



JOB DESCRIPTION

Post: Speech and Language Therapist

Responsible To: Senior Speech and Language Therapist

Summary of Post:

- To be responsible for the delivery of a speech and language therapy service
 - To provide clinically safe, effective evidence-based assessment and intervention for a range of learners with provision for SALT within their EHCP, where SALT is recommended via an annual review of EHCP, where recommended by their previous speech and language therapist, or SEN Personalised Plan which indicates the needs for speech and language therapy (SALT) intervention
 - To provide training for teaching and support staff in the area of communication and interaction
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Specific Duties:

Clinical Duties:

1. To work in accordance with current best practice guidance and HCPC standards of conduct, performance, and ethics.
2. To hold a clinical responsibility for a varied caseload of learners, and to prioritise and manage this caseload efficiently and effectively.
3. To provide clinical assessment and intervention to learners with a range of conditions/disabilities, social and functional needs.
4. To select and use appropriate formal and informal assessment tools and to analyse, interpret and report results.
5. To report assessments findings in a timely manner and ensure key findings and recommendations are shared with families, school/college staff and/or community team as appropriate.
6. To autonomously plan and implement needs-based, clinically safe, effective, evidence-based interventions which aim at improving functional abilities,



access to the curriculum and participation in college/school related learning activities.

7. To monitor, evaluate and modify intervention in order to measure progress and ensure effectiveness of intervention.
8. To provide clinical oversight and supervision to those staff implementing language and communication programmes to learners on the Service caseload
To attend and/or contribute to department and learners related meetings including review meeting for learners where appropriate.
9. To provide reports as required including transition and Annual Review/EHCP reports.
10. Provide support to tutors, lecturers and/or learning support practitioners, to maximise the communication environment for learners.
11. To observe, plan and provide training and coaching for staff relating to the language and communication needs of specific learner and notify the respective manager of planned and ongoing work with staff. This will include advice on how to differentiate resources and communication.
12. To obtain information on a learner's language and communication needs prior to their start at the college, where appropriate
13. To support the transfer of skills with support staff to enable best practice when working with learner.
14. To complete and maintain accurate speech and language therapy case records in accordance with RCSLT and HCPC best practice guidance and use EKC management information systems to save and share information.
15. To work with the Senior Speech and Language Therapist to develop and deliver the service across all EKC colleges.

Administrative Duties:

1. To manage a clinical caseload and time effectively, prioritising work as required.
2. To address issues of confidentiality, consent and sharing of information throughout assessment and intervention
3. To be responsible for equipment used in carrying out duties.
4. To travel to other EKC colleges to provide speech and language therapy services.

Professional Duties:

1. To be responsible for accessing regular formal clinical supervision, ensuring supervision sessions are maintained.
2. To be accountable for own professional action and recognise own professional/clinical boundaries and scope of practise, seeking advice, support, and supervision as appropriate.
3. To maintain own clinical professional development (CPD) and records in accordance with HCPC and RCSLT standard.
4. To review and reflect on own practice and performance.

General Duties and Responsibilities:

1. To undertake EKC Group induction programmes and mandatory training
2. To participate in the Staff Appraisal Scheme and to undertake training based on individual and service needs.
3. To contribute to creating or to promote a positive, inclusive ethos that challenges discrimination and promotes equality and diversity.
4. To comply with College policies and guidelines in respect to health & safety
5. To demonstrate positive personal and professional behaviour as specified College Code of Conduct.
6. To partake in Performance Standards scheme and quality assurance systems.
7. To undertake any other duties commensurate with grade as may be reasonably requested by College management.
8. You will be responsible for protecting staff and learners from all preventable harm as per College Safeguarding procedures.

Please note:

This job description is a guide to the work you will initially be required to undertake. It summarises the main aspects of the job but does not cover all the duties that the job holder may have to perform. It may be changed from time to time to meet changing circumstances.

It does not form part of your contract of employment and as your experience grows, you will be expected to broaden your tasks, suggest improvements, solve problems and enhance the effectiveness of the role.

	PERSON SPECIFICATION	Application	Interview	Shortlisting Weighting
Skills				
1.	Eligible for member of the Royal College of Speech and Language Therapists (RCSLT)	✓		6
2.	Registered with the Health Professionals Council (HPC) as a speech and language therapist	✓		6
3.	Skills in and knowledge of working with wide young people with a range of speech, language and communication needs	✓	✓	4
4.	An understanding of safeguarding in relation to vulnerable young people and the ability to actively contribute to the College's Safeguarding practice, procedures, culture and ethos	✓	✓	6
5.	Good organisational skills and the ability to prioritise, work under pressure and to tight deadlines	✓	✓	6
6.	Excellent communication and listening skills and the ability to create positive working relationships with learners and staff		✓	6
Experience				
1.	A minimum of four years' experience of creatively delivering speech and language therapy inclusive of post 14 learner	✓	✓	6
2.	In-depth experience of a wide range of speech, language and communication needs	✓	✓	4

3.	Experience of managing challenging conversations with parents and young people	✓	✓	4
4.	Experience work working with young people with complex needs, including AAC	✓	✓	4
5.	Experience work working with young people with Deafness or Hearing Impairment	✓	✓	4
6.	Experience of delivering training	✓	✓	4
7.	Experience of working as part of a multidisciplinary team alongside other health professionals, teachers, support staff and parents/carers	✓	✓	4
Education				
1.	Minimum of BSc or MSc in Speech and language Therapy or equivalent	✓		6
2.	Evidence of post graduate CPD in Deafness and Hearing Impairment	✓	✓	2
3.	BSL Level 2	✓		2
4.	Maths Level 2 (e.g. equivalent to GCSE grade C / 4 or above)	✓		4
5.	English Level 2 (e.g. equivalent to GCSE grade C / 4 or above)	✓		4

Advice to candidates

This post is subject to an enhanced disclosure from the Disclosure and Barring Service.

In completing your application please draw attention to the extent to which you meet each of the criteria in the person specification marked as being assessed at application stage. Please use examples of where you have demonstrated the criteria with as much detail as possible to assist in the shortlisting process.

The shortlisting weighting indicates which criteria are the most important to the recruiting manager:

- 6** Minimum/critical - criteria which is essential for the role i.e. it would be extremely difficult for the person to carry out the role without already having these essential skills, experiences or qualifications.



- 4** Important - criteria that would be significant to the candidate being successful in the role. These may be skills, experiences or qualifications that have substantial meaning for the role but could be supported or taught on the job.
- 2** Other relevant - It would be great if the candidate had, but is not expected to be shortlisted.

Failure to meet all of the minimum/critical criteria would not necessarily preclude your application. Consideration will be given to experience and life skills. Continual Professional Development will be supported and encouraged.

Please be aware should we have a large number of applications for any of our roles we may complete the shortlisting of candidates based on the minimum/critical criteria only.