

JOB DESCRIPTION

Job Title:	Highly Specialist Speech and Language Therapist
Band:	7
Responsible to:	Hollies Ward Manager/ Service Manager
Department:	Hollies In-patient Learning Disability Ward
Directorate:	Adult and Specialist Mental Health

Our Values

	Behaviour	How we will demonstrate this behaviour
Professionalism	We will maintain the highest standards and develop ourselves and others.	By demonstrating compassion and showing care, honesty and flexibility.
Respect	We will create positive relationships.	By being kind, open and collaborative.
Innovation	We are forward thinking, research focused and effective.	By using evidence to shape the way we work.
Dignity	We will treat you as an individual.	By taking the time to hear, listen and understand.
Empowerment	We will support you.	By enabling you to make effective, informed decisions and to build your resilience and independence.



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JOB PURPOSE

Job Summary

- To assume 100% clinical responsibility for the Hollies Speech and Language Therapy Service. The individual in this role will autonomously assess and manage a caseload of adults with a learning disability, which is highly specialised and complex.
- To oversee the delivery of a specialist learning disability Speech and Language Therapy intervention. Additionally, the post holder will manage all referrals related to communication and/or swallowing difficulties (Dysphagia) within the Adult Learning Disability Inpatient Services.
- To provide professional leadership to Speech and Language Therapy staff (and students), including recruitment, clinical supervision, and collaboration with ward manager within appraisal, and professional development.
- To offer highly specialist Speech and Language Therapy input into planning, development, and evaluation of learning disability intervention, holding responsibility for defined projects as delegated by the Hollies management team.
- As an autonomous practitioner, to be responsible for and manage a highly complex caseload of adults with learning disabilities (including those with challenging behaviour, mental health, and forensic needs).
- Managing such a caseload will involve planning and implementing appropriate clinical interventions based on the referral, evaluation, assessment, diagnosis, treatment, and monitoring of individuals' identified needs.
- To take the lead in multidisciplinary/multi-agency working within the Hollies and with key partners.

KEY RESPONSIBILITIES

Clinical / Service Specific

1. The incumbent will exhibit highly specialised knowledge and clinical skills and will have undergone appropriate post-registration training, including in the field of dysphagia management.
2. To possess an extensive understanding of Health and Social Care policies and legislation applicable to the service user group, within the context of professional practice.



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3. To independently prioritize, maintain, and manage a complex specialist caseload within the multidisciplinary framework of the Adult Learning Disability Inpatient Service.
4. To be highly proficient in assessing, identifying, treating, and managing the specialist health and communication needs of adults with a learning disability. This includes risk assessment, and addressing complex conditions such as dysphagia, challenging behaviour, forensic issues, palliative care, mental health, and epilepsy.
5. To be highly proficient in identifying and implementing appropriate communication support, including manual signing, symbol use, accessible information, and approaches such as Intensive Interaction.
6. To enable the implementation, adaptation, and use of alternative and augmentative communication across various communication environments, collaborating with service users and their support networks.
7. To identify the need for and participate in the development and delivery of training packages aimed at enhancing the communication and other skills of support workers and others within the area working with adults with a learning disability.
8. To utilize highly specialist observation skills to assess service users and care/staff interactions (including verbal and non-verbal communication), encouraging adaptive strategies to maximize effective communication while being aware of cultural or linguistic differences.
9. To liaise and communicate effectively and sensitively with other professionals within the MDT and external agencies (e.g., Older People's Teams, Mental Health Teams, Drug and Alcohol, Palliative and Children's Services, Local Authority), providing highly specialist advice as necessary.
10. To develop close working relationships, where appropriate, with other agencies involved in current cases, maintaining confidentiality requirements to promote complementary working relationships and ensure quality service in relation to service user care.
11. To work effectively as part of a multidisciplinary team and across partner agencies as required.
12. To have a good understanding of the specific needs of the service user group, especially during crisis situations such as placement breakdowns, mental and physical health relapses, and periods of challenging behaviour.
13. To collaborate with service users, their carers, and families as appropriate, to make decisions relevant to the service users' individual needs.
14. To recognize the impact of a person's communication and/or dysphagia needs and develop clear Care Plans to address these needs.



