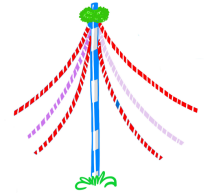


# Maypole School



## JOB DESCRIPTION

Job Title:	<b>Specialist Speech and Language Therapist</b>
Band:	<b>6 or 7</b>
Sector:	<b>Education</b>
School name:	<b>Maypole School</b>
Area of need:	<b>Social, Emotional and Mental Health (SEMH) School</b>
Age range:	<b>Key Stage 1; 2 and 3</b>
Location:	<b>Streatham and/ or Sunbury on Thames</b>
Hours:	<b>Full time or part time options</b>
Accountable to:	<b>Head Teacher/Assistant Head teacher</b>
Staff Accountable to Postholder:	<b>None at present</b>
Salary:	<b>£33,543- £55,000 (including school holidays)</b>

### ORGANISATION: MAYPOLE SCHOOL

An exciting opportunity has been created at a brand new SEMH provision, Maypole school. The school is split into two sites; Sunbury on Thames (TW16 6QE) and Leigham Court (SW16 2QA). <https://www.maypoleschool.co.uk/>

The school offers specialist support for children and young people who present with complex SEMH needs and associated disorders, such as ASC, ADHD, FASD, PDA, OCD, ODD, Toxic Childhood Stress / Adverse Childhood Experiences (ACEs), Attachment difficulties, Developmental Trauma, Speech and Language difficulties, Cognition and Learning difficulties, Specific Learning Difficulties such as Dyslexia and Dyspraxia; and more.

Many of our young people will have displayed challenging behaviour at their previous schools. We will help our pupils to succeed at Maypole School, in spite of their very complex needs, and their difficulties they have had in their previous schools.

We acknowledge the difficult experiences our students have had and the importance of adapting how education is delivered to meet their needs. The therapy team is a crucial part in this process and in supporting both students and staff achieve. Our therapists work collaboratively within the school to ensure a therapeutic approach is embedded across the whole school. We pride ourselves in including specialist therapists within our Wider Senior Leadership team.

For more information about the school, to ask any questions, or arrange a visit, please contact Adrienne Cherrywood; 07512 318056 [acherrywood@maypoleschool.co.uk](mailto:acherrywood@maypoleschool.co.uk)

### Benefits

- Training- you will receive induction and on the job training to support your own professional development. We are keen for our staff to gain skills and qualifications relevant to the learner's needs.

- School holidays- you will receive 13 weeks of holiday, to be taken during school holiday times only
- Two wellbeing days each year

### **Job Purpose / Job Summary**

To plan, develop and co-ordinate the speech and language therapy service within the school. This service will include:

- Planning and delivering intervention to meet the EHCP needs of the children and young people with identified Speech, Language and Communication needs. This could include individual and group work and working with other staff supporting the learner.
- Writing, monitoring and reviewing short term and long term targets which show support for EHCP outcomes as well as current clinical need.
- Contributing to annual reviews through providing reports and/ or attendance
- Contributing to EHCPs by updating outcomes, strengths and needs
- Maintaining up to date and accurate case notes in line with RCSLT professional standards
- Providing whole school training to target the developing needs with the current cohort and follow up of these skills to ensure a therapeutic approach is embedded across the curriculum
- Providing needs led workshops to parents and carers to support the needs of their children and young people outside the school setting
- Managing a complex caseload independently and creating a referral system which is easily accessible to staff

### **Skills**

- Excellent communication skills and the ability to develop relationships in challenging situations with vulnerable children and young people with a range of complex needs and their families.
- To demonstrate empathy with our learners, carers and other professionals, ensuring that effective communication is achieved, particularly where significant barriers to understanding exist.
- To assess at a highly specialist level, the types of communication disorders found in vulnerable young people with a range of complex needs.
- To work closely with the young people, carers and other professionals to negotiate and agree how to manage their identified Speech, Language and Communication needs.
- To respond sensitively at all times, in particular when imparting information regarding the nature of the clinical difficulties and their implications

