

# Job description

## Job title

Specialist Speech and Language Therapist

## Hours

37.5 per week worked over 41 weeks per year

## Contract

Permanent – Term Time

## Role profile and grade

TCS40A Grade 4, Point 10 rising to Point 12

## Salary

£41,490 rising to £44,760 with biennial increments (This full-time equivalent salary will be pro-rated to term time only £37,802 rising to £40,781)

## Location

Liverpool

## Reports to

Speech & Language Team Lead

## Type of DBS required

Enhanced Child and Adult Workforce (We will apply for this on your behalf)

## Job purpose

Our Clinical Service team provides therapy and support to a range of settings within the Together Trust and externally. The post-holder will be an integral part of a wider multi-disciplinary team including Occupational Therapists, Advisory Teachers, Positive Behaviour Support practitioners, Sleep Practitioners and Psychologists.

The purpose of this Specialist Speech and Language Therapist role is to ensure delivery of a high-quality SaLT service primarily within mainstream school settings in the Liverpool area. The postholder will be a skilled and

experienced practitioner who can work autonomously to provide consultancy, training, advice and direct therapy interventions for pupils and staff. The therapist will offer support to families and carers where necessary. There is an expectation to advise on complex cases and to provide support to junior colleagues within the service. The post-holder will work with senior therapist colleagues and the External Therapies Lead to ensure that interventions are evidence based and that professional guidelines are met, ensuring delivery of a high-quality service to students and their families.

## Key responsibilities

### Case Management

- Use clinical and organisational skills to manage and prioritise school referrals for individual pupils and for wider support within the school community.
- To undertake specialist assessment utilising clinical observation and judgement, combined with specialist theoretical knowledge, taking a holistic perspective of the pupil's needs.
- To develop programmes of therapy, including goals and targets, and provide these according to the needs of the individual pupil and the wider school team and the environment.
- To monitor, evaluate and modify treatment to measure progress and ensure clinical effectiveness of the intervention through the use of outcome measures.
- To commit to providing evidence-based interventions to students.
- To assess, monitor and record students' progress with respect to their development in all areas of speech, language and communication.
- To liaise with parents, families and carers, external professionals and provisions, and advise on issues relating to the development of speech, language, feeding, swallowing, and other communication skills.
- To provide therapy assessment and intervention in line with RCSLT and HCPC guidelines and regulations.
- To assess when there is a need for onward referral of pupils to both internal and external provisions.
- To attend reviews, staff meetings and other meetings as required and produce associated reports.

- To ensure that pupils are involved in the planning of their therapy and intervention wherever possible to facilitate their meaningful involvement in their programs.
- To provide specialist advice, consultation and training to children, young people, their families and carers and staff within schools and their own homes.
- To train and support unqualified staff in delivering programmes, ensuring they understand the boundaries of their role.
- To plan, undertake and participate in teaching and education sessions for staff, parents and carers to share specialist clinical knowledge.
- To provide assessment reports and intervention plans for individual students as required.
- To provide update reports for annual reviews as required
- To maintain clinical records in line with Trust and RCSLT/HCPG guidance.

### **People and Performance Management**

- To undertake an annual appraisal, setting and agreeing targets linked to service development and plan priorities with your line manager.
- To lead and manage the appraisal and supervision of some junior colleagues within the Speech and Language Therapy Team as appropriate.
- To line manage staff according to Trust policy and support, challenge and develop them in their roles, ensuring a culture of accountability at all levels.
- To contribute to school / staff development, to maintain a professional and vibrant learning community which enables others to achieve.
- To be committed to ongoing professional development.
- To be a positive role model, treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture.
- To build a collaborative learning culture within both the team and external/internal settings to build effective learning communities.

## Service Development and Management (including Clinical Governance)

- Support the speech and Language therapy team lead to influence, develop and quality assure therapy policy and innovation for a specific clinical area.
- To actively contribute to service review and audit including progress, case files, clinical services, supervision, CPD, operational requirements, legal requirements etc.
- To have a lead on clinical supervision for some junior colleagues.
- Have an understanding of and contribute to using data to inform and improve standards and achievement within the department
- Use data to monitor progress and development within area of specialism, and then identify, implement and quality assure evidence-based intervention strategies.
- To provide data and information to the team coordinator/Therapy team lead to evaluate and report back to stakeholders on key performance indicators and contract outcomes.
- To carry out other responsibilities as required by the External Therapies Lead.