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15. To have the ability to communicate highly sensitive or distressing information to service users and carers as required.
16. To have developed skills in conflict resolution and positive behaviour approaches.
17. To possess IT skills to input, analyse, and present data/statistics to inform evidence-based practice.
18. To write timely professional reports and clinical records and action plans in line with professional guidelines that comply with CPFT and HCPC record-keeping policies and standards as appropriate.
19. To provide specialist clinical advice in relation to individual casework to professionals within CPFT.
20. To have a good understanding of health inequalities often experienced by people with a Learning Disability and work with partners in primary and secondary care to help minimize these.
21. To support the Trust AHP Lead in the implementation and understanding of local health needs and respond to changes and care provision as outlined within government initiatives.
22. To work to ensure that reasonable adjustments are in place to facilitate access to generic health services and to recognize when a health facilitation role may be appropriate.

Research & Service Evaluation

1. To contribute to the implementation of local and national strategies and service development using evidence-based practice.
2. To engage in research and practice-based projects within the multi-agency context and present findings when necessary.
3. To take a leading role in audits as necessary.
4. To assist the Trust AHP Lead in identifying and evaluating local therapy policies in accordance with government directives, such as NICE guidelines, etc.

Human Resources

1. To take part in the recruitment of staff as required.
2. To carry out assigned tasks when the Trust AHP Lead is not available.



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3. To possess the knowledge and skills to provide and coordinate clinical placements for student Speech and Language Therapists.
4. To efficiently and effectively oversee Speech and Language Therapy resources in the area, ensuring an equitable and high-quality service.

Training & Development

1. To participate in regular supervision in accordance with good practice guidelines and Trust policy.
2. To participate in the Trust's annual Appraisal process.
3. To attend all relevant mandatory training as and when required to do so. To be fully conversant and compliant with your professional code of conduct and standards and the requirement for continuous professional development for yourself, and where appropriate the staff you line manage.
4. To contribute to the development and delivery of core and specialist training and education, to professionals, partners and carers across a wide variety of settings.
5. To be responsible for keeping own clinical skills and knowledge of relevant evidence up to date.
6. To be accountable for own professional development and actions in line with professional registration requirements, national and local guidelines.
7. To maintain an online CPD diary (RCSLT) and a portfolio evidencing clinical and professional development.

Quality & Patient Safety

1. Protection of Children & Vulnerable Adults – To promote and safeguard the welfare of children, young people and vulnerable adults.
2. Implementation of NICE guidance and other statutory / best practice guidelines (if appropriate).
3. Infection Control - To be responsible for the prevention and control of infection.
4. Incident reporting - To report any incidents of harm or near miss in line with the Trust's incident reporting policy, ensuring appropriate actions are taken to reduce the risk of reoccurrence.



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5. To contribute to the identification, management and reduction of risk in the area of responsibility.
6. To ensure day to day practice reflects the highest standards of governance, clinical effectiveness, safety and patient experience.
7. To ensure monitoring of quality and compliance with standards is demonstrable within the service on an ongoing basis.
8. To be aware of the responsibility of all employees to maintain a safe and healthy environment for patients/ clients, visitors and staff.

General

1. To maintain up-to-date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
2. To comply with the Professional Codes of Conduct and to be aware of changes in these. To maintain up-to-date knowledge of all relevant legislation and local policies and procedures implementing this.
3. To ensure that all duties are carried out to the highest standard and in accordance with current quality initiatives within the work area.
4. To comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information and to be aware of any changes in these.
5. To always comply with the Trust's Information Governance-related policies. Staffs are required to respect the confidentiality of information about staff, patients and Trust business and in particular the confidentiality and security of personal identifiable information in line with the Data Protection Act. All staff are responsible for ensuring that any data created by them is timely, comprehensive, accurate, and fit for the purposes for which it is intended.

Equality & Diversity

The Trust is committed to equality and diversity and works hard to make sure all staff and service users have access to an environment that is open and a free from discrimination. As a Trust we value the diversity of our staff and service users, and therefore recognise and appreciate that everyone associated with the Trust is different and so should be treated in ways that are consistent with their needs and preferences.

Therefore, all staff are required to be aware of the Trust's Equality and Diversity Policy and the commitments and responsibilities the Trust has to:



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- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

We firmly believe that it makes good business sense to have a workforce representative of the communities we serve and so encourage applications from all sections of the community.

