

Paediatric Speech & Language Therapy

Job Description

Job Title:	HIGHLY SPECIALIST SPEECH & LANGUAGE THERAPIST
Band:	Band 7 + HCAS
Hours of Work (p/w):	1.0
Service Centre/Directorate:	Women & Children's Division, Community Therapies
Base:	St John's Therapy Centre / Mainstream schools / Clinics across the Wandsworth borough
Accountable to:	Deputy Head of Children's Therapy
Reports to:	Clinical Team Leader

Responsible for:

- Specialist assessment, management and treatment of children with a range of communication needs in Wandsworth mainstream primary schools and clinic
- Take leadership responsibilities for assigned roles to ensure high quality provision for children within Wandsworth Mainstream schools and clinic.
- Line management and clinical supervision of SLT students and junior staff

Role of the Department:

The Children's Therapies team provides high quality responsive uni and multi disciplinary assessment, treatment, advice and information to children and their families in the borough of Wandsworth, who require Occupational Therapy, Physiotherapy and Speech and Language Therapy.

The aim is to remediate development difficulties where this is possible and to maximise function for all children accessing the services, including those with severe, complex and profound development needs.

Services are provided at the place most appropriate for the client including hospital and clinic sites, special and mainstream schools, preschool assessment centres, integrated children's centres and clients' homes. Many children receive a wide range of services from a range of providers and children's therapists must work as part of an extended team.

Training and advice to carers and relevant professionals to share skills is a core part of Therapy provision.

The Children's Therapy team consists of physiotherapists, occupational therapists, speech and language therapists and therapy assistants. Therapists work in multi-disciplinary/multi agency teams across the borough of Wandsworth.

The role of the Children's Therapy service involves working with St Georges Healthcare NHS Trust in collaboration with a range of professionals from healthcare and other agencies as well as working in partnership with the public/clients/parents and carers.

Job Summary (Overview of the Role):

- To contribute to the development, implementation and evaluation of service delivery within the Mainstream Primary Schools team and the early years clinic.
- To demonstrate highly specialist clinical skills in an area relevant to therapy in Mainstream Primary Schools and early years clinics.
- To act as a resource for second opinions.
- To lead/supervise others within your chosen area of specialism
- To be responsible for the management of a caseload of children with developmental speech and language delays/disorders and social communication difficulties in school and early years settings.
- To provide a speech and language therapy service to primary aged children with language and communication needs as specified in a statement of SEN across the borough. This will be in a school setting, individually and in groups.
- To have a role in leading therapist to deliver a service within the Universal, Targeted and Specialist model of provision
- To provide line management to junior staff and SLTAs.
- To work with parents, carers, teaching staff and other agencies involved in the children's care as well as part of a multi-agency team.
- To work as a member of the Speech and Language Therapy Team
- To participate in and provide clinical supervision and support as required
- To act as a resource and support for other therapists working with children with speech, language and social communication difficulties.

Trust Vision & Values:

We expect all our staff to share the values that are important to the Trust, being Excellent, Kind, Responsible & Respectful, and behave in a way that reflect these.

Main Duties/Key Results Areas:

PRINCIPAL RESPONSIBILITIES

To assess, develop and implement highly specialist speech and language therapy treatment and programmes of care, writing reports reflecting specialist knowledge and providing appropriate specialist intervention and evaluate outcomes.

To make highly specialist clinical decisions following assessment of complex cases.

To manage and prioritise own complex caseload independently, demonstrating skills in dealing with complex issues to generate appropriate strategies for caseload management. To manage and prioritise own workload of both direct and indirect contacts and time allocated working towards personal and team objectives.

To demonstrate highly specialist knowledge in clinical specialism underpinned by current evidence based practice.

To provide detailed SLT targets and programmes fully integrated into the educational curriculum as part of each child's IEP.

To demonstrate clinical effectiveness by use of evidence based practice and outcome measures.

To demonstrate good negotiation skills across a range of issues, negotiating with others around case management in complex cases.

