Job description

Job title

Speech & Language Therapist

Hours

37.5 hours per week worked over 41 weeks per year (Term Time)

Contract

Permanent

Role profile and grade

TCS32A - Grade 3, Point 7

Salary

Starting Salary £34,653 with bi-annual increments Full time equivalent salary is £31,572 per annum

Location

Inscape House School

Reports to

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Speech & Language Therapist Team Lead

Type of DBS required

Enhanced, Child & Adult workforce

The Together Trust is committed to safeguarding and promoting the welfare of the people we support and expects all our staff and volunteers to share this commitment.

Safeguarding checks will be undertaken for the successful candidate in line with our safer recruitment policy, including an Enhanced DBS check (at no cost to yourself).



Job purpose

- Assess need and deliver speech and language therapy both directly and indirectly to students with learning disabilities and autism.
- Support student's communication skills and educational development.
- Liaise with and provide advice, guidance and information to other professionals, students, parents and carers.
- Actively promote the safeguarding and welfare of students.

Nature of the post

This post will combine the opportunity to work as part of multi-disciplinary team.

The post holder will report to the Speech and Language Team Leader for organisational purposes, but the Speech and Language Therapist will retain responsibility for her/his own professional practice and expertise and in this area will be accountable to the Internal Therapy Leads.

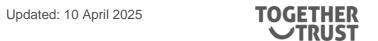
In respect of the general responsibilities as an employee of Together Trust, the post holder will be required to:

- Always promote a positive image of the service and the Together Trust.
- Be aware of and follow the relevant policies and procedures.
- Maintain confidentiality for all areas of the post.
- Co-operate with all Together Trust staff in maintaining harmonious interpersonal relations.
- Perform any duties as may reasonably be required by the Together Trust, or as requested by the post holder's line manager and other senior managers.

Key responsibilities

Clinical

- Assess student's language and communication skills as required.
- Make differential diagnosis based on evidence from assessment.



- Carry out assessment with advice from a senior colleague and together make recommendations for suitable communications aids and/or appropriate interventions.
- Formulate, deliver and monitor evidence-based speech and language therapy programmes to support students' communication skills and educational development.
- Advise others on individualised communication strategies in verbal and written format to support a total communication approach.
- Assess, monitor and record student's progress with respect to their development in all areas of speech, language and communication.
- Define clear communication goals.
- Liaise with families/carers and staff to advise on issues relating to speech and language development.
- Attend MDT and case meetings and provide information as appropriate.
- Work cooperatively as a member of the multi-disciplinary staff team.
- Promote the safeguarding and welfare of students.

Planning and Administrative skills

- Keep appropriate records, according to the requirements of Together Trust and the Royal College of Speech and Language Therapists.
- Produce reports detailing students progress for funding bodies and to share information with other professionals during transition and at review meetings.
- Liaise with the Lead Speech and Language Therapist about equipment and on the situation and needs of the client group.
- Be responsible for security, care and maintenance of equipment ensuring standards of safety are maintained.

Clinical Governance

 Maintain up to date HCPC (Health & Care Professions Council) and RCSLT registration.



- Demonstrate clinical effectiveness by use of evidence-based practice and outcome measures.
- Participate in service evaluation, peer review, audit and outcome evaluation, both uni-professional and across the therapy team.
- Maintain a continuing professional development portfolio and adopt standards of working practice as required by the Royal College of Speech and Language Therapists and HPCP.

Management

- Prioritise and manage own caseload and to handle day to day running and organisation of identified work seeking advice from a senior colleague as appropriate.
- Advise tutors/teaching staff and support staff.

Supporting teaching and learning

- Support teaching staff in the effective delivery of learning.
- Plan and deliver high quality therapy input in 1:1 and group situations.
- Work alongside teaching staff in timetabled sessions.
- Advise teaching staff and management on speech, language and communication matters.
- Participate in the development and delivery of training (formal and informal) to staff, parents/carers and other professionals with and without support.
- Develop the ability to target training appropriately to the needs of course participants.
- Train clients and carers in the use of alternative and augmentative means of communication as appropriate.

Other duties and responsibilities

 Adopt an approach of working with students which enables them to develop skills necessary for a more independent lifestyle and being aware of their personal dignity, privacy and equal opportunities.

- Take an active role in supporting generalization of skills into the home environment including undertaking home visits.
- Participate in college self-assessment and quality assurance processes.
- Undertake other duties.
- when requested by the principle or senior managers, within the scope of the role and banding.

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 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
Education, qualifications and training	Honours Degree in Speech and Language Therapy. Member of Royal College of Speech and Language Therapists. HCPC registration.	
Experience and skills	Post-qualification clinical experience. Working with people with learning disabilities and autism.	

Formal and informal assessments of communication. Intervention planning and target setting and evaluation. Working in an educational setting. Delivery of training. Working with behaviours that challenge. Excellent communication and interpersonal skills. Knowledge of using a Total communication approach. Ability to carry out formal and informal assessments of communication. Knowledge of main national policies and procedures relative to working with adults with learning disabilities. Knowledge and understanding Knowledge of AAC or an interest in developing knowledge and skills. Skills in using Makaton signs and symbols or an interest in developing knowledge and skills. Good presentation skills, both written and verbal. Ability to work as part of a multi-disciplinary team. Computer literate.



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	Clear thinking and good communication skills.	
	Good people skills.	
Other	Ability to relate well to parents and carers.	
	Flexible and co-operative approach.	
	Ability to use initiative and work independently.	

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.



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