

Job Description

School	Bradstow School
Post Held	Lead Speech and Language Therapist
Salary Scale	Therapy Band 7
Hours	37.5 hours per week all year round
To Whom Responsible:	Deputy Headteacher

Aim of the Post

The post holder will lead and line manage all members of the 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

- Leadership of Communication and Interaction throughout the school and residential homes, taking into account National and local strategic developments.
- Leadership of areas of the School Improvement Plan focusing on improvement of Communication and Interaction strategies.
- To develop an annual improvement and development action plan.
- To ensure discussions are focused on pupil outcomes and sound evidence and consistent measures are used to form action plans.
- To assess, diagnose, treat and manage own specialist caseload of pupils and maintain associated records.
- To provide specialist intervention and evaluate outcomes.
- To co-ordinate the SALT service at Bradstow, including referrals, reports, and reviews for the young people.
- To maintain intense concentration in all aspects of patient management and to manage the emotional consequences of working with distressing conditions.

- Communicate complex condition-related information from assessments to families/carers and members of the Care and Education teams and other external professionals.
- 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.
- To keep up to date with the latest technology and initiatives relating to SALT and, where appropriate, to implement this around the school.
- Demonstrate the ability to reflect on auditory, visual and kinaesthetic aspects of young peoples' communication and to identify appropriate strategies to facilitate and enhance communicative effectiveness.
- Demonstrate specialist knowledge and practice in paediatric dysphagia and AAC (Augmentative and Alternative Communication).

Clinical Advisory

- To advise and provide clinical support to other therapists/staff on Speech & Language Therapy issues, across the timetable and curriculum.
- Work 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.
- To work as part of the multi-disciplinary team at Bradstow.
- To maintain links with parents/carers in regard to speech and language therapy issues.
- To attend and lead appropriate meetings with the Therapy service and school.

- To contribute to specialist clinical teams by discussing own and others' input around student needs, ensuring a well-coordinated care plan.
- Jointly plan and provide professional development related to communication and behaviour to multidisciplinary colleagues in Health and Social Care and Education.
- To attend, when appropriate, Annual Review meetings and Shared Goal/IEP meetings.
- To demonstrate skills in motivating pupils and carers to engage in the therapeutic process.
- To attend and provide reports for EHCP reviews, case conferences and other necessary areas as required.

Staff Management

- To lead and line manage all members of the Communication Team whilst working closely with the Senior Management Team in line with the school's priorities.
- To supervise the work of assistants, students and other staff working with the post holder.
- To train and support staff members and participate in appropriate specialist training to other colleagues, parents, and carers.
- Undertake induction for new staff.

Performance and Professional Development

- Monitor and plan for development in the Quality of Teaching and Learning in line with school systems.
- To attend Leadership team meetings fully prepared to report on current action plans, current evaluations and proposals for further action within the delegated area of focus.
- Maintain up to date and accurate case notes.
- Ensure that the 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.
- Adhere to the RCSLT professional and clinical guidelines.
- To use specialist knowledge to inform school/policy development within own specialist area.
- To keep up to date and develop strategies for implementing best practice in clinical areas relating to own caseload.

Strategic Planning/Project Management

- To lead on the clinical delivery of Speech and Language Therapy Services in line with the school's vision and SIP, ensuring the provision of high quality, pupil centred, responsive and effective support.
- Work closely with the Senior Leadership team in developing and implementing the school's overall vision and objectives.
- Monitor own service delivery and that of the Communication Team and report to line manager on project progress.
- Deliver projects as requested by the Head Teacher and Line Manager.
- Contribute to educational and strategic planning, using specialist knowledge to inform service developments as appropriate.

Budgetary Management

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

General

- Any other duties commensurate with grade as directed by Line Manager or Senior Management.
- To work flexible hours to accommodate working within both the classes and the residential teams.

- 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.
- To ensure that the line manager is made aware and kept fully informed of any concerns which the worker may have in relation to safeguarding and/or child protection.

This job description may be amended at any time after discussion with you.

Person Specification

This is a specialist Lead 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, and experience in managing and leading a team.

The clinical role will be to lead the Communication Team, and 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 team.

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 managing, leading and supervising a team.
6. Experience of training other professionals.

Knowledge

7. Assessment tools relevant to the client group.
8. A range of appropriate therapeutic interventions (relevant to client group).
9. Principles of clinical governance/audit.
10. Specialist knowledge and practice in paediatric dysphagia and AAC (Augmentative and Alternative Communication).
11. Specialist knowledge of a wide range of speech, language and communication needs in children and appropriate interventions.

Abilities and Skills

12. 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.
13. Ability to interpret a range of communication strategies employed by children who have complex communication and challenging needs.

14. Excellent interpersonal skills- including observation, listening and empathy.
15. Good organisational and time management skills.
16. Good presentation skills, both verbal and written.
17. Ability to organise and respond effectively to complex information.
18. Ability to exercise specialist knowledge to inform sound clinical judgments/decision making.
19. Ability to manage a team effectively and efficiently, undertaking supervision and delegating appropriately.
20. Ability to lead and support staff in developing and implementing projects and initiatives.
21. Ability to form productive relationships with others who may be under stress and/or have challenging communication difficulties.
22. 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.