To take delegated lead on the development of team objectives or projects in liaison with peers and to provide leadership within appropriate specialist area. To continue to develop care protocols/packages relating to specialist area in liaison with Team Leader to improve patient care within a specialist area and to assume delegated tasks as requested by line manager, including participation in working groups and policy development groups.

To take a lead role, alongside the CTL, in the evaluation of service delivery within the Mainstream School SLT service.

To provide line management for junior members of staff, including SLTAs.

To support other team members to participate in evaluation activities within the team.

To initiate, undertake and lead on Research/Clinical Governance /audit projects within area of expertise. To represent the team within multi-disciplinary systems of clinical governance within the Trust where necessary and to participate in departmental research and clinical governance/audit projects and collect and provide research data as required. To participate in and develop innovations in areas of risk management, quality standards setting and clinical effectiveness.

To supervise the work of assistants, students and junior colleagues

To facilitate the development of others problem solving/negotiation skills within peer review/support.

To provide mentoring, advice and supervision to more junior speech and language therapists, assistants and volunteers.

To act as a resource and support for other therapists and therapy assistants working with children with speech, language and communication difficulties. To provide second opinions to more junior colleagues in highly specialist area.

To refer clients for further investigation or second opinion as required

To participate in health promotion and prevention speech and language therapy services where appropriate

To plan and provide training to multi-agency staff in the field across a range of settings as indicated.

To work in close collaboration with parents, carers, teaching staff and other agencies involved in the children's care.

To work flexibly and creatively in order to access those families that are hardest to reach

To implement training to own team and other professionals as required. To provide regular specialist training on a range of topics to SLTs and other professionals.

Provide full student placements, including assessment of the placements as appropriate. To support junior staff in taking student placements. To assume delegated responsibility for co-ordinating student placements within own section/team.

To work independently accessing appraisal within a Performance Development Review framework at pre-determined intervals

To be aware of, adhere to and implement service and team plans and policies.

To contribute to interagency/multi-disciplinary team building and policy development using specialist knowledge to inform service/policy developments as appropriate. To be aware of, adhere to and implement service and team plans and policies.

To advise line manager on issues of highly specialist service delivery including shortfall, service pressures and providing progress reports regularly.

To participate in the development of local clinical guidelines informed by evidence for clinical specialism.

To the identify training needs within section/team

To be accountable for own professional action and recognise own professional boundaries, seeking advice as appropriate, working within defined departmental and national protocols/policies and professional code of conduct.

COMMUNICATION AND WORKING RELATIONSHIPS

To employ excellent verbal and written communication skills at all times

To communicate with colleagues, patients and visitors in a polite and professional manner at all times

To contribute to both multi disciplinary and uni disciplinary clinical teams by discussing own and others input around clients needs ensuring a well co-ordinated care plan.

To communicate complex condition related information from assessment to clients, carers, families and members of the multi-disciplinary team/other professions

To attend and actively contribute to team meetings

To work closely with clients, carers and families, agreeing decision making relevant to the patient/client management

To demonstrate empathy with clients, carers and families and colleagues, ensuring that effective communication is achieved, particularly where barriers to understanding exist

To develop skills in motivating clients and /or carers to engage in the therapeutic process

To develop negotiation skills in the management of conflict across a range of situations

To deal with initial complaints sensitively, avoiding escalation where possible

To form productive relationships with others who may be under stress and/or have challenging communication difficulties

To develop the ability to communicate effectively with clients and carers reflecting on auditory, visual and kinaesthetic aspects of the client's communication, identifying appropriate strategies to facilitate and enhance communicative effectiveness.

To negotiate with carers, clients and others around individual case management

To recognise potential breakdown and conflict when it occurs, generate potential solutions, and seek advice and support to resolve it

To seek advice and information from other professionals and carers as appropriate and to make a differential diagnosis on the basis of this information and evidence from assessment.

To demonstrate the ability to reflect on practice with peers and mentors and identify own strengths and development needs

To develop the ability to target training (formal and informal) appropriately to the needs of course participants

To develop the ability to reflect on and evaluate training provided

To make appropriate clinical decisions following assessment seeking support and advice from a supervisor as appropriate

GENERAL RESPONSIBILITIES AND INFORMATION

To ensure skills are up-to-date and relevant to the role, to follow relevant Trust policies and professional codes and to maintain registration where this is a requirement of the role.

