

TRELOAR TRUST

JOB DESCRIPTION

Post:	Highly Specialist Speech and Language Therapist
Accountable to:	Head of Speech and Language Therapy
Responsible to:	Head of Speech and Language Therapy
Location:	Treloar School and College

JOB PURPOSE

- To be responsible for independently providing and managing the speech and language therapy to a complex caseload of students with physical and/or learning impairments attending Treloar School and College.
- To take a key role in therapy-led clinical meetings as required.
- To support, implement and evaluate policies designed to achieve a high standard of clinical practice.
- To maintain and further develop a high level of clinical expertise in speech and language therapy.
- To run appropriate therapy groups, which may include students not on own caseload.
- To act as the SLT representative at multi-disciplinary meetings as required.
- To plan and implement training which may involve complex information, to other members of the SLT team, other staff, parents and carers, either individually, or in groups, as appropriate.

RESPONSIBILITIES:

Treloar School and College are independent providers of specialist education, care and therapy to students with highly complex physical, neurological and learning difficulties. Within this complex organisation the post holder will work to ensure the provision of the most appropriate speech and language therapy for all students and ensuring the delivery of a multidisciplinary emphasis on Communication. The Trust also provides, and is developing, a range of Outreach Services.

KEY TASKS

Clinical

The post holder will:

- Be responsible for the assessment, diagnosis and management of the speech and language difficulties of a caseload of students, aged between 2 – 25 years, and for evaluating the outcomes of therapy. This may include students with autistic spectrum disorders, degenerative conditions, acquired disorders, receptive and expressive language disorders and dysarthria including severe dysarthria requiring the assessment, provision and teaching/training in AAC (Alternative and Augmentative Communication) systems. Where appropriate to the skills of the therapist, there will also be a requirement to manage students with dysphagia and feeding difficulties.

- Demonstrate highly specialist knowledge in at least one of the above named areas and be able to use this knowledge to inform sound clinical judgements and decision making for case load management.
- Be able to support the needs of students using AAC systems or equipment. This may include the design, development, and ongoing programming support of appropriate communication software.
- Be required to lead and work within a multidisciplinary team, in order to provide the best possible SLT provision for individual students. In addition to the SLT this may include teaching staff, learning support assistants, physiotherapists, occupational therapists, and care staff. There may also be involvement from the educational psychologist, medical staff, visual impairment advisor, the Assistive Technology team, the dietician, the counselling team, and additional outside agencies.
- Be able to draw up SLT treatment plans for use by staff, SLT assistants and parents/carers and contribute to the students' Individual Education / Learning Plans (IEP / ILP).
- Be adaptable to meet individual circumstances.
- Work as part of the SLT team, and attend weekly meeting where possible.
- Be able to reflect on best practice with other members of the SLT team, identify strengths and development needs for self and SLT department, and seek advice and support when necessary.
- Maintain up to date and accurate case notes in line with Trust policy and Royal College of Speech and Language Therapists and HCPC guidelines.
- Take responsibility for sharing information with others, observing data protection guidelines and student confidentiality.
- Write detailed clinical reports for students' annual educational reviews and on other occasions when required, and attend review meetings where appropriate.
- Be prepared to work in close proximity to students for example when teaching students strategies for saliva management or when carrying out feeding assessments.

Professional

The post holder will:

- Maintain, and develop their own highly specialist area of knowledge through reading, identifying and attending appropriate training and SIGs (Special Interest Groups).
- Participate in an annual PDR (Performance & Development Review) with their line manager, maintain a personal development plan/professional portfolio, identifying areas for own personal and professional development relating to clinical specialism.
- Show a knowledge of and adherence to Trust policies and School / College Development plans as well as appropriate local and national clinical guidelines.
- Contribute to the development of relevant Trust policies and School / College Development Plans.
- Be accountable for their own professional actions
- Be able to use counselling skills where appropriate with students who may have highly complex needs.
- Be able to manage the emotional consequences of working with students who may have life limiting or deteriorating conditions.

Managerial

The post holder will:

- Be able to manage their own time, work independently and prioritise tasks.
- Be responsible for ensuring the AAC equipment used by staff and students is cared for and safely maintained in line with Trust policy for safety and infection control and that those using equipment have been instructed in its safe use. This could include equipment on loan to students and their families.
- Provide advice and support in area(s) of clinical specialism and contribute to the development of members of the SLT team, other Treloar staff and volunteers as well as speech and language therapy students and students from other disciplines.
- Explain the role of speech and language therapy to visitors, students and families of prospective students.
- Lead on placements and supervision of speech and language therapy students as appropriate.
- Provide mentoring and support to other members of the SLT team and provide second opinions when required, especially relating to own highly specialised area of knowledge.
- Lead on the provision of specific training in area of clinical expertise.
- Use own highly specialist knowledge to contribute to Trust policy and School / College Development Plans.
- Develop treatment programmes relating to highly specialist area of knowledge in liaison with other members of the speech and language therapy team.
- Attend relevant courses, and provide feedback to the SLT team, and other staff as appropriate.
- Contribute to inter-agency team building where appropriate e.g. with the students' local speech and language therapy services, education and social services. For example liaising with feeder schools, and further education colleges, or accompanying students on hospital or clinic appointments.
- Take a lead on the development of particular projects relating to own highly specialist area of speech and language therapy.
- Contribute to the development of particular projects relating to other areas of speech and language therapy.
- Undertake surveys or audits as necessary to own work and when required, participate in research and development or clinical trials.