- To demonstrate expert skills in motivating learners, carers and other professionals to engage in the therapeutic process
- To demonstrate expert skills in managing conflict within the context of the specialist clinical area and feeling confident to implement a range of de-escalation strategies to support regulation and the different diagnoses
- To demonstrate clinical effectiveness by use of evidence-based practice and outcome measures
- An ability to adapt practice to meet individual learner's circumstances, including due regard for cultural and linguistic differences
- To share information with carers and other professionals, observing data protection guidelines
- To make a differential diagnosis on the basis of evidence from specialist assessment seeking internal and external support as appropriate
- Participate in the schools behaviour management and physical intervention training (PRICE)

### **Continuing Professional Development**

- To actively engage in own line management and clinical supervision.
- To attend specialist short courses and advanced training in order to maintain and develop skills and knowledge required of a specialist therapist working in the field of complex communication disorders and maintain up to date HCPC and RCSLT registration
- To demonstrate knowledge of, and adhere to RCSLT Professional Guidelines and develop local guidelines within clinical area
- To demonstrate the ability to reflect on practice independently, with peers and mentors to identify own strengths and development needs
- To demonstrate a well-developed ability to manage children and young people with challenging behaviours, including the application of appropriate management strategies
- To be accountable for own professional action and recognise own professional boundaries, seeking support as appropriate. The post holder will be aware of their own limitations and seek advice and guidance as necessary from colleagues and senior managers.

### **Leadership**

- There is the option to provide student placements if desired by the Speech and Language therapist

- To provide support for other professionals within the school as required e.g. mentoring/ supervision.
- To employ, train and supervise a therapy assistant to carry out indirect work and follow set targets and programmes.

### **Safeguarding**

This post is subject to an Enhanced Disclosure check.

Maypole is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. As part of the selection process we will undertake checks needed ensure our children and young people are kept safe.

The post-holder will be expected to contribute to safeguarding children and young people and promoting their welfare of children in accordance with the Maypole Child Protection Policy.

## PERSON SPECIFICATION

**Job Title: Specialist Speech and Language Therapist Band 6 or 7**

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Qualifications</b>	<p>Recognised Speech and Language Therapy degree or equivalent</p> <p>Health Care Professions Council – Licence to Practice</p> <p>Evidence of successful completion/on-going undertaking of specialist short courses</p>	<p>Registered member of the Royal College of Speech and Language Therapists</p> <p>Membership of Relevant Special Interest Groups</p>
<b>Experience</b>	<p>Experience of working as a paediatric Speech and Language therapist within a school setting for at least 2 years.</p> <p>Some experience in working with children and young people who have experienced developmental trauma and ACES.</p> <p>Evidence of experience working with the target client group including SEMH/ASD/PDA/ Learning difficulties.</p> <p>Experience of managing challenging behaviours.</p>	<p>Experience of developing and delivering training to range of target groups.</p> <p>Experience of using PRICE or Team Teach.</p>
<b>Skills &amp; Knowledge</b>	<p>Knowledge of core policies which can be found on <a href="https://www.maypoleschool.co.uk/about-our-">https://www.maypoleschool.co.uk/about-our-</a></p>	

[school/policies](#)

Excellent interpersonal skills  
– including observation,  
listening and empathy skills

Highly developed Negotiation  
and Problem-solving Skills

Excellent organisational and  
prioritisation skills

Demonstrates ability to be a  
good team member and work  
flexibly within a staff team

Well established knowledge  
of a broad range assessment  
tools to assess  
communication needs with  
children and young people  
who are difficult to engage

In depth knowledge of a  
range of appropriate  
therapeutic interventions

Understanding of the roles of  
other professionals, including  
teachers, social workers,  
Clinical Psychologists,  
Psychotherapists and  
Occupational therapists.

Knowledge of standards of  
record keeping.

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