

## Speech & Language Therapist: Band 6 Job Description

<b>Job Title, Grade</b>	<b>Speech and Language Therapist: Band 6</b>
<b>Location of Post</b>	Peripatetic with a permanent office space at Mowmacre Hill Primary School, Leicester
<b>Details of Service</b>	In-TACT (Inclusion, Therapy, Assessment, Consultation & Training) is a school led multidisciplinary partnership established to meet the needs of local children, families, and schools. Our partnership of schools work closely together to develop a high-quality service that best supports their needs.
<b>Reporting Relationship</b>	The post holder will be line managed by the In-TACT lead/Principal EP
<b>Purpose of the Post</b>	<ul style="list-style-type: none"> <li>• To take a lead in identifying, developing and providing an SLT contribution within In-TACT in accordance with the needs of service users and the requirements of the service.</li> <li>• To develop and co-ordinate training and consultation groups across the trust.</li> <li>• To independently manage a caseload of service users with a range of SLCN, including learning disabilities, complex medical needs and mental health problems, using evidence based and person-centred practice.</li> <li>• To provide specialist assessment and therapeutic intervention for a wide range and often complex communication affecting this service user group.</li> <li>• To evaluate impact.</li> </ul>
<b>Principal Duties and Responsibilities</b>	<p><b><u>Professional / Clinical</u></b></p> <p>The Speech &amp; Language Therapist will:</p> <ul style="list-style-type: none"> <li>• Be responsible for assessment, diagnosis, planning, implementation and evaluation of treatment / intervention programmes for service users according to professional standards whilst adhering to trust policies and procedures</li> <li>• Be able to make specialist clinical decisions following assessment of complex cases and develop individually designed programmes to be either carried out as direct intervention, or delegated to staff, relatives and others in contact with the service users to carry out</li> <li>• To ensure that any guidance, support or supervision is offered to staff carrying out SLT intervention plans</li> <li>• Collaborate with service users, families, carers and other staff in goal setting and treatment / intervention planning</li> <li>• Communicate results of assessments and recommendations to the service user and relevant others as appropriate</li> <li>• Document all assessments, diagnoses, treatment / intervention plans, clinical notes, relevant contacts and summaries in accordance with professional standards</li> <li>• Be responsible for maintenance of standards of own practice</li> </ul>

- Foster close working relationships with colleagues and other relevant professionals in maximising the service users potential; liaise with multidisciplinary professionals as appropriate over joint cases
- Actively engage in own performance management
- Provide support and information in relation to SLCN to service users and relevant others
- Participate in teams as appropriate, communicating and working in collaboration with the service user and other team members as part of an integrated package of care
- Attend and participate in relevant meetings and case conferences as appropriate
- Maintain professional standards in relation to safeguarding, confidentiality, ethics and legislation
- Maintain professional competence in line with principles of best practice and clinical governance
- Operate within the scope of Speech & Language Therapy practice as set out by the Royal College of Speech & Language Therapists
- Participate in and develop activities which support health promotion

**Education and Training**

The Speech & Language Therapist will:

- Participate in mandatory and recommended training programmes in accordance with departmental/organisational guidelines
- Maintain and develop professional expertise and knowledge by actively engaging in continuing professional development e.g. reflective practice, by attending and presenting at in-service events, training courses, conferences, professional courses or other courses relevant to practice, participating in research etc.
- Engage in the teaching / training / support of others as appropriate and provide specialist training packages of in-service training and staff development when necessary
- To provide supervision for junior members of the SALT team should this become a requirement

**Health & Safety**

The Speech & Language Therapist will:

- Comply with the policies, procedures and safe professional practice of the Trust by adhering to relevant legislation, regulations and standards
- Document appropriately and report any near misses, hazards and accidents and bring them to the attention of relevant / designated individual(s) in line with best practice
- Work in a safe manner with due care and attention to the safety of self and others
- Be aware of risk management issues, identify risks and take appropriate action
- Comply with department procedures with regard to assessment, recommendation and / or manufacturing of all assistive devices
- Promote a culture that values diversity and respect

