



Alfriston School

Sports College

Penn Road, Knotty Green, Beaconsfield,
Buckinghamshire, HP9 2TS
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March 2024

Role: Speech and Language Therapist (SLT)
Salary: Bucks Pay Range 7-8 ISN 36-45 (£39,646 - £49,593) Pro Rata
Contract Type: Permanent, Term Time Only (39 Weeks)
Hours: 18 Hours Per Week
Start Date: 1st September 2024

Alfriston School is an outstanding Special School with Academy status for girls aged 11-19 with Moderate Learning Difficulties (MLD) alongside Speech and Language Difficulties. We are committed to ensure that all our pupils become the best that they can be, and they can enjoy and achieve in all that they do. Our staff have a strong sense of commitment and use their excellent subject knowledge to provide interesting and creative lessons in which all pupils learn well. They have high expectations of their pupils and develop good supportive relationships and a positive learning atmosphere where the girls can thrive.

Our aim is to provide pupils not just with a body of knowledge but with the skills required for a lifetime of learning, to prepare pupils for integration into the wider community, able to enjoy and participate in life as contributing adults. Alfriston provides a holistic environment that recognises the need of the individual in order to secure the best outcomes for adulthood. Our ethos is rooted in Learning for Living covering key areas of: Engagement, Organisation, Independence, Risk Taking, Resilience and Social Interaction.

We are looking for a motivated and committed Speech and Language Therapist to join a friendly, hard-working team and contribute to the provision of Speech and Language Therapy services across the school participating in the achievement of the SLT mission and quality objectives to provide a high quality, efficient and effective Speech and Language Therapy service.

If you have exceptional people skills and high levels of energy and enthusiasm we want to hear from you.

To Apply: Please visit our website www.alfristonschool.com to download and complete the application form, please send a supporting cover letter with your application. All applications are to be sent via email to recruit@alfristonschool.com for the attention of Mrs Ellie Davison.

If you would like to make an informal visit please also contact Mrs Ellie Davison who will be delighted to arrange this for you.

Closing Date for Applications: Monday 3rd June 2024 at 12.00 Noon

Interview Date: Wednesday 5th June 2024



Alfriston is an outstanding Special School with Academy status for girls aged 11-19 with moderate learning difficulties and speech and language and communication difficulties. We currently have 150 girls on roll. All the pupils have an Education Health Care Plan and are taught in small groups and with additional support. Our staff are specialist subject teachers and are experienced in working with a range of special needs and abilities.

Pupils attend Alfriston from all over Buckinghamshire and some neighbouring counties. We also have weekly boarding provision for 20 pupils.

We consider the staff team as our most valuable resource. Training and development is a high priority in the school. There is also personal support given to staff to manage the diverse and challenging work needed to support pupils with significant special needs. At present there are 70 staff employed at the school working in the teaching, support, residential and administrative teams. We are proud of the excellent standard of education provided at Alfriston.

WHY WORK FOR ALFRISTON SCHOOL?

Alfriston School is based in Beaconsfield. The school benefits from outstanding modern facilities, all of our classrooms are fully equipped with interactive screens and access to class sets of laptops or iPads. All teachers are provided with a laptop that is renewed every three years. The school enjoys a recently modernised performing arts and music facilities that include the use of a dance studio, sound/recording studio and performance space, along with our exceptional sports facilities that caters for a range of indoor and outdoor activities including mountain biking, trampolining, cycling, football and many others. The school also enjoys use of its spacious swimming pool designed by a bespoke architect, as part of an upgrade of the sports facilities at Alfriston, the architects developed a concertina-like roof structure that echoes the shape of the pitched roofs on other buildings in the area causing minimal sound reverberation which is beneficial for the use of our students with their Special Educational Needs.

Staff often remark that Alfriston it is a great place to work. Staff retention is high which we think reflects the supportive and friendly environment in which we work. Our pupils are inspirational and full of potential. Staff feel they are people *"You just want to be with!"* Having been rated 'outstanding' by Ofsted in July 2013 it was noted "The excellent personal and academic opportunities offered ensure that the school makes a huge difference to the lives of students. As a result, all groups achieve outstandingly well from their individual starting points."

The school culture of teamwork and aspiration is reflected in the report where it states "The headteacher has a very ambitious vision for the school. Senior leaders and managers place a significant focus on improving staff performance through regular high-quality training and checks on their work. The governing body makes an excellent contribution to the school's effectiveness and work tirelessly to raise achievement through its regular visits to check teaching and learning."

Alfriston offers a wide and diverse range of professional development opportunities for staff, including the opportunity to train with Astra School Centred Initial Teacher Training (SCITT), a local Ofsted-outstanding school-centred teacher training provider.

