



**Person Specification
Speech and Language Therapist – SO2 points 26 to 28**

	Essential	Desirable	How identified
1. Knowledge and skills (including any relevant or required qualifications)	<p>Fully Qualified SALT with Degree or Diploma already passed and certificated or equivalent.</p> <p>Full member of the HCPC and RCSLT</p> <p>Good numeracy, literacy and ICT skills.</p> <p>Able to demonstrate knowledge of current legislations with regard SEN pupils.</p> <p>General understanding of the curriculum and other basic learning programmes/strategies.</p> <p>Ability to work as part of a team, understanding roles and responsibilities and own position within these roles.</p> <p>Ability to work on a one to one with pupils.</p> <p>Knowledge of relevant policies/codes of practice and awareness of relevant legislation e.g. child protection.</p>	<p>Knowledge of first aid – First Aid Certificate</p> <p>Evidence of independent and creative therapy planning and delivery.</p> <p>Evidence of advanced assessment/ decision making and care delivery skills.</p>	<p>Application Form</p> <p>Interview</p>

	Essential	Desirable	How identified
	<p>Excellent communication skills.</p> <p>Excellent recording and reporting skills.</p>		
2. Personal Development and Additional Learning	<p>Show commitment to own self development through a CPD portfolio showing training relevant to the post.</p> <p>Willing to participate in further training and development activities</p>		<p>Application Form</p> <p>Interview</p> <p>References</p>
3. Experience	<p>Evidence of delivering SLT assessment and intervention to primary age children with SLCN.</p> <p>Evidence of providing training to education staff and/or parents.</p>	<p>Previous work in a primary school environment</p>	<p>Application Form</p> <p>Interview</p> <p>References</p>
4. Initiative	<p>High Level of integrity and able to handle confidential data sensitively and securely.</p> <p>Able to work autonomously and use initiative.</p> <p>Able to receive instructions and guidance.</p> <p>Open-minded and flexible.</p> <p>Ability to work under pressure and manage conflicting demands.</p>		<p>Application Form</p> <p>Interview</p> <p>References</p>

	Essential	Desirable	How identified
5. Circumstances	<p>Emotional resilience in working with challenging behaviours.</p> <p>Ability to relate well to children and adults.</p>	Able to work flexible hours when required e.g. evening meetings.	<p>Application form</p> <p>Interview</p> <p>References</p>