



Job Description

Job Title: Specialist Speech and Language Therapist

Grade and Salary Scale: NHS Band 5

Postholder:

Accountable to: Band 7 SALT

Clinical Supervision with: Band 7 Specialist SALT

JOB SUMMARY

- To carry out comprehensive communication and/or eating and drinking assessments of pupils and environments using a range of observational, informal and formal assessment tools in order to:
 - provide appropriate and effective intervention
 - set appropriate targets with teachers
 - give advice to classroom staff about communication/feeding strategies and systems
- To be accountable for own professional actions and recognise own professional boundaries, seeking advice from senior colleagues as appropriate
- To use clinical expertise to provide person centred goal directed interventions through one-to-one, group and consultancy models for students with profound and complex needs in all phases of the school as per allocated caseload
- Caseload will be subject to annual review in conjunction with the Band 7 SALT and Headteacher
- To work in collaboration within the team around a pupil including family, carers and colleagues from a range of professions and agencies (health, education, Social Care and voluntary sector)
- To contribute to planning by creating communication and language ideas and resources which can be used across the school
- To supervise and support student SALTs on placement and SALT assistant/apprentice as and when required
- To participate in and contribute to the personal and professional development of professionals, support staff, parents / carers, pupils and students within the school setting and other professionals and disciplines from multi-agency settings who wish to access professional development services in the form of training

DUTIES AND MAIN RESPONSIBILITIES

Pupil Care

- To assess, develop and implement specialist speech and language therapy interventions to pupils on caseload

- To assess eating and drinking skills of pupils with compromised swallowing difficulties and those who are at risk of choking, to advise parents, teachers, teaching assistants, missay assistants and colleagues on which strategies to use
- To work alongside the Highly Specialist Dysphagia Therapist from the local NHS Trust and Band 7 therapist regarding dysphagia as required and depending on dysphagia knowledge
- To support colleagues in assessing eating and drinking skills during snack and lunch times and to support colleagues in making informed decisions about consistencies and utensils depending on dysphagia knowledge
- To provide consultancy advice for those working and living with pupils with profound and complex needs with associated communication and/or eating/drinking and swallowing difficulties, e.g. teaching and support staff, parents / carers, other professionals and consultants across services and agencies
- To demonstrate advanced and highly effective skills of communication (verbal, written and assistive, e.g. use of signs/symbols and hi-tech devices) in delivery of service to pupils including giving advice, guidance, training and information to pupils, carers and members of multi-disciplinary and multi-agency teams. This may include sharing information of a confidential and distressing nature. The postholder will be required to manage such occasions and/or negative and controversial reactions from others sensitively and effectively seek to overcome communication barriers
- To manage communications with NHS colleagues, regarding new pupils starting.

Service Delivery

- To be aware of and adhere to service and school policies
- To assume delegated tasks as requested by senior management

Resource Management

- To maintain and update case notes in accordance with professional standards (Royal College of Speech and Language Therapists) and Health Trust policies
- To maintain the communication iPad list and liaise with technical support as necessary regarding updates.

Research and Development

- To participate in professional specific research linked to the profession and clinical governance if required

Clinical Autonomy

- To be accountable for own professional actions and recognise own professional boundaries, seeking advice as appropriate
- To work within broad departmental guidelines, School policies, RCSLT clinical guidelines and HCPC professional code of conduct

- To adhere to relevant procedures including Safeguarding Children, SEN procedures and other legal frameworks

Working Together

- To advise colleagues on a range of clinical issues and facilitate their own problem solving skills
- To apply negotiation skills in the management of conflict across a range of situations
- To deal with initial complaints sensitively, avoiding escalation where possible

Continuing Professional Development

- To identify own personal and professional strengths and development needs, recognising appropriate boundaries within own practice and seeking support and advice when necessary; maintaining own records of continuing professional development in accordance with national policies and procedures (e.g. Health and Care Professions Council and Royal College of Speech and Language Therapists)
- To independently participate in the development review process, accessing appraisal within an individual performance framework at regular intervals as determined by managers at Trinity School.
- To attend relevant training and development in order to maintain skills and knowledge required of a specialist speech and language therapist working in the field of SLCN, ASD, PMLD and dysphagia
- To demonstrate knowledge of, and adhere to RCSLT Professional / Clinical / National and Local Clinical Guidelines
- To attend relevant courses, in-school training sessions, meetings and special interest groups

Effort and Environment

- To work within infection control and health and safety guidelines in order to deal appropriately with matters related to pupil contact as they arise: for example; exposure to body fluids, infectious conditions
- The postholder must be aware of the responsibilities placed upon them under the Health & Safety Act 1974 to ensure that agreed procedures are carried out and that a safe working environment is maintained for pupils, visitors and employees within the school

..... Therapist

..... Headteacher

..... Date