To fully achieve and maintain competencies within the professional framework for a post of this grade

To identify personal/professional development evidenced by a personal development plan/professional portfolio developed within an appraisal framework

To participate in Performance Development Review ensuring that the objectives set reflect the Service and Trust plans, including specific objectives relating to the clinical specialism

To attend relevant training and development in order to maintain and develop skills and knowledge required of a specialist therapist working in the field of speech, language and communication and maintain up to date HCPC and RCSLT registration

To take responsibility for own clinical supervision and to appropriately access clinical supervision / facilitated reflective learning sessions according to individual needs and in line with departmental guidance in terms of frequency

To demonstrate knowledge of, and adhere to RCSLT Professional and Clinical and National and Local Clinical Guidelines

To participate in the development and delivery of specialist training (formal and informal) to others in area of clinical expertise

To keep up to date with new techniques and developments for the promotion and maintenance of good practice in speech, language and communication

To attend relevant course, meetings and special interest groups

To be responsible for the security, care and maintenance of equipment ensuring standards of infection control and safety are maintained – including equipment loaned to clients

To monitor stock levels in own service area and request new equipment as appropriate

To develop a working knowledge of relevant procedures including: Safeguarding Children, SEN procedures, and other legal frameworks

To develop a working knowledge of the principles of Clinical Governance and their application to professional practice

To maintain up to date and accurate case notes in line with RCSLT professional standards and local trust policies

To ensure confidentiality at all times, only releasing confidential information obtained during the course of employment to those acting in an official capacity in accordance with the provisions of the Data Protection Act and its amendments.

To share information with others, observing data protection guidelines

To gather activity data accurately and regularly, ensuring the provision of such information promptly within local Trust guidelines

To demonstrate highly developed auditory and perceptual skills in the assessment diagnosis and treatment of patients/clients

To maintain intense concentration in all aspects of patient management for prolonged periods. In particular, to monitor auditory, visual and kinaesthetic aspects of client's communication, adapting and facilitating according to perceived client needs.

To be flexible to the demands of the environment including unpredictable work patterns, deadlines and frequent interruptions

To employ counselling skills with patients, carers/clients with highly complex needs

To manage the emotional consequences of working with children with distressing conditions

To maintain sensitivity at all times to the emotional needs of children and their carers in particular when imparting potentially distressing information regarding the nature of the communication difficulties and implications of the same

To develop the ability to manage children with challenging behaviours including the application of appropriate management strategies

To have responsibility for the Health, Safety and Welfare of self and others and to comply at all times with the requirement of the Health and Safety Regulations.

To report all clinical or non clinical accidents, or near misses, promptly, and where required to cooperate with any investigation undertaken

To work within infection control and health and safety guidelines.

To employ appropriate strategies to manage aggressive behaviour within the workplace

To comply with St. George's Healthcare No Smoking Policies and the consumption of alcohol

To work in accordance with the Trust's Equal Opportunities policy by putting in place appropriate and measurable actions to eliminate unlawful discrimination in relation to employment and service delivery and promoting equality of opportunity and good relations between people of different groups

To attend any mandatory training and induction courses, as requested by management

To undertake such duties as may be required from time to time as are consistent with the responsibilities of the grade and the needs of the service. The post holder is a member of a team and as such may be expected to help out with other work during holidays and sickness.

This job description is not an exhaustive document but is a reflection of the current position. Details and emphasis may change in line with service needs after consultation with the postholder.

St George's Healthcare NHS Trust is an Equal Opportunities employer and operates a No Smoking Policy.