Communication:

The post holder will:

- Contribute to clinical teams both multi and uni-disciplinary, by discussing own and others input around students' needs, thus ensuring a well co-ordinated IEP / ILP and therapy plan.
- Work closely with students, staff, parents and carers, communicating highly complex condition related information from assessments and agreeing decision making relative to student management.
- Demonstrate established negotiation skills with students, Treloar staff, parents and carers with regard to complex issues.
- Be able to recognise when there is a conflict or breakdown in communication and be able to generate potential solutions.

- Demonstrate empathy with students, staff and families ensuring that effective communication is achieved often where barriers to understanding exist, for example when the information is complex or English is not the first language.
- Demonstrate excellent interpersonal skills and be able to communicate sensitive or contentious information in situations that require motivational, persuasive, negotiating or re-assurance skills.

Other duties

- To support the Trust in safeguarding and protecting the welfare of all students.
- To comply with policies and procedures relating to safeguarding, health and safety, equality and diversity, confidentiality and data protection, reporting concerns to an appropriate person.
- To maintain and develop own professional knowledge and awareness.
- To undertake any other such duties or general tasks and hours of work as may reasonably be required and any other responsibilities, which may from time to time, be delegated by your manager.
- A job description is not a rigid or inflexible document but acts to provide guidelines to the duties expected while in the post.
- This job description will be reviewed and amended in the light of changing professional demands.

Person specification - Post of Highly Specialist Speech & Language Therapist

Essential	Desirable
Education and Qualifications: <ul style="list-style-type: none"> • Degree/Diploma in Speech & Language Therapy • Registered with RCLST • Member of HCPC 	<ul style="list-style-type: none"> • MSc or equivalent in relevant area • Member of relevant clinical interest group/s
Experience <ul style="list-style-type: none"> • Evidence of multi-professional and multi-agency working • Demonstrates highly specialist knowledge in relevant area of SLT, gained through experience and/or theoretical study • Supervision and clinical education of students • Evidence of reflective practice, training courses attended and clinical experience gained • Demonstrates understanding of Clinical governance and the implication for Speech and Language Therapy services in this field • Post-registration dysphagia RCSLT accredited training or demonstrable willingness to undertake this, with support as required • 	<ul style="list-style-type: none"> • Knowledge and experience of working with people with physical impairments and/or learning difficulties • Knowledge and experience of working with Augmentative and Alternative communication methods/systems
Skills & Knowledge <ul style="list-style-type: none"> • Remains up-to-date with professional practice and new research • Ability to present information, written and verbal, in a clear and logical manner taking into account the needs of the listener • Ability to run courses both external and internal 	<ul style="list-style-type: none"> • Supervision training • Evidence of innovative ideas to develop Speech & Language Therapy services in this field

<ul style="list-style-type: none"> • Excellent presentation skills • Competent IT skills • Ability to organise, prioritise, and delegate • Ability to work within multi/interdisciplinary team and set goals • Ability to work within the Trust's policies, • Ability to cope with working in a stressful and unpredictable environment 	
Personal Qualities <ul style="list-style-type: none"> • Professional demeanour • Excellent communication skills • Ability to deal with difficult and sensitive situations in a professional manner 	
Physical Requirements <ul style="list-style-type: none"> • Highly developed auditory and perceptual skills required for assessment, diagnosis and treatment of clients • Manual Handling requirements within Manual Handling guidelines 	<ul style="list-style-type: none"> • Requirement for physical effort, e.g. pushing wheelchairs and trolleys • Ability to adapt own body posture to assist students' functional communication, e.g. sit on the floor, bend to adjust position of AAC equipment on student's wheelchair
<p style="text-align: center;"><u>TRELOAR TRUST IS COMMITTED</u> <u>TO SAFEGUARDING CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS</u> All successful candidates will be subject to a DBS Check along with other relevant employment checks</p>	

BOTH THE JOB DESCRIPTION AND THE PERSON SPECIFICATION ARE SUBJECT TO THE TRUST'S EQUAL OPPORTUNITIES POLICY