**Administrative**

The Speech & Language Therapist will:

- Be responsible for the co-ordination and delivery of service in schools as agreed with the In-TACT lead
- Ensure good working practice and adherence to standards of best practice

	<ul style="list-style-type: none"> <li>• Ensure the maintenance of accurate records in line with best clinical governance, the organisation’s requirements and the Freedom of Information Act, and provide reports and other information / statistics as required</li> <li>• Engage in service audit and demonstrate the achievement of the service objectives</li> <li>• Engage in technological developments as they apply to the service user and service administration</li> <li>• Keep up to date with change and developments within the Trust</li> </ul>
<p><b>Other requirements specific to the post</b></p>	<p>As a fledgling multi-disciplinary team, we expect that SaLT will grow and change over the coming years and we expect the post holder to be open to this change and remain flexible within the needs of the partnership.</p>
<p><b>This job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.</b></p>	

## Specialist Speech and Language Therapist: Band 6 Person Specification

	Essential	Desirable
<b>Training, Qualifications and Registration</b>	<ul style="list-style-type: none"> <li>• A recognised professional degree qualification in Speech and Language Therapy</li> <li>• Registered member of Royal College of Speech and Language Therapists</li> <li>• Registered member of the Health and Care Professions Council (HCPC)</li> <li>• Approved Clinical Educator (or willingness to become one)</li> <li>• Membership of SLT Clinical Excellence Network</li> </ul>	<ul style="list-style-type: none"> <li>• Other postgraduate training relevant to the role</li> <li>• Qualification in Clinical Supervision practice</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Minimum of 2 years post registration experience</li> <li>• Experience of working with a range of SLCN including those associated with learning disabilities and mental health needs</li> <li>• Experience of prioritising casework and allocation /delegation of tasks to others</li> <li>• Experience of liaising with a variety of internal and external stakeholders</li> <li>• Experience of supervising and assessing SALT students</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of clinical audit and research</li> </ul>
<b>Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>• Knowledge and skill in providing SLT assessment and intervention relevant to the service users</li> <li>• Knowledge and expertise in the application of relevant SLT diagnostics, theoretical models, and approaches relevant to service users</li> <li>• Knowledge of and ability to apply relevant legislative frameworks and policies relating to care e.g. Mental</li> </ul>	<ul style="list-style-type: none"> <li>• Use of Makaton sign language</li> <li>• Level 1 PECS trained</li> <li>• ELKLAN tutor</li> </ul>

	<p>Capacity Act, Safeguarding, Consent to Treatment</p> <ul style="list-style-type: none"> <li>• Understanding of and ability to apply the principles of risk assessment and risk management</li> <li>• Ability to motivate, empower and enable others</li> <li>• Ability to maintain professionalism at all times, especially in complex/challenging situations</li> <li>• Ability to analyse and resolve clinical and ethical issues</li> <li>• Ability to work autonomously and cooperatively as part of a multidisciplinary team</li> <li>• To have excellent interpersonal skills including observation, listening and empathy skills</li> <li>• To have good auditory discrimination skills and ability to transcribe speech phonetically</li> <li>• To demonstrate good analytical and reflection skills</li> <li>• Ability to communicate complex, sensitive and emotional information using a variety of modes of communication, being able to adapt methods/style/approach as appropriate, overcoming barriers to understanding</li> <li>• Awareness of clinical governance and its relationship to clinical effectiveness and service user's safety and service user's experience</li> <li>• To have a good understanding of the need for accessible information for this service user group</li> <li>• Effective organisational/planning and decision making skills</li> <li>• Good knowledge of IT skills &amp; technological aids that would benefit this service user group and a willingness to develop IT skills as necessary</li> <li>• Training and presentation/facilitation skills</li> </ul>	
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