To be noted:

- This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties, which fall within the grade of the job, in discussion with the manager.
- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
- This post is subject to the Rehabilitation of Offenders Act 1974 (Exemption Order 1975) and as such it will be necessary for a submission for disclosure to be made to the Criminal Records Bureau to check for previous criminal convictions. The Trust is committed to the fair treatment of its staff, potential staff or users in line with its Equal Opportunities Policy and policy statement on the recruitment of ex-offenders.



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Person Specification

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Responsible to:	Hollies Ward Manager/ Service Manager
Department:	Hollies Ward

Criteria	Essential	Desirable
Education / Qualifications	<ul style="list-style-type: none"> Degree or equivalent in Speech and Language Therapy. Registered member of RCSLT. Registered member of HCPC (Health and Care Professions Council). Recognised Post qualification training in Dysphagia management (Specialist Level). Must be a registered member of a relevant professional body. Must show evidence of ongoing attendance of short study days, conferences, and extended self-study. 	<ul style="list-style-type: none"> HR Skills qualifications (e.g., sickness/absence, Employee Relations, performance Management etc). An area of added interest. Further training and experience in the specialist area to Masters level or equivalent.

Experience	<ul style="list-style-type: none"> • Demonstrable post qualification experience working to meet the communication and dysphagia needs of adults with learning disability. • Experience of working effectively within a community MD Team. • Experience of managing a complex caseload. • Experience of providing clinical supervision. • Experience of developing and delivering training packages to adults. • Must demonstrate evidence of highly developed clinical leadership skills. Must demonstrate experience in contributing to policy, planning and service development and evidence of advising service leads on interpretation and implementation in specialist area. • Must hold relevant specialist experience post qualification in adults with learning disabilities and / or mental health. Must demonstrate experience of developing and delivering training. • Must demonstrate leadership skills as well as the ability to be a good team member. 	<ul style="list-style-type: none"> • Experience of developing service user and carer involvement. • Experience of recruitment and selection. • Must have extensive relevant experience at postgraduate level equivalent to masters/doctorate level Must demonstrate evidence of successful completion of specialist postgraduate courses.
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Skills & Abilities	<ul style="list-style-type: none"> • Excellent written and verbal communication skills. • Excellent interpersonal skills – including observation, listening and empathy skills. • Efficient organisation and time management skills. • Ability to reflect and critically appraise own performance, and of those you supervise. • Ability to prioritise your own work and the work of those you supervise. • Proven ability to use own initiative. • Ability to work effectively as part of an MDT. • Ability to provide services in a variety of environments to meet the needs of the service user. • Ability to work under pressure and manage stress. • Ability to manage conflict. • Ability to motivate others. • Demonstrate a positive attitude. • Willingness to learn. • Demonstrable knowledge and practice of good customer care skills. 	<ul style="list-style-type: none"> • Counselling Skills and Coaching skills. • Ability to deliver health education training.
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	<ul style="list-style-type: none"> • Emotional resilience. • Good IT skills 	
Knowledge & Understanding	<ul style="list-style-type: none"> • Must be able to demonstrate excellent communication skills. • Must be able to communicate information that is highly complex and contentious to clients, staff, senior managers and other agencies / professional groups, for example explaining implications of shortfall in service. • Must demonstrate highly developed negotiation and problem-solving skills in complex situations and ability to facilitate these skills in others. Must be able to demonstrate a high degree of autonomy, seeking advice from external reference points where necessary. • Must demonstrate established conflict management skills in a variety of environments e.g., one-to-one or groups where responses may be unpredictable. Must show evidence of excellent presentation skills, both written and verbal. • Knowledge of Mental Health and Mental Capacity Acts • Good working knowledge of safeguarding processes. 	<ul style="list-style-type: none"> • Ability to generate and participate in research and Audit.



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	<ul style="list-style-type: none"> • Understanding of research and audit processes. • Good understanding of Clinical governance. • Awareness of current trends, legislation and guidance in support for people with learning disabilities and their carers. • Detailed knowledge of treatment/therapeutic approaches. • Knowledge of the Enabling approach to support people to meet their full potential. • Knowledge of the clinical implications for people with a learning disability of loss, trauma and abuse. • Evidence of continuous professional development. 	
Physical Requirements		
Other	Ability to Travel within geographic location of Trust.	

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The Trust believes in treating everyone with dignity and respect and encourages applications from all sectors of the community. We guarantee an interview to candidates with disabilities who meet the minimum essential criteria.