

SPEECH AND LANGUAGE THERAPIST JOB DESCRIPTION

JOB SUMMARY

To contribute to the provision of SALT services at CSA by providing high-quality, efficient and effective speech and language therapy services within available resources and in accordance with appropriate national guidelines.

CLINICAL

- Carrying out clinical observations, informal and formal assessments of children and young people (CYP) and analysing the results reflecting on own knowledge and experience and seeking more specialist advice as required.
- Being responsible for devising person-centred therapeutic intervention plans in association with the carers and education staff and parents where appropriate.
- Monitoring intervention outcome and adapting the plan accordingly.
- Providing reports reflecting own knowledge and experience with reference to established and evidence-based practice within the profession.
- Ensuring that each programme is implemented as a part of the curriculum across the waking day by contributing to IEP, personal plan and associated meetings.
- Ensuring that each programme is integrated into each CYP's environment to provide generalisation of targeted skills.
- Delivering the service in such a way as to enable teachers, house co-ordinators, therapists, other members of staff and parents to facilitate the student's communication through speech, or other alternative and augmentative systems as appropriate.
- Providing written reports to contribute to each CYP's assessment, annual and transitional reviews of their additional support needs and being available to attend review meetings when requested to do so.
- Ensure all CYP have case records containing assessment information, detail of the intervention offered, records of therapy aims and objectives and any relevant case notes.
- Contributing to multi-disciplinary meetings.

TRAINING

- Implement introductory training to new staff in Total Communication and support continued adherence to the policy.
- Collaborate with colleagues to assist in devising, delivering and evaluating training courses for all staff.
- Support the ongoing development of confidence, knowledge, skills and expertise among members of staff in dealing with CYP with complex communication difficulties.
- Support the implementation of augmentative communication.

MANAGEMENT

Regularly liaise with line manager to:

- Identify equipment and resources required to implement the Speech and Language Therapy service across CSA within an agreed budget.
- Support and liaise with other therapists as agreed with line manager.
- Contribute to CSA's development plan.
- Provide data annually regarding service provision and allocation.
- Contribute to audits as requested.

PERSONAL PROFESSIONAL DEVELOPMENT

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

PERSON SPECIFICATION

	Essential Criteria	Desirable Criteria
Education/ 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 RCSLT 	<ul style="list-style-type: none"> • Post-graduate certificate in Paediatric Dysphagia at basic/intermediate level
Experience	<ul style="list-style-type: none"> • A least six months' experience of supporting young people with autism and learning disability • Experience of providing Speech and Language Therapy intervention to CYP with communication difficulties • Experience of working with a multi-disciplinary team 	<ul style="list-style-type: none"> • Experience of working in an ASD setting • Use of signing systems and other AAC systems
Knowledge/ Understanding	<ul style="list-style-type: none"> • Knowledge of a range of appropriate therapeutic interventions relating to CYP with complex communication difficulties and/or language disorder • PECS 2-day basic training • Understanding of the roles of other professionals within a multi-disciplinary team • Knowledge of standards of record keeping • Knowledge of national policies and procedures relating to CYP 	<ul style="list-style-type: none"> • Membership of relevant Clinical Excellence Networks • Intensive Interaction training • Signalong Foundation Workshop
Skills/Abilities	<ul style="list-style-type: none"> • Excellent interpersonal skills including observation, listening and empathy skills • Negotiation and problem-solving skills • Well-developed analytical and reflection skills • Good presentation skills, both written and verbal • Excellent organisational skills 	
Other Requirements, including physical requirements	<ul style="list-style-type: none"> • Relevant IT skills. 	<ul style="list-style-type: none"> • Use of electronic communication aids • Familiarity with Communicate in Print