



JOB DESCRIPTION

POSITION: Speech and Language Therapist (Band 5)

REPORTS TO: Therapy Lead

LOCATION: Heathermount School

MAIN PURPOSE:

To work as part of a multi / interdisciplinary team providing speech and language therapy input within Heathermount School to students with Autism and comorbid conditions. To liaise with internal and external professionals, family members and students.

MAIN TASKS AND RESPONSIBILITIES

Clinical / Professional Practise

- To provide a high standard of safe, holistic and evidence-based Speech and Language Therapy within a school setting that is child and family centred, working collaboratively with students, families, carers and the multidisciplinary team.
- To work within a specialist clinical area as an autonomous practitioner with regular support and supervision from a more senior Speech and Language Therapist, accepting professional accountability and responsibility and working within the limits of own competence.
- With supervision, manage a caseload of students with complex social, emotional and mental health needs, autism and/or challenging behaviours, using evidence-based practice, person-centred principles and clinical reasoning to assess, plan, implement and evaluate intervention.
- With supervision, undertake comprehensive assessments that consider the student's communication needs, environment, context and future aspirations in order to develop and contribute to:
 - IEP goals
 - EHCP outcomes
 - Autism support plans
 - Behaviour and risk assessments
 - Communication therapy programmes
 - Referrals and recommendations
- With supervision, monitor and evaluate student progress, adapting assessment, intervention and support plans as required to achieve positive outcomes.

- Develop an understanding of autism-specific approaches and strategies, demonstrating knowledge of current research and best practice, and applying this within clinical practice.
- Undertake specialist assessment, treatment, intervention, education and support for students within the school setting, including advice and guidance for parents and carers, under the supervision of the Lead Therapist.
- Overcome barriers to communication to maximise student engagement and participation in assessment, intervention and decision-making.
- Provide clear and accessible information regarding students' communication strengths, needs and support requirements, and contribute to the delivery of training and guidance for staff, families and other professionals as appropriate.
- Seek and record consent appropriately, respecting confidentiality and information-sharing protocols in line with safeguarding requirements and school policies.
- Devise, implement and evaluate Speech and Language Therapy treatment plans and classroom-based programmes in consultation with students, educators, families and carers, respecting individual choice, diversity and inclusion.
- Maintain accurate, timely and professional clinical records, reports and documentation in accordance with legal, professional, organisational and Heathermount School requirements. With support, prepare and present assessment reports, behaviour and autism support plans, recommendations and referrals that accurately reflect students' communication needs, intentions and behaviours.
- Continuously evaluate and develop clinical practice, maintaining high professional standards and contributing to service quality and effectiveness.

Communication and Partnership Working

- Participate in school activities, presentation evenings, annual reviews, staff meetings, support groups and other meetings as directed.
- Liaise effectively with therapists, educators, the Head Teacher, members of the multidisciplinary team, students, families, carers and external agencies to ensure coordinated support and positive outcomes.
- Promote and maintain positive professional relationships and effective communication across all departments within the school community.

Service Delivery and Operational Responsibilities

- Ensure Speech and Language Therapy resources and equipment are stored safely, maintained appropriately and used in a cost-effective manner.
- Assist in the management of change and contribute to the efficient use of available resources within the Speech and Language Therapy service.
- Participate in operational planning, policy implementation and service development activities as directed.

- Comply with all school policies and procedures, including those relating to health and safety, safeguarding, risk management and personnel matters, and actively contribute to continuous improvement.
- Exercise a duty of care in all aspects of the role.

Professional Development and Service Contribution

- Participate in regular supervision, reflective practice and the annual Personal Development Review process, setting personal and service objectives and maintaining a professional portfolio demonstrating continued professional development and lifelong learning.
- Effectively manage time, workload and clinical priorities within a potentially demanding and changing environment, seeking support where appropriate.
- Contribute to the induction and orientation of new Speech and Language Therapy staff as required.
- Support the development and promotion of the Speech and Language Therapy service within Heathermount School through effective communication, teaching, presentations and collaborative working.
- Contribute to educational programmes, training events and courses organised by Heathermount School as required.

Leadership

- With supervision, effectively manage time and caseload, prioritising workload, within a potentially pressurised and restrictive environment.
- To exercise duty of care in all aspects of the role, being aware of and complying with responsibilities regarding risk management and safeguarding and looking for ways to improve, taking action as required.
- To be aware of equality and diversity characteristics of students, families, other professionals and staff, and adapt to meet individual circumstances.
- To participate in appropriate meetings both clinical and developmental to ensure effective collaborative communication and decision making.
- To promote awareness of the role of speech and language therapy within the team and negotiate priorities where appropriate.
- To promote the organisation through professional behaviours, networking opportunities and contacts with other stakeholders.
- To develop excellent working relationships, both internally and externally, through a collaborative, multi/inter disciplinary model while respecting professional boundaries.
- With supervision, ensure appropriate liaison with relevant clinical teams, departments, support networks and special interest groups
- To demonstrate leadership through modelling professional behaviours, conflict resolution, participation in meetings and service development.
- To gather, collate and analyse information needed to solve a variety of clinical and professional problems.

