



Person Specification for Speech and Language Therapist Oaklands School

	Essential	Desirable	Assessed via		
Qualifications					
Recognised degree/diploma or MSc (Hons) in Speech and language therapy	✓		Application form		
Registered and current membership with HCPC/ RCSLT.	✓		Certificates checked at interview		
GCSE pass grades (C or above) in English, maths or equivalent.	✓				
Experience					
At least 2 years' experience working in a specialist school for children and young adults who have very complex needs including PMLD, SLD and Autism.	✓		Application form		
Band 6 experience.		✓	Application form		
Able to design and deliver speech and language programmes.	✓		Application form		
Experience recommending AAC for non-verbal students.	✓		Application form		
Liaison in complex environment	✓		Application form		
Working with parents to ensure they are able to deliver SALT programmes at home.	✓		Application form		
Knowledge and Skills					
Understands the needs of students with learning difficulties including PMLD and ASD.	✓		interview		
Able to train, motivate and manage staff, securing their commitment to providing a high quality service to pupils and families.	✓		task		
Able to, speak and write in grammatically correct English.	✓		Interview/ task		
Competent in using ICT both within role and in recordkeeping systems.	✓				
Ability to speak more than one language.		✓	interview		
Understands safeguarding procedures relating to the role.	✓		interview		
Personal Qualities					
The candidate is willing to put our students needs at the centre of all they do at work.	✓		interview		



Person Specification for Speech and Language Therapist Oaklands School

Excellent interpersonal and communication skills.	✓		interview		
Tactful, diplomatic and sensitive to the needs of others.	✓		interview		
Excellent record in both attendance and punctuality.	✓		Reference		
Able to lead others, motivating and achieving high level of performance from education staff.	✓		Interview task		
Self-motivating and able to take strategic lead.	✓		Task in tray		
Sensitivity to the challenges faced by students, staff and families.	✓		Task in tray		
Approachable, polite and professional.	✓		Interview		
Resilient. Able to meet demands of a challenging high pressured environment and deal with emergencies when required.	✓		interview		
Flexible. Able to manage last minute changes when required.	✓		interview		
Physically able to undertake all aspects of the role .	✓		interview		
High expectations of self and others.	✓		interview		
Well-groomed and presented in line with requirement of the role.	✓		interview		
Committed to equality of opportunity for all.	✓		interview		