



## **JOB DESCRIPTION**

<b>Job Title:</b>	Specialist Speech and Language Therapist
<b>Salary:</b>	Witherslack Scale (term time).
<b>Locality:</b>	Clinical Services
<b>Responsible to:</b>	Regional Director (Clinical) and Clinical Director
<b>Liaison with:</b>	Clinical MDT, Education and Residential Care Colleagues, Parents, Carers and External agencies.

### **Job Summary**

As a Specialist Speech and Language Therapist within Witherslack Group you will join a highly experienced Multidisciplinary Clinical Services Team comprising Psychologists, Occupational Therapists and Creative/Talking Therapists. You will be part of a regional clinical team working with children and young people to provide high quality assessment and intervention, identifying and addressing areas of communication need. You will also be involved in the development of MDT therapeutic plans of support that will meet EHCP requirements and address identified needs.

The post holder will be based in an education setting and will work alongside the Multidisciplinary Clinical Team, residential and educational staff, to support trauma informed practice and a therapeutic milieu. You will be involved in providing training and guidance to the team. Working with external agencies and parent/carers is a significant part of supporting children and young people and as part of the Clinical Services Team you will work closely with parents, CAMHS and Social Care where necessary.

Children and young people we live and learn with, can, at times be hard to reach and can exhibit challenging behaviours, as a Speech and Language Therapist you will develop child orientated ways of working to support engagement and develop relationship with the children in our schools and/or homes. We support and promote alternative ways of working that is individual to that individual child or young person. Your interventions may not always take place in the therapy room and will involve creative ways of working.

To act as a role model for other clinicians in line with the expectations of the Witherslack Group behaviours.

### **Responsibilities**

- Ensure the needs and views of our children and young people are at the heart of everything we do: offering evidence based, holistic and child-centred assessments and interventions across the Three Waves of Intervention and in line with the WG Therapeutic Focus Model.

- Use advanced specialist knowledge and levels of experience appropriately and effectively across a range of work practices which is underpinned by comprehensive and extensive theoretical knowledge and practical experience.
- To undertake high quality assessments of children and young people and make recommendations about appropriate therapeutic interventions for each child or young person, in accordance with individual assessed needs
- To provide line management and clinical supervision to allocated Therapies Assistants within the setting and to support Newly Qualified Speech and Language Therapists within the setting
- To work closely with children, young people, their parents and staff to ensure a personalised plan of delivery.
- To participate in service and practice development.
- To identify training needs, develop and facilitate training sessions to staff and parents/carers.
- To promote and facilitate Reflective Practice.
- To prepare high-quality reports and quality assure reports.
- To develop evidence based programmes of intervention in line with the WG Three Waves Model of Intervention, including environmental, whole school interventions as well as 1:1 work with individual children, group work and whole class work, as part of the MDT and to formally evaluate the impact and outcomes of such interventions.
- To use appropriate clinical and professional guidance within practice (e.g. RCSLT or NICE guidance)
- To role model to all children and young people, education and care colleagues how to promote self-esteem and positive relationships.
- To develop professional relationships with home and school staff.
- To identify and deliver training to education or care staff teams in relation to supporting our children and young people
- To safeguard and promote the welfare of young people at all times and to follow Group policy and procedures in this area.
- To participate in the Group's Staff Development Programme.
- To maintain CPD and keep an updated log of completed activities.
- To work with the Regional Director (Clinical) in helping to promote and develop our service links and work flexibly as may be required by the needs of the service and carry out any other reasonable duties as required
- To follow the HCPC standards and maintain membership of HCPC.
- To attend and/or inform Post Admission Reviews, Annual Reviews and ITACs for those children on your caseload
- To keep accurate and contemporaneous online records following professional and Witherslack guidelines and in accordance with legal requirements for maintaining confidentiality and data protection.

- To complete administrative requirements in a timely manner. These include evidencing that you are meeting EHCP requirements, liaison and completion of MDT reports and updating WG-EHCP targets.
- To attend monthly, clinical and line management supervision. To complete progress reviews monthly in the first 6 months and then termly.
- To maintain professional accountability

**In addition:**

- To actively engage in own line management and clinical supervision.
- To actively engage in CPD.
- To maintain professional registration and memberships relevant to the profession.
- It is important that the postholder is willing to work flexibly to meet the changing needs of the young people placed within our provision. There is an excellent support network for staff within the Clinical Team in addition to the support that is available on a day-to-day basis within the settings

**Safeguarding**

This post is subject to an Enhanced Disclosure check.

*Witherslack Group is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As part of the selection process we will undertake checks to ensure that you do not pose of risk of harm to children and young people.*

*The post-holder will be expected to contribute to safeguarding children and young people and promoting their welfare of children in accordance with the agreed Child Protection Policy for the setting. Any issues or concerns are reported to their Designated Safeguarding Lead or any Deputy Safeguarding Lead. In the Children's homes, where the Designated Safeguarding Lead or the deputy Designated Safeguarding Lead is not available, and then it would be reported to the senior on duty.*

**Signed:**

**Date:**

### Senior Speech and Language Therapist-Person Specification

	Essential	Desirable	Method of Assessment
<b>Qualifications</b>	Recognised Course of Study that fulfils the requirements for membership of HCPC	Member of RCSLT	Application Form
<b>Skills, Knowledge and Experience</b>	<p>Experience of working with people with a range of needs including developmental trauma; neurodiversity and Special Educational Needs</p> <p>Good organisational skills and an ability to work independently &amp; demonstrate initiative</p>	<p>Awareness of mental health issues</p> <p>Experience of working in schools and/or Care Homes</p> <p>Ability to work as part of a multidisciplinary team</p> <p>Experience of group work with children and young people</p> <p>Experience delivering training to parents and/or professionals</p>	<p>Application Form</p> <p>Reference</p> <p>Interview</p>

<b>Personal Qualities</b>	Excellent communication skills	Full UK driving licence	Reference
	Flexibility and resilient		Interview
	Good organisational skills, time management and ability to work under pressure.		
	Ability to travel between locations		
	Ability to work as a member of a team		
	Readiness to seek help & support to manage professional issues and problems		
	High level of motivation and commitment		