

# Job description

## Job title

Bank Speech & Language Therapist

## Hours

Various

## Contract

Casual

## Role profile and grade

## Salary

£25 per hour

## Location

Clinical Services – various localities across the Northwest including Greater Manchester and Merseyside

## Reports to

Head of Outreach Therapy

## Type of DBS required

Full Enhanced (We will apply for this on your behalf.)

## Job purpose

Due to increased demand for our Therapy and Specialist Support services we are seeking experienced and skilled therapists to join our team to support ad-hoc projects and interventions. In this Bank position the post-holder may undertake a range of varied activities, including direct intervention with individual and groups of young people, primarily in SEN or mainstream settings; one-off assessments and reports; coaching, training and mentoring for professionals, front-line staff and families.

The post-holder will join our multidisciplinary Clinical Service team comprising Speech & Language Therapists; Occupational Therapists; Specialist Teachers; PBS practitioners; Applied Psychology and Sleep Specialists. You will work collaboratively with colleagues, families and external professionals to meet the needs of the young people we support.

## **NATURE OF THE POST**

The post-holder will have experience of working in a range of settings and with young people with a range of SEN and complex needs. The postholder will have experience of planning and delivering therapy services based on the Balanced System - Universal, Targeted and Specialist model. The post-holder will work flexibly and in line with the Service Level Agreements with schools and Local Authority as required.

The post-holder will be skilled at forming and managing relationships with colleagues, other professionals, young people and family members. They will be able to work autonomously and as part of a multidisciplinary team.

As required, the post holder will deliver targeted interventions to groups and individual pupils, with training and coaching for staff as required. They will provide assessment, intervention and monitoring of speech, language and communication skills for the school cohort and provide written reports and guidance to support Annual Reviews and EHCP recommendations.

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

- Promote a positive image of the service and the Trust at all times.
- Be aware of and follow the relevant policies and procedures.
- Maintain confidentiality for all areas of the post.
- Take responsibility for the promotion of safeguarding and the welfare of children and young people for whom she/he is responsible.

## Key responsibilities

**As a Bank Occupational Therapist your responsibilities will be defined at the start of each piece of work or project and could include some of the following:**

- Manage a clinical caseload of students, working in collaboration with teachers, class teams and the wider MDT.
- Support students' development, skills of daily living and independence skills across the school and learning environment; delivering indirect and direct interventions individually or in small groups.
- Ensure that sensory needs are identified and supported.
- Assess, monitor and record students' progress with respect to their development in all areas of occupation.
- Liaise with parents, families and carers, and advise on issues relating to the development.
- Contribute to the planning and delivery of training to colleagues across the whole school as required.
- Assist in the process of monitoring, evaluating and recording pupil's progress.
- Provide assessment reports and intervention plans for individual pupils.
- Maintain clinical records in line with school policy and HCPC guidelines.
- Contribute to individual risk assessments and pupil support plans.
- Complete such forms and paperwork as may be required by Trust and Clinical Service policies and procedures.
- Ensure clinical practice is up to date and based on agreed best clinical practice and evidence base. Participate in relevant education/training opportunities, read and critically appraise research articles in professional journals and utilise audit and research in daily practice.

- Establish/maintain internal and external networks in order to maintain good standards of practice, embrace new profession and clinical initiatives for the service and enhance job satisfaction.
- Maintain personal CPD portfolio in order to meet RCSLT & HCPC registration requirements.
- Undertake relevant Together Trust mandatory training and to ensure that training is refreshed at the required intervals.

*This job description reflects the current requirements of the post. As duties and responsibilities change and develop, the job description will be reviewed and amended subject to consultation with the post-holder*

### **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	<p>Degree in speech and language therapy.</p> <p>Current registration with RCSLT and the Health Care Professions Council (HCPC).</p> <p>Evidence of recent relevant professional development.</p> <p>Full clean UK driving license and access to vehicle for work-related travel.</p>	
Experience and skills	<p>Experience of working in special educational settings.</p> <p>Experience of using standardised assessments.</p> <p>Evidence of continued professional development.</p> <p>Experience of working with young people and adults with complex needs including Autism and with profound and multiple learning needs.</p>	<p>Experience of working in clinical settings.</p>

	<p>Experience of working in a multidisciplinary manner.</p> <p>Experience of embedding therapy into learning activities.</p>	
<p><b>Knowledge and understanding</b></p>	<p>Knowledge of current theories and models of practice appropriate to speech &amp; language therapy.</p> <p>Knowledge of relevant SaLT assessment and outcome measures.</p> <p>Knowledge of child development, learning disability, complex needs and Autism.</p> <p>Knowledge of relevant safeguarding requirements and how to help young people with communication difficulties stay safe.</p> <p>Internet access skills and basic knowledge of Microsoft office applications - Word, PowerPoint, Excel.</p>	<p>Knowledge of clinical governance.</p>
<p><b>Other</b></p>	<p>Excellent communication skills.</p> <p>Good observational skills.</p> <p>Ability to relate well to others.</p> <p>Ability to manage own case load and work autonomously.</p>	

	<p>Ability to work as part of a team and contribute to service development.</p> <p>Commitment to continuing the development of professional skills.</p> <p>Commitment to a holistic, flexible and innovative model of service delivery.</p> <p>Flexibility and a positive attitude to change.</p> <p>Ability to work under pressure and meet deadlines.</p> <p>Ability to remain calm in stressful and emotional situations.</p> <p>Commitment to equality and diversity.</p>	
--	---	--

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.