HEATHERMOUNT SCHOOL

JOB DESCRIPTION

POSITION:	Speech and Language Therapist (Band 6)
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 in conjunction with the student, family, carers, and multi-disciplinary team.
- To work within a specialist clinical area as an autonomous professional with support and supervision of a more senior SaLT for more complex cases. To accept professional accountability and responsibility.
- To apply Autism principles and strategies, demonstrating knowledge of current research findings, and best practice in the field.
- With supervision as required, to manage a caseload of students with complex emotional, social, and mental health needs and/or challenging behaviour.
- To use evidence-based practice, student centred principles and clinical reasoning to assess, plan, implement and evaluate intervention.
- With supervision as required, undertake comprehensive assessments, considering environment, context, and future plans, of students in order to formulate appropriately.
    - IEP goals
    - ECHP outcomes
    - Autism support plans
    - Behaviour and risk assessments
    - Communication therapy programs
    - Referrals
    - Support and training for staff and families
- To overcome barriers in communication in order to actively engage students in assessment and therapy.

- To record all Speech and Language therapy intervention in compliance with Heathermount School guidelines.
- To seek consent from students to include and share information with family, carers, and other professionals, respecting everyone's right to confidentiality. This however must follow Safeguarding at the school.

- To continuously evaluate Speech and Language therapy intervention and always maintain and develop a high standard of clinical and professional practice.
- To devise and evaluate Speech and Language therapy treatment plans and classroom-based programmes based on the assessment process in consultation with the student, educators, family and carers respecting choices and recognising diversity.
- To participate in school activity, presentation evenings and attend meetings as directed by the Head Teacher.
- To liaise with other therapists, Head Teacher and educators, all members of the multi professional team, students, parents as well as other external agencies.
- To promote good working relationships with all disciplines within the school community, maintaining and developing professional communications links across all departments.
- To attend annual reviews, staff meetings, support groups and other school meetings as directed by the lead therapist.
- To ensure that all Speech and Language therapy equipment is stored safely and maintained in safe working order.
- To assist the Speech and Language therapy services in the management of change and to ensure cost-effective use of available resources.
- To be aware of and adhere to all school Health and Safety, and Personnel Policies and Procedures.
- To participate in the operational planning and implementation of policy and service development for projects placed under your supervision.
- To participate in regular supervision sessions, and the annual Personal Development Review process, setting personal and service objectives and to maintain a professional portfolio to demonstrate continued professional development and lifelong learning and competence practice.
- To effectively manage time and caseload, prioritising workload with support, within a potentially pressurised and restrictive environment
- To write and verbally present assessment reports, Behaviour and Autism support plans which reflect student's needs, communication intent and behaviours, providing recommendations and referral when appropriate.
- To maintain and produce accurate, professional up-to-date documentation, ensuring effective reporting is complete and consistent with legal and organisational standards.
- To be aware of and comply with responsibilities regarding risk management and safeguarding and look for ways to improve, acting as required.

- To be involved as required by the lead therapist in the induction and orientation programmes of new Speech and Language therapy staff.
- To assist the Speech and Language therapy department in the development and maintenance of a high profile of Speech and Language

therapy within Heathermount School through effective communication, teaching and presentations.
- To contribute when required to educational programmes and courses organised by Heathermount School.
- To exercise duty of care in all aspects of the role.

Leadership

- To work flexibly and creatively as an autonomous clinical professional in a specialist area.
- To demonstrate leadership through modelling professional behaviours, conflict resolution, participation in meetings and service development.
- To develop excellent working relationships through a collaborative, multi/inter disciplinary model while respecting professional boundaries.

- To assist the Lead Therapist in the day-to-day supervision, including delegation of routine Speech and Language therapy activities to the educators where appropriate.
- 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.

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 your 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: _____