Alfriston School also offers staff:

- A friendly working environment
- Supportive and caring colleagues
- Excellent opportunities for professional development
- Onsite parking
- Transport links (Chiltern Line and close to the M40)
- Discount on hire of selected school facilities
- Close to local amenities





Speech & Language Therapist Job Description

Job Summary

To contribute to the provision of Speech and Language Therapy services across the school participating in the achievement of the SLT mission and quality objectives to provide a high quality, efficient and effective Speech and Language Therapy service.

Main Duties and Responsibilities

Clinical

Manage own caseload of pupils with a range of special needs, in accordance with the service's models of care, including:

- a) Carrying out clinical observations, informal and formal assessments of pupils and analysing the results reflecting on own knowledge and experience and seeking more specialist advice as required.
- b) Being responsible for devising and implementing pupil-centred therapeutic intervention plans in association with the pupil's parents / carers and education staff.
- c) Monitoring and evaluating interventions and adapting accordingly.
- d) Providing reports and reflecting on own specialist knowledge and experience with reference to established and evidence-based practice within the profession.

Provision of individual, paired and group speech and language therapy as appropriate.

Administration / Communications

- Maintain up to date clinical records of pupils in line with school policies.
- Provide regular written reports on pupils following assessment and review.
- Contribute to the SEN annual reviews of EHCPs, providing comprehensive reports for pupils receiving SLT provisions as part of the process.
- Attendance at Annual Review Meetings as required.
- Attendance at parent's evenings as required.
- Liaison with external professional representatives as appropriate.

Training & Management

- Collaborate in devising, delivering and evaluating training courses for parents/carers.
- Collaborate in devising, delivering and evaluating training courses for school staff.
- Support staff in identifying and understanding pupils' barriers to effective communication, and appropriate strategies/interventions to minimise these barriers.
- Provide training to Speech and Language Therapy Assistant and Teaching staff as appropriate.
- The SLT will be heading up/managing/leading the SLT department with the support of Speech and Language Therapy Assistants.

Service Provision

- Delegate work to provide day to day guidance for Speech and Language Therapy Assistants.
- Provide written SLT programmes to be delivered by the Speech and Language Therapy Assistant as required.
- Work in close liaison with teaching and therapy staff to support and monitor interventions.
- Demonstrate knowledge of national legislation, local protocols and professional guidance relevant to the specialty and advise colleagues accordingly.

Personal and Professional Development

- Actively engage with clinical/personal supervision and line management supervision, demonstrating the ability to reflect on own practice with peers and mentors and identify own strengths and development needs.
- Maintain and develop core professional competencies, underpinned by current evidence-based practice.
- Actively engage in extending knowledge and clinical experience in areas of personal interest and professional relevance.
- Maintain membership of HCPC.

Other

- Adhere to the school's safeguarding policy and procedures at all times.
- Adhere to the staff code of conduct, working positively, flexibly and collaboratively with all.
- Undertake other duties and responsibilities as reasonably directed by the Headteacher/Deputy Head of the School.

This job description will be annually reviewed as part of the staff development programme. It may be amended at any time after consultation.

This school is committed to safeguarding and promoting the welfare of children which will be reflected throughout recruitment. The selected candidate will be required to provide suitable references and undergo an enhanced Disclosure and Barring Service (DBS) check before taking up the post.

Person Specification

Criteria	Essential	Desirable
Qualifications		
Current Health Care Professions Council (HCPC) Registration	Y	
Professional Qualification in Speech & Language Therapy - Degree or Equivalent.	Y	
Member of the Royal College of Speech & Language Therapists (RCSLT)	Y	
Experience		
Experience of providing Speech and Language Therapy intervention to children with communication difficulties	Y	
Experience of Speech and Language Therapy assessments and intervention	Y	
Experience of working within a multi-disciplinary team	Y	
Knowledge and Skills		
Knowledge of a range of appropriate assessments and therapeutic interventions relating to children with complex communication difficulties and/or language disorder	Y	
Have attention to detail in order to ensure records are accurate, to standard and kept up to date	Y	
Ability to communicate information to a broad range of individuals in a sensitive, appropriate manner	Y	
Knowledge of Positive Behavioural Support		Y
Ability to develop and maintain strong and positive relationships whilst maintaining clear role, ethical and professional boundaries	Y	
Ability to communicate effectively with colleagues, families and agencies	Y	
Personal Qualities		
Ability to demonstrate a calm, patient disposition	Y	
Highly developed interpersonal skills	Y	
Be goal orientated in your work approach	Y	
Have a flexible approach and be able to adapt to change	Y	
Be emotionally resilient and able to work in challenging situations	Y	
Ability to relate to young people in a positive manner	Y	
Willingness to constructively challenge the work of self and others to continually improve own and team performance	Y	
To show loyalty and commitment to the school	Y	

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