

# Job description

## Job title

Speech & Language Therapist Team Lead

## Hours

37.5 hours worked over 41 weeks per year (term time)

## Contract

Permanent

## Role profile and grade

TCS45S - Grade 5

## Salary

£48,022.00 (This full-time equivalent salary will be pro-rated to term time only). Biennial increments.

## Location

Liverpool and surrounding area

## Reports to

Therapy Lead

## Type of DBS required

Child & Adult Workforce Enhanced (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 work independently but 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 Speech and Language Therapist Team Lead role is to ensure delivery of a high-quality SaLT service, primarily within SEN school settings. 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 take on a complex caseload within the service. The post-holder will work with senior therapist colleagues and the Therapy Lead to ensure that interventions are evidence-based and that professional guidelines are met, ensuring delivery of a high-quality service to the whole school community.

### **Nature of the post**

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 Therapy Lead, the postholder will contribute to service evaluation and reporting to commissioners.

This role will 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 and support them to identify their own development needs in relation to their role.

The post-holder will be responsible for leading on an area of clinical specialism within speech and language therapy e.g. augmentative and alternative communication (AAC)/SEMH/Autism/Dysfluency. This will include working with the Therapy Lead to develop and maintain policy and procedures to ensure quality assurance within service and school development objectives.

Safeguarding children and vulnerable people are 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.

## Key responsibilities

### Case Management

- Independently manage a clinical caseload of students (including students with complex needs and specialist requirements), working in collaboration with teachers and class teams.
- Undertake highly specialised assessments utilising clinical observation and judgement, combined with specialist theoretical knowledge, taking a holistic perspective of the student's needs.
- Develop programmes of therapy, including goals and targets, and provide these according to student need and taking EHCP recommendations into account.
- Monitor, evaluate and modify intervention to measure progress and ensure clinical effectiveness through the use of outcome measures.
- Commit to providing evidence-based interventions to students.
- Assess, monitor and record students' progress with respect to their development in all areas of speech, language and communication.
- 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.
- Provide therapy assessment and intervention in line with RCSLT and HCPC guidelines and regulations.
- Assess when there is a need for onward referral of students to both internal and external provisions.
- Attend reviews, staff meetings and other meetings as required and produce associated reports.
- Ensure that students are involved in the planning of their therapy and intervention wherever possible to facilitate their meaningful involvement in their programs.
- Provide specialist advice, consultation and training to children, young people, their families and carers and staff within schools and their own homes.

- Plan, undertake and participate in teaching and education sessions for staff, parents and carers to share specialist clinical knowledge.
- Provide assessment reports and intervention plans for individual students as required.
- Provide update reports for annual reviews as required
- Maintain clinical records in line with Trust and RCSLT/HCPC guidance.

## People and Performance Management

- Undertake an annual appraisal, setting and agreeing targets linked to service development plan priorities with their line manager.
- Lead and manage the appraisal and supervision of some junior colleagues within the Speech and Language Therapy Team as appropriate.
- Line manage staff according to Trust policy and support, challenge and develop them in their roles, ensuring a culture of accountability at all levels.
- Contribute to school / staff development, to maintain a professional and vibrant learning community which enables others to achieve.
- Committed to their own ongoing professional development.
- Positive role model, treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture.
- 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)

- To work collaboratively with other senior colleagues to oversee the Together Trust's external SaLT service, adopting an innovative and responsive approach to service delivery and development.
- Focus on progress, outcome measurement, and standards, reflecting best practice for staff within a specific clinical area.

- Influence, develop and quality assure therapy policy and innovation for a specific clinical area.
- Take responsibility for service development in a clinical area and in line with department and operational needs.
- Actively contribute to service review and audit including progress, case files, clinical services, supervision, CPD, operational requirements, legal requirements etc.
- 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.
- Work with the Therapy Lead to evaluate and report back to stakeholders on key performance indicators and contract outcomes.

## Other responsibilities

- Actively engage with the Together Trust's vision, mission and values.
- Commit to promoting equality, diversity and inclusion.

## 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>Education, qualifications and training</b>	Degree in Speech and Language Therapy. Postgraduate qualification/learning in	

	<p>relevant area (speech and language therapy, specific area of provision).</p> <p>Member of the Royal College of Speech and Language Therapists.</p> <p>Current registration with the Health Care Professionals Council as fit to work in the UK.</p> <p>Evidence of relevant post graduate training e.g. AAC, dysphagia, mental health, etc.</p>	
<p><b>Experience and skills</b></p>	<p>Significant post qualification experience.</p> <p>Experience of working in a range of clinical settings.</p> <p>Experience of working with young people with complex needs including learning disabilities and Autism.</p> <p>Experience of devising and delivering training.</p> <p>Extensive experience of working in a multidisciplinary manner.</p> <p>Experience providing clinical supervision.</p> <p>Excellent communication skills.</p> <p>Ability to relate well to parents and carers.</p>	<p>Experience of working in specialist education.</p> <p>Experience with various outcome measurement tools.</p> <p>Experience with service development and development of clinical areas/policy/procedure.</p>

<b>Knowledge and understanding</b>	<p>Ability to manage own case load and work autonomously.</p> <p>Ability to critically appraise own performance to set priorities and to supervise others.</p> <p>Flexible and co-operative approach.</p> <p>Innovative thinking.</p> <p>Internet access skills and basic knowledge of Microsoft office applications - word, PowerPoint, excel.</p>	
	<p>Knowledge of current theories and models of best practice appropriate to speech and language therapy and this role.</p> <p>Knowledge of relevant assessment and outcome measures in use in daily practice.</p> <p>Knowledge of embedding therapy into learning activities.</p> <p>Knowledge of clinical governance.</p> <p>Knowledge of learning disabilities and associated conditions.</p> <p>Knowledge of Autism Spectrum Conditions including Asperger's Syndrome.</p>	<p>Knowledge of education provision (including key stakeholders) and EHCP process.</p>

	<p>Knowledge of relevant safeguarding requirements and how to help young people with communication difficulties stay safe.</p> <p>Knowledge of outcome measurement.</p>	
<b>Other</b>		

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.