

# Ruskin Mill Trust (the Trust)

## Job Description

<b>Position:</b>	Speech and Language Therapist
<b>Post Reference No:</b>	RMT10144
<b>Field of Practice:</b>	Therapeutic Education, Holistic Support and Care, and Holistic Medicine (Field 3, Field 5 and Field 6)
<b>Grade:</b>	11 : 12
<b>Responsible to:</b>	College Principal
<b>Location:</b>	Argent College, Coleg Plas Dwbl, Freeman College, Glasshouse College, Ruskin Mill College

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### Job Purpose

The purpose of the role is to work therapeutically with specific or small groups of students based on their individual speech and language assessment of support and developmental needs.

Speech and Language Therapists will have recognised qualifications in their discipline and be registered with their appropriate professional organisation and work within the standards set by them.

The post holder will be expected to embrace, articulate and work with the Trust's objectives, vision, values, purpose and method, ensuring that the Trust's paradigm of biodynamic agriculture, Anthroposophical medicine and practical skills education, which is informed by Steiner Education, is maintained, implemented and integrated.

The post holder is to contribute to the whole life of the College and Trust, always remembering that our core purpose is to improve the education and lives of our pupils, students and adults.

You will be required to carry out your duties at all College premises, some of which are located a distance from the main College sites and at such other places as the Trust may reasonably require.

The post holder will be expected to travel on an occasional basis between the Trust's sites, and to and from other places as the Trust may reasonably require.

Evening and weekend working may be required.

### Corporate Contribution

The post holder will be expected to contribute as required and uphold the aims, objectives and commitments of Ruskin Mill Trust.

## Main Duties

1. To deliver therapeutic speech and language sessions to individuals or small groups of students with a range of complex needs, such as learning difficulties/disabilities, Autism, Asperger's, emotional, social and behavioural difficulties and/or challenging behaviour.
2. To assess the speech and language needs of all assessment students in order to assess their needs and potential Speech and Language input required in order to ensure that fees requested by the admissions team reflect the needs of therapeutic input.
3. To review the Education Health and Care Plans (EHCP) for students to ensure that the speech and language targets/required outcomes are captured and students needs prioritised and planned within the curriculum or timetable.
4. To assess and make recommendations for any referrals received requesting speech and language therapeutic input for specific existing students.
5. To develop individual therapeutic programmes where appropriate.
6. To support colleagues to implement SALT strategies in their work with students.
7. To design and develop learning aids and resources for use within therapy sessions and to aid the specific targets of individual students.
8. To attend the weekly Therapists meeting in the College and to contribute to staff training and development when requested.
9. To liaise with colleagues, external professionals and other therapy staff where appropriate.
10. To work closely with and take referrals from the Trust's Therapy Coordinator and College Principal.
11. To complete the therapy reports as required and contribute to annual reviews as required.
12. To monitor student progress and outcomes from transition in to transition out of college.
13. To keep a record of attendance and report on session absence.
14. To report occurrences and accidents following the relevant procedure to the support and attendance team in a timely manner.
15. To ensure the safety and welfare of students receiving speech and language therapy.
16. To ensure that all students are supported appropriately and adapt speech and language therapy sessions where necessary to meet their individual needs.
17. To ensure familiarity of student background information and risk assessment and profile prior to the speech and language therapy session.

## General

1. To share the Trust's commitment for promoting and safeguarding the welfare of students.
2. To be responsible for promoting and safeguarding the welfare of students, children and vulnerable adults that you come into contact with.
3. To carry out the above duties in accordance with the Trust's Health and Safety Policy.
4. To actively support and promote equality and diversity throughout the Trust.
5. To work co-operatively with other staff within the Trust.
6. To work with students as and when required.
7. To comply with all the policies and procedures of the Trust as contained in the booklet entitled "Ruskin Mill Trust - Student Protection Policies".
8. To maintain exemplary standards of professionalism, honesty and respect at all times, and not abuse the privilege of access to confidential information.
9. To be responsible for the care and development for your working area.
10. To attend meetings and supervision as required.
11. To deliver training or development opportunities as required.
12. To maintain a 'duty of candour' and to be open and honest at all times, ensuring that concerns are raised promptly through the appropriate management routes.
13. To undertake training and development as required by the Trust and the Hiram Education and Research Team. To be committed to professional self-development, through participation in-service training as necessary for the successful carrying out the role.
14. To undertake work related continued professional development (CPD) as required by the post.
15. May, from time to time be required to work additional hours as shall be reasonably necessary to discharge properly your duties and responsibilities outlined in this job description.
16. To undertake any other duties appropriate to this level of post which will evolve as the job progresses until the job description is reviewed.
17. The post holder will contribute to the whole life of the Trust, always remembering that its core purpose is to improve the education and lives of the children and young people in the schools and colleges.
18. The post holder will be required to carry out her or his duties at any of the Trust's premises, and at such other places as the Trust may reasonably require.
19. The post holder will be expected to travel on a regular basis between the Trust's sites, and to and from other places as the Trust may reasonably require.

20. Evening and weekend working will be required.

### **Staff Management and Supervision**

The Speech and Language Therapist has no direct staff responsibility but may be required to supervise staff as required.

### **Liaison**

To liaise with all staff employed by the Trust, professional bodies, external consultants, and any outside bodies as and when required.

### **Job Revision**

This job description should be regarded as a guide to the duties required and is not definitive or restrictive in any way. The duties of the post may be varied from time to time in response to changing circumstances. This job description does not form part of the contract of employment.

Where the post holder is disabled or becomes disabled every effort will be made to supply all necessary aids, adaptations or equipment to allow them to carry out all the duties of the job. If, however, a certain task proves to be unachievable job redesign will be given full consideration.