

Job Title	Specialist Speech and Language Therapist (Band 6)
Job Type	Permanent or 1-year Fixed Term Contract or Casual Hours
Pay Grade/scale	LBR 10 to LBR 13 FTE £38,385.00 - £47,661.00 (pay award pending)
Hours	36 hours a week, other part time hours will be considered, and/or staggered hours
Weeks	52 weeks or Term Time Only
Location/Campus	Newbridge and Hatchside School
Responsible to	CEO and Executive Headteacher via Lead Speech and Language Therapist

### **Aim of the role:**

The post holder will work as an independent member of the Speech and Language team working in various settings. The post holder will also independently manage a caseload of pupils with moderate/complex/profound learning and communication needs.

### **Key Responsibilities:**

- Independently manage and differential diagnose a caseload of pre-school and school aged pupils with a range of speech, language and communication needs. This may include pupils with an Education, Health and Care plan.
- Devise and deliver appropriate specialist intervention/care plans/enhanced models of SLT for pupils with complex communication needs and provide suitable and timely support.
- Work as part of the integrated multi-disciplinary team ensuring the delivery of joined up care plans.
- Contribute to multidisciplinary support for pupils with a range of speech, language and communication difficulties.
- Provide feedback, advice and training to parents/family members, carers and members of the multidisciplinary team regarding communication needs and strategies to facilitate development.
- Develop and deliver training and support packages.

### **Leadership**

- Allocate duties and supervise therapy assistants and volunteers.
- Support the induction of new team members.
- Provide mentoring, advice and support to assistants and volunteers.
- Explain the role of Speech and Language Therapists to visitors, students and volunteers.
- Contribute to the provision of clinical care pathways and packages of intervention and provide input into service redesign projects.
- Support audit projects within the school service. Collect and provide research data as required.
- Work within the SLT service guidelines.

### **Clinical Skills**

- Provide a specialist Speech and Language Therapy Service to pupils referred with communication difficulties to include assessment, diagnoses and treatment.
- Following assessment, and utilising specialist knowledge and skills, design and develop evidence-based treatment and management plans to be implemented within the multi-disciplinary teams and the pupils family.
- Make differential diagnosis on the basis of assessment evidence providing advice when appropriate.
- Monitor auditory, visual and kinaesthetic aspects of communication and adapting and facilitate treatment plans.

- Develop appropriate assessments and treatment plans and create appropriate resources for therapeutic intervention.
- Adapt and facilitate treatment programs and the use of augmentative communication systems/communication aids according to pupil's perceived needs.
- Maintain sensitivity at all times to the emotional needs of pupils/carers when imparting complex/distressing information regarding the nature of the student's difficulties and the impact on individuals and their families.
- Work closely with pupils, carers and families, agreeing decision making relevant to the students management.
- Maintain a high level of concentration in all aspects of patient care.
- Responsible for establishing innovative practices in speech and language development through clinical leadership whilst ensuring optimum use of human and material resources.
- Develop and maintain the skills and knowledge required of a specialist Speech and Language Therapist working with pupils with a range of speech language and communication needs.
- Provide clinical advice to staff in other services and the voluntary sector.
- Maintain up to date and accurate clinical records in line with professional standards.
- Share information with others as required, observing data protection guidelines.
- Create appropriate resources for therapeutic intervention.
- Manage and prioritise own workload.
- Have a working knowledge of the principles of Clinical Governance and their application to professional practice.

### **Computer/Administration**

- Monitor stock levels in own service.
- Request new equipment as appropriate.
- Responsible for the security, care and maintenance of equipment ensuring standards of infection control and safety are maintained.

### **Communication**

- Maintain excellent lines of communication with a range of other professionals involved in the student's care.
- Communicate complex condition related information from assessment to carers, families and members of the multi-disciplinary team.
- Contribute to both uni-disciplinary and multi-disciplinary teams by discussing own and others' input around student needs ensuring a well co-ordinated care plan/service provision.
- Work closely, and demonstrate empathy, with students, carers and their families to agree decision making relevant to care management particularly where barriers to understanding exist.
- Employ excellent written and verbal communication skills.
- Demonstrate skills in motivating students and/or carers to engage in the therapeutic process.
- Develop negotiation skills in the management of conflict across a range of situations.
- Deal with initial complaints sensitively, avoiding escalation where possible.
- Form productive relationships with others who may be under stress and/or have challenging communication difficulties.

