion• Ability to communicate clearly and sensitively with children, young people and adults, individually and in groups• Ability to lead, manage and motivate others.• Ability to acquire new skills and have specialist knowledge of Speech and Language Therapy assessments and interventions• Ability to demonstrate knowledge and skills that indicate the ability to contribute to inclusive practice	

	Essential	Desirable
Physical Skills	<ul style="list-style-type: none"> To be able to travel between sites To be physically healthy in order to undertake the demands of the role 	
Experience	<ul style="list-style-type: none"> Experience of working as a SaLT with primary age pupils Experience of working within primary school settings Experience of developing and training others to deliver SaLT Experience of liaising successfully with external agencies Experience of providing effective support to primary schools in relation to SaLT 	
Competencies and other skills required	<ul style="list-style-type: none"> To demonstrate a commitment to continuing professional development through regular and relevant personal training and development activities Personal commitment to continuous service improvement and development of improved working practices, in conjunction with relevant senior managers To demonstrate initiative and innovation in working practices Ability to problem solve and find creative solutions . 	

Responsibilities & Accountabilities

Key Roles and Responsibilities

- To screen, assess, plan and provide intervention to develop the identified children's communication, speech and language skills in keeping with the policies of the Trust.
- To monitor, develop and support best practice regarding speech, language and communication.
- To provide assessment, management training and support in line with qualifications.
- To take a key role in supporting and enabling parents with their children's communication.

Assessment

- To assess the communication, speech and language needs of the children across the INSPIRE Trust in order to determine intervention priorities and plan programmes accordingly.
- To use a range of methods including observation, standard and non-standard testing and in school assessments to determine needs.
- To ensure that assessments determined are accurate and quantifiable.
- To develop individual targets for children that can be met through individual and group sessions – collaborating to devise support plan targets and strategies.
- To work with other key staff to assess the changing needs of children on a regular basis and use the outcomes of this to modify plans and goals.
- To assess the needs for materials and equipment to enhance children's learning and to support and direct team members in the preparation and organisation of such materials before, during and after these programmes.

Clinical Intervention

- To plan and be responsible for the provision of speech and language interventions and therapies as required via individual sessions and small groups.
- To ensure the children's objectives are integrated into programmes which are innovative, imaginative and creative and which develop the children's motivation and independence.
- To ensure that team members have clear ways to monitor and record children's progress in their skills in keeping with Trust policies.
- To effectively lead individual and group programmes so that each child can maximise their potential for learning new skills and consolidate existing ones.
- To professionally guide and work closely with other staff to meet the needs of the children.
- To maintain appropriate records and note in line with Trust policies. To carry out a variety of professional admin tasks such as phone calls, typing emails, letters, preparing progress reports for other professionals and families.
- To provide a high quality of written report including MSPs SMTLPs in line with Trust policies.
- To work in close liaison with other team members to ensure that children can actively participate and all aspects of school life.
- To liaise with other specialist professionals involved with the needs of the children identified.
- To train staff and carers to carry out specific speech and language programmes as required.

General

- Maintain their own professional standards in line with the RCoSLT
- Identify their own training needs as appropriate and maintain a current CPD portfolio in line with professional standards, maintaining up to date knowledge and skills.
- Identify their own limitations for practice and scope and seek guidance where needed
- Participate in and contribute to training days for staff
- Undertake annual appraisal
- Further develop the equality and diversity policy of the Trust at all times.
- Adhere to the Trust Safeguarding policy and expectations at all times.
- Acting such a way as to ensure safe working practice at all times including adhering to the Trusts policies on manual handling and positive handling.
- Contribute to the good professional standing of the Trust
- Undertake any other professional duties deemed reasonable to expect.
- The post holder will have access to confidential information that it is an expectation will not be disclosed.
- Understand and comply with relevant data protection legislation and regulations, especially the Data Protection Act 2018 and the UK General Data Protection Regulation (UK GDPR)

General Duties and Responsibilities

- The duties and responsibilities highlighted in this Job Specification are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and scope of the post and the grade has been established on this basis.
- All staff have a duty for safeguarding and promoting the welfare of children and young persons. Staff must be aware of the Trust's procedures for raising concerns about children's welfare and must report any concerns to the Designated Person without delay. Staff must ensure that they attend the appropriate level of safeguarding children training identified by the Trust as relevant to their role.

Responsibilities for Resources

Employees (Supervision):

None

Financial:

None

Physical:

Ensure the school systems are kept secure at all times. Report damage to school property.

Customers and Clients:

Communicate with a range of clients within appropriate timescales

- Children
- Parents/carers
- Education Welfare Service
- West Yorkshire Police
- School Police Liaison Officer
- Neighbourhood Action
- Reach Team
- Social Services
- Reintegration and Mentoring Tutor
- Joint Educational and Social Service Planning
- Core Group Meetings

Working Conditions:

- Many of the Trust schools have a high majority of children with complex home lives.
- The post holder will have considerable exposure to emotionally distressing situations on a regular basis and may be subject to poor and unacceptable behaviour (verbal abuse/aggression) on a regular basis from children and parents/carers.
- The post holder is regularly privilege to information of a sensitive, disturbing and confidential nature.
- The role also presents a physical risk element in school when speaking/ meeting aggressive children and parents/carers but more so during home visits. Occasionally home visits will place the post holder in a vulnerable position and often in a volatile situation and/ or the homes are in a poor state.

Characteristics of the post:

- The postholder will be required to undertake break duties with SLO team as part of their role and will have the option of a paid lunchtime duty.
- Flexible approach and willing to be available out of school hours.
- Employees are encouraged to participate in training activities in order to enhance their own personal development.

Employment checks required of this post:

- Evidence of entitlement to work in the UK
 - Two satisfactory references
 - An Enhanced DBS Certificate
- Confirmation of medical fitness for employment
 - Evidence of essential qualifications
- Registration with appropriate bodies (where applicable)
 - Online search