- To develop networks with other local services to support referrals as well as act as a resource for signposting others.
- To participate in clinical governance and quality assurance, evaluating own work and that of others, acting as required.
- To be aware of equality and diversity characteristics of students, families, other professionals, and staff, and adapt to meet individual circumstances.

Evidence, Research and Development

- To participate in the ongoing sustainability of the service and organisation.
- To contribute to recommendations on speech and language therapy related issues.
- To participate in appropriate meetings both clinical and developmental to ensure effective collaborative communication and decision making.
- To undertake systematic information searches and critical appraisal of available evidence in order to inform practice.
- To participate in opportunities for research and audit projects within the organisation with support and supervision from experienced colleagues.
- To implement RCSLT clinical guidelines and complete NQT standards.

Facilitation of Learning

- To support the creation of a culture where everyone is encouraged to learn from their mistakes through giving and receiving constructive feedback.
- To contribute to the training, education and development of others including students, families, and the staff team.
- To promote awareness of the role of speech and language therapy within the team and negotiate priorities where appropriate.
- To participate openly in supervision and continuously reflect on own performance.

Personal Development, Supervision and Training

- Be accountable for your own practice and take every reasonable opportunity to maintain and improve your own knowledge, professional competence and support continual learning and development.
- Use reflective practice, identify own learning needs through proactive participation in Clinical supervision and Heathermount's performance review process, and demonstrate commitment to recording of continuous professional development.
- Work within the limits of your own competence and seek advice and support when needed.
- To participate in regular training sessions, both formal and informal, on a variety of topics relevant to your role.
- To attend and participate in training programmes/courses, both in the locality and external sources, as appropriate for the role and development in agreement with your line Manager.
- Attend and implement all mandatory training provided the school and be aware of other learning opportunities.

- To undertake any other duties as may from time to time be specified by the school, that is within the level and responsibility appropriate to the grade of post.
- To undertake any reasonable travelling requirements, to fulfil the tasks and responsibilities of the role.

POLICIES AND PROCEDURES

- The post holder will be expected, always, to be familiar and comply with the written policies, procedures, and guidelines for good practice, issued by Heathermount School.
- Take personal responsibility for your own health and safety and report incidents and potential hazards as necessary.

EMOTIONAL, PHYSICAL AND MENTAL EFFORT

- You will be required to effectively manage your time to balance the demands of this role in an environment that can have unpredictable work patterns during your working time, changing priorities and frequent interruptions. You should be able to quickly and effectively adapt your working practices to meet the needs of the student you are working with.
- As a result of their Autism and/or co-morbid difficulties, some students may exhibit challenging behaviours such as swearing, disengagement, shutdown, and aggression. You will need to be able to manage these behaviours with compassion and professionalism. At Heathermount we aim to de-escalate situations and you will only be required to use appropriate physical intervention techniques if the risk to the student or others is deemed unsafe. You will be trained in our physical intervention approach.

CHILD PROTECTION

All employees have a duty for safeguarding and promoting the welfare of children and young persons. Staff must be aware of the school's procedures for raising concerns about children's welfare and must report any concerns to the Designated Safeguarding Lead without delay. Staff must also ensure they complete the appropriate level of safeguarding children training identified by the school as relevant to their role.

VALUES, ETHICS AND CONFIDENTIALITY

To maintain your registration with all relevant regulatory bodies.

To adhere to the Royal College of Speech and Language Therapists Code of Ethics and Professional Conduct, Health Care Professions Council, and the professional guidance framework of the school.

When working for Heathermount School all employees are required to work responsibly and be accountable for their actions, upholding dignity and the rights and health and wellbeing of our Students and their Colleagues. This is

achieved by ensuring that the school's values and behaviours are demonstrated in everything we do, and this creates the culture of the school.

To be aware of Equality Diversity & Inclusion characteristics and ensure that these are considered appropriately throughout all work undertaken.

All staff are required to respect the confidentiality of all matters they may learn relating to their employment, other members of staff and the public.

This job description is intended to be a dynamic document, subject to agreed alteration and development in line with the evolution of the role.

Staff members name: _____

Signature: _____

Date: _____