

PERSON SPECIFICATION FOR PAEDIATRIC SPEECH and LANGUAGE THERAPIST– BAND 5

CRITERIA	ESSENTIAL Requirements necessary for safe and effective Performance in the job	SEE KEY *	DESIRABLE Where available, elements that would contribute to Immediate performance in the job	SEE KEY *
Education and Qualifications	<ul style="list-style-type: none"> • Recognised Speech and Language Therapy Degree qualification or equivalent • Health and Care Professions Council licence to practice. • Registered member of Royal College of Speech and Language Therapists. 	A	<ul style="list-style-type: none"> • First class honours degree or equivalent • Further training courses relevant to the post 	A
Previous Experience	<ul style="list-style-type: none"> □ Experience of working in a mainstream school as a therapist/teacher/learning support assistant 	A	<ul style="list-style-type: none"> • Experience of working as a speech and language therapist • Experience of delivering training to school staff 	A

Skills and knowledge	<input type="checkbox"/> Knowledge of assessment tools relevant to school age children with SLCN. <input type="checkbox"/> Knowledge of national policies and procedures relevant to school age children with SLCN. Knowledge of a range of appropriate therapy approaches for school age children with SLCN including: speech, language, stammering, social communication, selective mutism Awareness of the principles of clinical governance/audit. Awareness of the roles of other professionals relevant to school age children with SLCN. <input type="checkbox"/> Knowledge of standards of record keeping. <input type="checkbox"/> <input type="checkbox"/>	A/I	Experience of assessing a range <input type="checkbox"/> of school age children with SLCN independently Experience of using a range of appropriate therapy approaches independently, with school age children <input type="checkbox"/> Experience of contributing to clinical audits	A/I
Attitudes, aptitudes, personal characteristics	<input type="checkbox"/> Excellent communication and interpersonal skills with professionals, children and their families Excellent empathy skills. Ability to be a good team member. Good negotiation and <input type="checkbox"/> problem solving skills. <input type="checkbox"/> Good analytical and reflection skills. <input type="checkbox"/> Good concentration skills. <input type="checkbox"/> <input type="checkbox"/>	I/A		I/A

	<p>Central and North West London </p> <p>NHS Foundation Trust</p> <ul style="list-style-type: none"> <input type="checkbox"/> Good presentation skills; both written and verbal. <input type="checkbox"/> Good organisational skills and ability to prioritise and meet deadlines 			
Other	<ul style="list-style-type: none"> Good IT skills <input type="checkbox"/> Car driver and owner in order to travel between sites during the day <input type="checkbox"/> 		<input type="checkbox"/> Excellent IT skills	

* **Key:** Measured by **A** = Application Form, **I** = Interview

The NHS Knowledge and Skills Framework (KSF) is designed to form the basis of a development review process. This is an ongoing cycle of review, planning, development and evaluation of staff in the NHS.

Title of Post: Paediatric Speech and Language Therapist – band 5

Key

Foundation KSF outline – to meet after 12 months in post	
Full KSF Outline	

NHS KSF Dimensions	Needed for Post	Level for Post			
		1	2	3	4
Core Dimensions (Key aspects of all jobs in the NHS) (Please refer to KSF Review Process For Dimension Level Criteria)					
<u>1. Communication</u>			✓		
<u>2. Personal and People Development</u>			✓		
<u>3. Health, Safety and Security</u>	✓				

4. Service Improvement	✓				
5. Quality	✓				
6. Equality and Diversity		✓			

Title of Post: Paediatric Speech and Language Therapist – band 5

(Specific dimensions may apply, or cease to apply, at different stages of the development of a role).

Key

<i>Foundation KSF outline – to meet after 12 months in post</i>	
<i>Full KSF outline</i>	

NHS KSF Dimensions	Needed for Post	Level for Post
---------------------------	------------------------	-----------------------

Specific Dimensions <i>(Please refer to KSF Review Process Booklet for definition and level descriptions)</i>		1	2	3	4
Assessment and treatment planning			✓		
<i>Interventions and treatment</i>			✓		
Information collection and analysis		✓			

--	--	--	--	--	--