

# Job Description

<b>School</b>	<b>Bradstow School</b>
<b>Post Held</b>	<b>Speech and Language Therapist</b>
<b>Salary Scale</b>	<b>SO2 (£32,196 - £34,081)</b>
<b>Hours</b>	<b>41 per week all year round</b>
<b>To Whom Responsible:</b>	<b>Deputy Headteacher</b>

## **Aim of the Post**

The post holder will lead a specialist Communication Team (Including the Learning Resources Centre) to support children and young adults with complex needs including Autistic Spectrum Disorders, Severe Learning Disabilities and associated challenging behaviours. This will be carried out in close collaboration with all contact staff and teams, to develop the students' overall communication and language skills with a focus on functional skills in everyday life.

To take the lead on all communication and language issues at Bradstow, acting as the point of reference for educational and residential staff teams at all levels.

The post holder will provide support, guidance and professional development to child contact staff and families on developing functional communication skills.

## **Duties Comprise:**

### **Clinical Expertise**

- Independently manage a caseload of children and young people with complex communication difficulties and challenging behavioural needs.
- Undertake comprehensive assessment of children and young people at school using investigative and analytic skills and to formulate individualised interventions based on advanced clinical reasoning and partnership working.
- Use specialist knowledge to inform sound clinical judgements for case management.
- Communicate complex condition-related information from these assessments to families/carers and members of the Care and Education teams and other external professionals.
- Outreach/Training
- Identify appropriate and effective strategies to facilitate and enhance communicative effectiveness and reduce challenging behaviour.
- Provide clear and detailed Speech and Language Therapy programmes fully integrated into the educational curriculum in consultation with key staff, demonstrating clinical effectiveness through evidence based practice and outcome measures.

- Demonstrate clinical effectiveness and ensure practice is evidence based where possible and is based on Royal College of Speech and Language Therapy (RCSLT) guidance on best practice in service organisation and provision (Communicating Quality 3, 2006).
- Collaborate with and train Care and Education staff in delivering specialist speech and language therapy programmes across the curriculum so that therapy is embedded into the students' daily routines and education.
- Participate in reflective practice and receive regular supervision from an external SLT. School.
- To keep up to date with the latest technology and initiatives relating to SALT and where appropriate, to implement this around the school.

### **Clinical Advisory**

- In partnership with other agencies/teams to implement multi element interaction plans.
- Provide specialist advice to senior management at Bradstow, as well as external agencies and LEAs regarding the management and care of students with complex communication difficulties.
- Jointly plan and provide professional development related to communication and behaviour to multidisciplinary colleagues in Health and Social Care and Education.
- Attend peer supervision and special interest groups.

### **Staff Management**

- To lead and support all staff within the Communication Team, under supervision and with support from the Senior Management Team.
- Identify training needs and deliver professional development programmes for Bradstow staff in relation to SLT.
- Undertake induction for new staff.

### **Performance and Professional Development**

- Maintain up to date and accurate case notes.
- Ensure that the Speech and Language Therapy Team delivers all aspects of speech and language intervention to a high clinical standard and are evidence based.
- Ensure that the service delivery of the team meets professional standards and protocols of the Royal College of Speech and Language Therapists.

- Ensure full and accurate recording of case histories, case notes, statistics and other information relating to Bradstow School, Health and Care Professional Council (HCPC) and RCSLT professional guidelines.
- Adhere to the RCSLT Code of Practice and be accountable for own professional action.
- Gather and update activity data accurately and regularly, ensuring the provision of such information promptly.
- Identify training needs as part of Continuing Professional Development (CPD) plan and identified within Performance Management and supervision to contribute to accurate objective setting in order to meet these needs within the SDP.
- Maintain an on-line professional development portfolio in line with HPC and RCSLT continuing registration requirements.
- Maintain professional status and competence by keeping up to date with new clinical developments, fulfilling professional CPD requirements.
- Be involved in research and/or audit activity.
- Adhere to the RCSLT professional and clinical guidelines.

### **Strategic Planning/Project Management**

- Monitor own service delivery and report to line manager on project progress.
- Deliver projects as requested by Headteacher and Line manager.
- Contribute to educational and strategic planning, using specialist knowledge to inform service developments as appropriate, with support from senior management.

### **Budgetary Management**

- Budget holder for Communication Team (including the Learning Resources Centre). Monitor stock levels and requisition new equipment and supplies as appropriate.

### **Child Protection**

- To be fully aware of and understand the duties and responsibilities arising from the Children's Act 2004 and Working Together in relation to child protection and safeguarding children and young people as this applies to the worker's role within the organisation.
- To be also fully aware of the principles of safeguarding as they apply to vulnerable adults in relation to the worker's role
- To ensure that the SALT's line manager is made aware of and kept fully informed of any concerns which the SALT may have in relation to safeguarding and/or child protection.

## **General**

- Updated to be fully aware of and understand the duties and responsibilities arising from the Children's Act 2004 and Working Together in relation to child protection and safeguarding children and young people as this applies to the role within the organisation. To also be fully aware of the principles of safeguarding as they apply to vulnerable adults in relation to the role.
- Undertake any other duties as may be reasonably requested by the Line Manager and Headteacher.
- To work flexible hours to accommodate working within both the classes and the residential teams.

# Person Specification

This is a specialist Speech and Language Therapy post suited preferably to a Speech and Language Therapist with a minimum of 2 years postgraduate Speech and Language Therapy experience within a learning disability context.

The clinical role will be to independently provide Speech and Language Therapy assessment, diagnosis and intervention to students at Bradstow School. This will be in partnership with child contact staff and families/carers within a multi-disciplinary.

## Qualifications and Experience

1. Diploma or Degree leading to the Royal College Speech and Language Therapists Certificate to Practice.
2. Registered member of The Royal College of Speech and Language Therapists
3. Registered member of Health and Care Professionals Council- Licence to Practice.
4. Evidence of completion of specialist short courses related to children with learning disabilities is desirable.
5. Experience of training other professionals.

## Knowledge

6. Assessment tools relevant to the client group.
7. A range of appropriate therapeutic interventions (relevant to client group).
8. Principles of clinical governance/audit.

## Abilities and Skills

9. Ability to adapt written and verbal communication to suit the needs of people with communication and learning disabilities. This may include symbols, photos, Makaton signing etc.
10. Ability to interpret a range of communication strategies employed by children who have complex communication and challenging needs.
11. Excellent interpersonal skills- including observation, listening and empathy.
12. Good organisational and time management skills.
13. Good presentation skills, both verbal and written.
14. Ability to organise and respond effectively to complex information.

15. Ability to exercise specialist knowledge to inform sound clinical judgments/decision making.
16. Ability to deal with complex issues to generate appropriate strategies for caseload management.
17. Ability to form productive relationships with others who may be under stress and/or have challenging communication difficulties.
18. Flexible to the demands of the environment including varied work patterns.

**Working at Bradstow can be both physically and mentally demanding. In order to be able to cope with this stress, candidates must be both physically and emotionally robust.**

*Candidates are shortlisted according to these stated criteria. Please list each supporting statement according to the numbers above.*