## Other responsibilities

- Actively engage with the Together Trust's vision, mission and values
- Commit to promoting equality, diversity and inclusion
- The post-holder be experienced in delivering a therapy service at Universal, Targeted and Specialist level, ensuring that the needs of pupil, staff and school are considered and met. The post-holder will work flexibly and in line with the agreement set out in Service Level Agreements/Contracts with schools and Local Authorities. Along with the External Therapies Lead, the postholder will contribute to service evaluation and reporting to commissioners.
- This role may include supervision of some junior colleagues within the Therapy Team. The post holder will ensure that those they manage are working within their role and recognised guidelines. They will also support them to identify their own development needs.
- Safeguarding children and vulnerable people is a priority for all employees.

- The Together Trust is actively engaged and committed to equality and diversity within its workforce and the post holder would be expected to adhere to policies and procedures associated with these issues.

### Additional information

- The work at the Trust for those working directly with the service users can on occasion be physically demanding and employees must be able to undertake in full with the requirements of the job and requisite training.
- For the safety of staff and the service users, training will be provided to assist employees to carry out their role, specifically the Movement & Management of Loads & People, Emergency First Aid and PROACT SCIPr UK training (this provides staff with the skills to carry out the sometimes necessary safe holds in a non-threatening way). Employees will be required to fully participate in all training.
- Having a disabling condition does not preclude you from working for the Together Trust. However, you should make the Together Trust aware of any adaptations required to enable you to undertake the work.
- We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expect all our staff and volunteers to share this commitment. Please note due to the nature of the roles a full enhanced DBS disclosure will be undertaken by the Trust.
- The Together Trust is committed to equality and diversity, but is underrepresented in the work force by men, men and women from ethnic groups and people with disabilities. The Together Trust therefore welcomes applicants regardless of their racial, ethnic or national origin, religion or beliefs, disability, sexuality, age or responsibilities for dependents.

### Person specification

You will need to demonstrate the extent that you have the necessary requirements for this role. Please use examples in your application how you match the criteria in the person specification and your experience of the responsibilities outlined for the role.

	Essential	Desirable
<b>Educations, qualifications and training</b>	<ul style="list-style-type: none"> <li>• Degree in Speech and Language Therapy</li> <li>• Postgraduate qualification in relevant area (speech and language therapy, specific area of provision)</li> <li>• Member of the Royal College of Speech and Language Therapists</li> <li>• Current registration with the Health Care Professionals Council as fit to work in the UK</li> <li>• Evidence of relevant post graduate training e.g. AAC, dysphagia, mental health, etc.</li> </ul>	
<b>Experience and skills</b>	<ul style="list-style-type: none"> <li>• Significant post qualification experience</li> <li>• Experience of working in a range of clinical settings</li> <li>• Experience of working with young people and adults with complex needs including learning disabilities and Autism Spectrum Conditions</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in specialist education</li> <li>• Experience with various outcome measurement tools</li> <li>• Experience with service development and development of clinical areas/policy/procedure</li> </ul>

	<ul style="list-style-type: none"> <li>• Experience of devising and delivering training</li> <li>• Extensive experience of working in a multidisciplinary manner</li> <li>• Experience providing clinical supervision</li> <li>• Excellent communication skills</li> <li>• Ability to relate well to parents and carers</li> <li>• Ability to manage own case load and work autonomously</li> <li>• Ability to critically appraise own performance to set priorities and to supervise others</li> <li>• Flexible and co-operative approach</li> <li>• Innovative thinking</li> <li>• Internet access skills and basic knowledge of Microsoft office applications - word, PowerPoint, excel</li> </ul>	
<b>Knowledge and understanding</b>	<ul style="list-style-type: none"> <li>• Knowledge of current theories and models of best practice appropriate to speech and language therapy and this role</li> <li>• Knowledge of relevant assessment and outcome measures in use in daily practice</li> <li>• Knowledge of embedding therapy into learning activities</li> </ul>	Knowledge of education provision (including key stakeholders) and EHCP process

	<ul style="list-style-type: none"> <li>• Knowledge of clinical governance</li> <li>• Knowledge of learning disabilities and associated conditions</li> <li>• Knowledge of Autism Spectrum Conditions</li> <li>• Knowledge of relevant safeguarding requirements and how to help young people with communication difficulties stay safe</li> <li>• Knowledge of outcome measurement</li> </ul>	
<b>Other</b>	Clean Driving licence and access to a vehicle is essential.	

Applications are welcome from all regardless of age, disability, marriage or civil partnership, pregnancy or maternity, religion or belief, race, sex, sexual orientation, trans status or socio-economic background. We are committed to making reasonable adjustments for disabled people. We positively encourage applications from those with lived experience.

If there is any part of your lived experience you want to keep confidential in some way please talk to the Recruitment or HR shared service teams and we will do what we can to support you.