**Speech & Language Therapist**

**Salary Range - £35,391-£44,108** **per annum - (salary is dependent on Qualifications and Experience)**

Full Time (37.5 hours) and Part Time hours would be considered - This is a permanent position based across our Therapeutic Community in our Head Office at Kearsney Manor, Temple Ewell, Kent.

Channels & Choices is a centre of excellence in therapeutic child-care.  Our community, based in East Kent, is made up of 7 therapeutic residential children’s homes, a school and a therapeutic fostering service.  As a member of our community you would play a key part in transforming children’s lives and helping them reach their full potential.  Your role would involve working with children across all aspects of the community whilst also supporting the adults who care for the children. (I’ve just changed the order of these paragraphs)

These are exciting times as Channels & Choices continues to expand and develop its Residential service, Fostering Service and Sallygate School.  We currently have an opportunity for experienced, innovative and enthusiastic candidate to join our multi-disciplinary Therapy Team within Channels & Choices Therapeutic Community. The Therapy Team is currently made up of a Speech and Language Therapist, Occupational Therapist, Play Therapist, Drama Therapist, Art Therapist & Integrative Therapists and two Therapy Assistants.

 We have a strong commitment to staff development and there will be considerable opportunities for internal and external training and for sharing good practice within the community.

**Perks, Rewards, and benefits**

* **Private Optical, Dental and Audiological cover**
* **Private Medical care**
* **Loyalty scheme which rewards you with extra annual leave following 2 years of service, up to 5 extra days.**
* **Long service awards for 5-, 10- and 15-years’ service**
* **Regular team building days, parties, meals and more!**
* **Complimentary health and wellbeing support with our employee’s assistance programme**
* **Full induction training fortnight**

**JOB DESCRIPTION**

**Key Responsibilities**

* Work as part of a therapeutic community, working within a multi-disciplinary therapy team, to continue to develop the provision within the organisation
* Provide a comprehensive, initial assessment which will form part of a wider assessment, identifying the needs of the child informing appropriate interventions
* Work in partnership with colleagues from across the community by providing direct advice and support to children, residential staff and foster carers
* Provide comprehensive, professional and accurate reports, written and verbal for internal and external colleagues
* To devise, monitor, supervise and evaluate the implementations of intervention programmes
* To maintain up to date records of all child contact in line with professional standards
* To provide specialist education and training to staff and carers across the community
* Contribute to research into the provision of treatments for children
* Participate and provide feedback for meetings
* Effective use of supervision, support, training and guidance
* Provide all interventions giving due regard and consideration to issues of racial, religious, cultural and sexual orientation
* Maintain an up to date knowledge of the latest research, theory and literature to support evidence based practice
* Maintain an up to date knowledge of other relevant legislation for children’s social care including safeguarding policies and procedures

**Person Specification**

**Qualifications (Essential)**

* Relevant degree level qualification to practice Speech & Language
* Registered with RCSLT
* Registered with HCPC

**Experience (Essential)**

* Experience of completing assessments and writing comprehensive reports
* Experience of delivering interventions to children & young people
* Experience in providing consultation and guidance to other professionals and non-professional groups

**Experience (Desirable)**

* Experience in assessing and working with Looked After Children and childhood trauma
* Experience developing and delivering training

**Skills & Abilities (Essential)**

* Excellent verbal communication and interpersonal skills
* Ability to work effectively on own initiative as well as within a team
* Ability to build relationships and promote change (remove??)
* Computer literate for report and assessment writing
* Ability to use supervision effectively to process and reflect on the support provided
* Ability to identify and provide appropriate means of support to carers and staff exposed to distressing situations and challenging behaviour

**Skills & Abilities (Desirable)**

* Ability to develop or facilitate training courses

**Knowledge (Essential)**

* Good understanding of child development
* Knowledge and skills of theories, practice, and research in the field of Speech & Language Therapy
* Understanding of Child Protection & Safeguarding
* Knowledge of the mental health needs of children and adolescents

**Personal Qualities (Essential)**

* Commitment to continued professional and personal development
* Professional credibility
* Commitment to equal opportunities and valuing diversity
* Demonstrate a commitment to supervision and reflective practice
* Warm, engaging and problem solving approach

**Additional (Essential)**

* Driver with use of own car

Channels and Choices are committed to safeguarding and promoting the welfare of the young people in our care.  Staff are all required to adhere to the organisation’s Safeguarding Policies and Procedures.  This post will be subject to a clear Enhanced DBS Disclosure, an employment background check, satisfactory references & verification of a right to work in the UK.