Job Holder's Name: _____

Signature: _____ Date: _____

Manager's Name: _____ Date: _____

Person Specification

**Job Title: Highly Specialist Speech and Language Therapist - Band 7
Mainstream Primary Schools & Early Years Clinic (locality lead)**

Factor	Essential	Desirable	Method of Assessment
Qualifications and Training	<ul style="list-style-type: none">• Recognised Speech and Language Therapy degree qualification or equivalent	<ul style="list-style-type: none">• Completion of relevant short courses / certification e.g. Parent Child Interaction, Makaton, Elklan etc	AF / OD
	<ul style="list-style-type: none">• Health Care Professions Council – License to Practice	<ul style="list-style-type: none">• Completion of relevant further post graduate study	AF / OD
	<ul style="list-style-type: none">• Registered Member of Royal College of Speech & Language Therapists		AF / OD
Experience	<ul style="list-style-type: none">• Relevant highly specialist experience post qualification working as a Speech and Language Therapist	Experience working as an SLT in a secondary school setting	AF / I
	<ul style="list-style-type: none">• Relevant post graduate experience in assessment and intervention of children aged 0-12 years with a variety of speech, language and communication difficulties		AF / I
	<ul style="list-style-type: none">• Experience working with children with complex developmental disorders		AF / I
	<ul style="list-style-type: none">• Experience of working with children 4 years and older in a range of settings including Mainstream Primary School settings	Experience of working with Speech Therapy or Multi-therapy assistants or support staff	AF / I
	<ul style="list-style-type: none">• Experience of working with children under 5 years of age in a clinic setting		AF / I
	<ul style="list-style-type: none">• Relevant post graduate experience in working collaboratively with families and carers, education staff and other multiagency professionals within a team		AF / I
	<ul style="list-style-type: none">• Experience of operational caseload management within relevant clinical area	Experience of seeing a range of clients through from admission to discharge	AF / I
	<ul style="list-style-type: none">• Experience creating and delivering a range of training programs to education staff		AF / I
<ul style="list-style-type: none">• Experience in the development, implementation and evaluation of service improvement projects	AF / I		
Knowledge	<ul style="list-style-type: none">• Experience of providing supervision		AF / I
	<ul style="list-style-type: none">• In depth knowledge of national health, education and children’s services agendas in the UK and policies and procedures relevant to the client group		AF / I / T
	<ul style="list-style-type: none">• Comprehensive knowledge of the National Curriculum and SEN Code of Practice		AF / I / T

	<ul style="list-style-type: none"> • Knowledge of SEND reforms • Comprehensive knowledge of normal child development relevant to post • In depth knowledge of a range of complex developmental conditions and how these may affect communication development and function • In depth knowledge of a range of standardised and functional assessment tools relevant to the client groups • Extensive knowledge of appropriate therapeutic interventions relevant to the client group eg. Narrative therapy etc • Well demonstrated ability to appropriately plan, administer and interpret assessment of speech, language and communication skills utilising formal and informal assessment • Well demonstrated ability to appropriately set intervention targets, plan therapy activities and carry out therapy activities for children with a range of speech, language and communication needs • Understanding of a broad range of evidence based practice within relevant area • Evidence of reflective learning and development and application to practice eg. up-to-date professional portfolio • Extensive knowledge of principles of effective working with families and application to practice and demonstrated ability to engage with and work effectively with parents and carers • Understanding the roles of other professional relevant to the client group • In depth knowledge and implementation of the principles of clinical governance/audit • Knowledge and compliance with standards of record keeping • A sound knowledge of neurology and anatomy, speech and language pathology, phonetics and linguistics, developmental cognitive psychology, approaches to emotional and behavioural management and theories of interpersonal interaction 		AF / I / T
			AF / I / T
			AF / I / T
			AF / I / T
			AF / I / T
			AF / I / T Ref
			AF / I / T Ref
		• Contribution to evidence-base	AF / I / T
			AF / I / T
			AF / I / T Ref
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	clinically		
Other	<ul style="list-style-type: none"> • Ability to travel throughout the borough for work purposes using public transport as needed • Flexibility and ability to adapt to different demands and situations and to work under pressure • Demonstrates a personal interest and enthusiasm about working with children and families • Share the values, vision and commitment of the Trust and respect and value other members' skills • Specific physical, auditory and visual skills required for the post 		AF / I AF / I / Ref AF / I / Ref AF / I / Ref AF / I / Ref

Assessment Criteria Key:

OD = Original Documentation **AF** = Application Form **I** = Interview **Ref** = Reference **T** = Practical Test