



St Catherine's

*Specialists in Speech, Language and
Communication Needs*

School - College - Post 19

JOB DESCRIPTION FOR SPEECH & LANGUAGE THERAPIST

Post 19

Responsible to: The Head of Speech & Language Therapy
Salary grade: Band 5-7 dependent on experience
Duration: Permanent

JOB OVERVIEW

To work with a range of young adults aged 19 - 25 to provide intensive speech and language therapy input working collaboratively with other departments within our organisation.

Devise and deliver bespoke therapy packages to students; individually and in small groups.

To develop and maintain professional standards of services through continued professional development and other departmental and St. Catherine's based activities.

The post holder will be expected to model the highest possible standards in work and conduct and will be expected to act with honesty and integrity at all times.

The vision and values of the organisation must be actively followed and embodied.

Working Relationships

- Our young people have barriers to understanding/communication which require excellent communication skills.
- The post holder will be required, with support where necessary, to communicate complex condition-related and general professional information to learners; parents/carers; health and educational professionals; social services; voluntary services and the public.
- You will need negotiation and motivation skills to reach our stakeholders.

Working Conditions

- Maintain intense concentration in assessment and therapy for prolonged periods
- Flexibility to meet the competing demands of caseload ie group working
- Deal with situations of a potential distressing nature

Clinical Practice

- To develop and provide, with support and advice where appropriate, comprehensive assessment, diagnosis, direct and indirect intervention, taking a holistic perspective of needs
- To participate in, and carry out, research programmes.
- Ensure involvement from young adults in goal-setting and understanding of language and communication issues



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- To develop knowledge to inform sound clinical judgments for case management
- Provide, with advice and support from clinical supervisor, appropriate intervention and evaluate outcomes
- Work as part of a multi-disciplinary team in collaboration to ensure the integration of speech, language and communication aims with other departments ensuring access for all students and young adults
- Demonstrate clinical effectiveness by use of evidence-based practice and outcome measures, ensuring that practice is updated continually
- To adapt, with advice and support where appropriate, practice to meet individual stakeholder circumstances including giving due regard to cultural and linguistic difference
- To be accountable for own professional action and recognise own professional boundaries, seeking advice as appropriate, working within defined departmental and national protocols/policies the professional code of conduct to ensure quality of care
- Demonstrate a developing ability/ability to reflect on different aspects of caseload and identify strategies to facilitate and enhance effective communication
- Provide, with support where required, detailed written reports as necessary to meet stator regulations
- Provide advice to parents/carers regarding progress and carry over to the home environment

Leadership

- Supervise the work of assistants and volunteers
- Explain the role of a speech and language therapist to visitors, and volunteers
- Manage and prioritise own workload in conjunction with supervisor
- Provide some observation sessions to students on placement as part of the therapy team

Professional Development

- To identify personal/professional development evidenced by personal development plan/professional portfolio developed within an appraisal framework with specific reference to the framework developed by RCSLT for new and recently qualified therapists.
- To participate actively in clinical supervision.
- To attend relevant training and development to maintain and enhance the skills and knowledge required of a therapist working in the field of language and communication disorders and special educational needs
- Maintain up to date HCPC and RCSL registration
- Fulfil specific objectives, relevant to caseload and whole school needs as set in appraisal
- Demonstrate an increasing ability/ability to reflect on practice with peers/clinical supervisor and identify own strengths and development needs



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Teaching, Training and Research

- To participate in departmental audit and research projects.
- To participate in the development and delivery of training to others with respect to general language and communication issues.

Policy and service development

- To be aware of, and adhere to, national and local policies, particularly with regard to SEN, safeguarding and other legal frameworks.
- To comment on proposed service/policy developments as appropriate.
- To participate in innovations in areas of risk management, the setting of quality standards and clinical effectiveness.

Administration, monitoring and auditing

- To maintain up-to-date and accurate case notes in line with HCPC/RCSLT professional standards.
- To share information with others, observing data protection guidelines.
- To gather activity data accurately and regularly, ensuring the provision of such information promptly in line with St Catherine's guidelines.
- To manage and prioritise a defined caseload with support from Supervisor.
- To participate in surveys and audits as necessary in order to meet statutory requirements.
- undertake any other duties as may reasonably be required.

GENERAL RESPONSIBILITIES FOR ALL STAFF

- All staff have a responsibility to work within St Catherine's Child & Adult Protection and safeguarding policies. Failure by a member of staff to report actual or reasonably suspected physical, sexual or emotional abuse or neglect may be considered a disciplinary offence.
- All staff have a responsibility to maintain the health and safety of themselves and others within the performance of their duties in accordance with the organisation's health and safety policy and to undertake specific health and safety responsibilities as directed.
- All staff are expected to support a commitment to equality of opportunity.
- All staff are expected to work to St Catherine's policies and procedures and to act as positive role models.



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- As employees, all staff may gain knowledge of a highly confidential nature relating to the private affairs, diagnosis and treatment of students, information affecting members of the public, matters concerning staff and/or details of items under consideration by the charity. Under no circumstances should such information be divulged or passed to any unauthorised person or persons. This includes holding discussions with colleagues concerning students in situations where the conversation may be overheard. Breaches of confidentiality will result in disciplinary action, which may involve dismissal.
- All staff are expected to use their utmost endeavours to promote the interests and reputation of St Catherine's, and any associated body.

This is the basic job profile for Speech and Language Therapists more experienced therapists will have additional responsibilities

Signed Postholder.....