### **Training**

- Demonstrate professional knowledge as evidenced by 1<sup>st</sup> degree level or qualification or equivalent.
- Demonstrate the ability to reflect on practice with peers/clinical supervisor.
- Maintain up to date HCPC registration.
- Attend relevant training and development courses, meetings and special interest groups required of a therapist in order to develop and maintain specialist skills and knowledge.

- Keep up to date with new techniques and developments for the promotion and maintenance of good practice.
- Work independently accessing clinical supervision and the appraisal process at predetermined intervals to promote and develop clinical skills, whilst ensuring that the objectives set reflect the Service and Trust plans.
- Maintain an up-to-date portfolio of continuing professional development.
- Participate in the development and delivery of training (formal and informal) to others with support.
- Develop the ability to reflect on and evaluate training provided.
- Demonstrate knowledge of, and adhere to RCSLT Professional and Clinical and National and Local Clinical Guidelines.
- Develop a working knowledge of relevant procedures including safeguarding children and

## **Responsibilities**

- Promote the vision, and contribute to the overall aims and values of the school and trust and in so doing, support its leadership.
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be responsible for ensuring that personal and sensitive data processed within the school/trust is treated with confidentiality and kept secure and in line with Data Protection guidance including the new General Data Protection Regulations.
- Be aware of and support difference and ensure equal opportunities for all. To demonstrate an understanding of and a commitment to equal opportunities and diversity and to the standards of customer care.
- Contribute to the overall ethos/work/aims of the school and trust.
- Establish constructive relationships and communicate with other agencies/professionals.
- Attend and participate in regular meetings.
- Participate in training and other learning activities and performance development as required.
- Recognise own strengths and areas of expertise and use these to advise and support others.
- Be responsible for own health and safety, as well as that of colleagues, pupils and the public. Employees should co-operate with management, follow established systems of work, use protective equipment where necessary and report defects and hazards to management.
- The above-mentioned duties are neither exclusive nor exhaustive and the post holder may be required to carry out other relevant and/or reasonable duties as directed by their Head of School /Line Manager commensurate with the skills, abilities and grade of the post

## **Other Requirements**

- Promote the vision, aims and values of the school and in so doing support its leadership
- Be aware and comply with policies and procedures relating to child protection, health, safety and security and confidentiality, reporting all concerns to appropriate person
- You must have an up-to-date Enhanced DBS Disclosure which the school will apply for, on your behalf, if you are appointed to the role
- Present a professional and friendly disposition and personal image contributing to a welcoming school environment which supports equal opportunities for all
- Promote and ensure the health and safety of pupils, staff and visitors (in accordance with appropriate health and safety legislation) at all times
- The school is committed to Safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment.

## Person Specification

	Essential	Desirable
<b>Qualifications</b>		
NVQ level 2 or equivalent standard of literacy and numeracy	x	
Recognised Speech and Language Therapy Degree Qualification or equivalent	x	
HCPC Licence to Practice	x	
Member of Royal College of Speech and Language Therapy		x
Show active interest in CPD in line with RCSLT guidelines	x	
Self-motivated and remain updated with professional practice and new research	x	
<b>Experience</b>	x	
Significant relevant experience at undergraduate/post graduate level	x	
Working collaboratively with parents/carers and other professionals	x	
Experience of working in a multi-agency and/or multidisciplinary team	x	
Working with pupils who have a range of speech, language and communication needs	x	
Planning and delivery of training to other professionals	x	
<b>Knowledge</b>	x	
Awareness of NHS Plan, NSF, clinical governance priorities and changing service needs	x	
Government policy and legislation and how this may affect service delivery	x	
Child development and its application to speech and language therapy	x	
Knowledge of assessment tools, treatment techniques and therapeutic interventions	x	
Awareness of the roles of other professionals	x	
Awareness of standards of record keeping		
Awareness of the principles of clinical governance/audit		x
Understanding of safeguarding	x	
<b>Skills</b>		
Basic awareness of IT and IT skills	x	
Demonstrate clear clinical reasoning based on evidence based practice	x	
Able to use own initiative	x	
Able to organise and manage own caseload	x	
Allocate duties and supervise therapy assistants	x	
Formulate care programs, identify goals by organising and prioritising	x	
Excellent interpersonal skills including observation, listening and empathy	x	
Negotiation, problem solving concentration, analytical and reflection skills	x	
Written and verbal presentation skills	x	
Present information in clear and logical manner	x	
Ability to be a good team member	x	
<b>Other</b>		
Able to travel efficiently throughout the area	x	