

JOB DESCRIPTION

Job Title	Speech and Language Therapist (Ambitious College) Maternity cover	Team	Ambitious College (CONEL)
Job Band	Band 5/6	Reporting to	Assistant Principal
Hours	37.5 hours per week worked Monday to Friday	Line Manages	N/A

Role Purpose:

The Speech and Language Therapist (SaLT) will have responsibility for delivering the Individual Learning Plan (ILP) targets for each Learner as part of a trans- disciplinary team. In particular, the post holder will undertake the assessment of needs within their scope of practice and contribute to setting of learning targets.

The SaLT will work within a trans-disciplinary team, and will contribute to planning, adaptation, monitoring and reporting of the Learners access to and progress through their personalised study programme related to their particular area of specialism. The SaLT will have responsibility for assessment of needs within their scope of practice and contribute to setting discrete learning targets.

Key Accountabilities & Dimensions:

Teaching and learning:

- To provide direct SaLT sessions to College Learners with speech and language therapy on their study programme and for those with identified need (such as from internal referrals)
- To assess and review Learner's speech, language and communication needs in line with the Ambitious College assessment cycle
- Use specialist knowledge to recommend and develop appropriate and individualised aids and adaptations to support speech, language and/or communication
- To work with other professionals within the trans-disciplinary team to plan, implement and evaluate targets, goals/programmes related to OT needs for relevant Learners
- To work with other professionals within the trans-disciplinary team to provide advice and guidance on the development of employability skills and access to work placements opportunities
- To develop and manage SaLT resources and ongoing assessment of any equipment resource needs and inform the College Principal of these need
- Responsible for providing lunchtime supervision, which may include planning and running activities
- Demonstrate through practise an understanding and personal commitment to safeguarding and promoting the welfare of children and young people
- To ensure that SaLT targets have contextual fit to the Learner's needs and are applicable/functional to them beyond the College environment.
- To adapt practise to meet individual circumstances of Learners, including due regard for cultural/religious/racial/gender and linguistic differences

Data collection:

- Responsible for ensuring accurate and appropriate data collection systems are followed and used as an effective assessment for learning tool

Assessment and reporting:

- To keep up-to-date and accurate clinical records within the codes of practise and professional guidelines for Speech and Language Therapy
- Carry out assessment and write reports demonstrating specialist level of knowledge and in line with the pupil assessment cycle
- To conduct new Learner assessments when required for tribunal or referral purposes and to provide a high-quality report to deadline for this purpose
- To assess, recommend and where appropriate provide a range of specialist Alternative Augmentative Communication (AAC) equipment and/or aids for the Learner within their College and/or other environments.
- Monitor and evaluate Learners progress in the areas of speech, language and communication, through participating in Learner review meetings and staff team meetings
- Where attendance at a Learner meeting is not required, give feedback and informal report on progress through the trans-disciplinary team.
- Contribute to bi-monthly and Annual Reviews and reports demonstrating a specialist level of knowledge
- To participate in SaLT assessment moderation
- To contribute to other assessments where appropriate

All of the above is to ensure that Learners realise and maintain their potential in the areas of speech, language and communication.

Training and Development:

- Committed to continued professional development in clinical area, curriculum and a positive behaviour approach (PBS).
- To identify the training needs of the staff teams and highlight these to the Head of Learning Support.
- To deliver training to staff teams as appropriate and required. This may include practically demonstrating therapeutic approaches
- To be responsible on occasions for designing, writing and delivering internal training, as agreed with the College Leadership Team
- Participate in scheduled clinical and line management supervision sessions
- To continue own professional development with particular reference to effective practice in Post 19 Provision / Further Education using a range of on job and off job opportunities such as reflective practice, learning from others, private study induction training etc
- Mentor assistants and volunteers as directed
- Contribute to the improvement of services at Ambitious about Autism including improving quality of services

Management:

- To independently manage a complex caseload whilst recognising own professional boundaries and access supervision, advice and support when necessary
- Responsible for ensuring and facilitating effective and professional communication (the right information, to the right people, at the right time)
- Monitor and maintain the health and safety of self and others using proactive and reactive strategies. This may include using positive handling techniques

- To share responsibility for ordering, issuing, retrieving and maintaining departmental equipment ensuring contextual fit and functional relevance to the Learner's needs both in College and in their home/community environments.

To undertake any other appropriate responsibilities and duties that may arise as and when required.

Safeguarding and Safety

- Ensure risk assessments and emergency plans are in place and reviewed
- Ensure safe working practices
- Safeguarding incidents; medication errors; other incidents and accidents errors are appropriately reported

PERSON SPECIFICATION

Role and Band Competencies	Essential
Education Levels & Qualifications	
1. Professional Qualified Speech and Language Therapy qualification to degree level	X
2. HCPC registration	X
3. Registered member of RCSLT	X
4. Evidence of post registration training within defined clinical area of expertise (ASD)	X
Specific Knowledge, Experience & Technical Skills	
5. Knowledge of assessment, planning, implementing and evaluating treatment, complying with professional and departmental standards	X
6. Experience of using clinical reasoning skills and setting appropriate goals in complex cases	X
7. Demonstrable experience working with young adults	X
8. Demonstrates a commitment to Evidence Based Practice (EBP)	X
9. Specialist knowledge and experience of assessing and working with people with autistic spectrum disorder	X
10. Specialist knowledge and experience of a range of treatment techniques, SaLT models and approaches in adults with ASD and/or complex needs	X
11. Specialist knowledge of designing and/ adapting AAC methods to suit the needs of individuals	X
12. Experience of working in a range of settings including within a College and/or Community setting	X
13. Experience of working collaboratively within a trans- disciplinary team	X
14. Knowledge and experience of the impact of disability on their family and their wider community	X
15. Commitment to work collaboratively with the trans- disciplinary team and demonstrates a commitment to working using the principals of Positive Behaviour Support (PBS)	X
16. Experience of enabling others to learn and develop e.g. by training and staff development	X
17. Experience of supervising others (such as other professionals) to carry out Speech and Language Therapy targets or programmes	X
18. Develop one's self professionally and contribute to the development of others	X
19. Evidence of team work and effective and professional Communication / liaison	X

Personal Attributes	
20. Ambitious about Autism is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.	X
21. Good appreciation of health and safety in the workplace, data protection principles and equal opportunities.	X
22. Develop and maintain communication with people on complex matters, issues and ideas and/or in complex situations	X
23. Excellent communication skills (verbal and written) to communicate with a range of professionals	X
24. Able to prioritise workload and manage multiple tasks to independently manage a complex caseload whilst recognising own professionals' boundaries and access supervision, advice and support when necessary	X
25. Sound admin skills, including effective use of symbols software	X
26. Ability to work on own initiative as well as part of a team	X
27. Flexible approach to meet the needs of individuals	X