

## Speech & Language Therapist

Identifying facts	
Service Sector	Allied Health
Organisational Relationships:	Lead Speech & Language Therapist
Line Manages:	Assistant Speech & Language Therapist
Qualification Requirement:	<p>A degree or equivalent in designated therapy speciality</p> <p>Registration as designated therapy speciality with Health &amp; Care Professions Council (HCPC)</p> <p>Post-qualification experience of working with children and young people with learning and physical disabilities</p>

### JOB PURPOSE

- To provide full speech & language therapy service including assessment, intervention and record keeping for own caseloads of children and young people.
- To provide supervision and training for assistants, students and other staff
- To participate in audit and research as necessary

### ALLIED HEALTH & NURSING DEPARTMENT

The Learning Provision focus is on supporting children and young people who have complex additional support and exceptional health care needs. The service has the capacity to assess and meet the holistic, educational, allied health and social care needs of children and young people whenever those needs arise throughout the whole year. Overarching all aspects of the support we provide to the children and young people in our care is the Children (Scotland) Act 2014. We place a significant emphasis on Getting it Right for Every Child by placing them and their families at the centre of every aspect of their care right from the planning stage and beyond recorded and co-ordinated via each child's Single Plan with parents as our partners in the entire process.

The post will be part of a multidisciplinary Allied Health & Nursing teams working across Learning Provision services including schools, residential and short breaks services to ensure the children and young people in our service have access to on-site support from a range of allied health and nursing professionals. The team includes Occupational Therapy, Physiotherapy, Speech and Language Therapy, Dietetics and Nursing. Each team provides specialist assessment, management, care planning, programmes of intervention, training and advice regarding each individual child's healthcare needs to everyone involved with them to maximise their potential and quality of life.

## **JOB INFORMATION**

### **Communication & Relationship Skills**

To communicate effectively, both formally and informally, using a variety of methods to suit the needs to recipient which include children and young people and their families, a variety of staff including Speech & Language Therapy, education and care, external professionals and other management within the organisation

To ensure understanding of complex conditions and associated interventions and implications of this for the individual child and young person requiring diplomacy, empathy & reassurance

### **Knowledge, Training & Experience**

To be able to apply professional knowledge underpinned by theory and acquired through degree or diploma plus post graduate certification in 'Developmental Eating, Drinking and Swallowing'/Dysphagia and experience and knowledge of Augmentative and Alternative systems of communication to ensure best practice

### **Analytical & Judgemental skills**

To able to process complex facts or situations requiring analysis, interpretation and to compare of a range of options to ensure the best programme of intervention to meet the needs of the children and young people and their families

### **Planning & organisational skills**

To manage the planning & organisation of programmes of intervention including multi-disciplinary activities requiring frequent monitoring and review to ensure effectiveness and best practice

As necessary, plans & prioritises own workload including the delivery and development of training sessions

### **Responsibility for Customer Care**

To manage the assessment and development of Speech & Language programmes of intervention within a specialist field of children and young people with complex needs to ensure best practice

### **Responsibility for Policy/Service Development**

To implement changes in policy and proposes changes to practices and procedures within department.

### **Responsibility for Financial and Physical Resources**

To have a duty of care in relation to equipment and resources used during specific interventions, ensuring their safe use and maintenance.

### **Responsibility for HR**

To provide day to day supervision and appropriate training to assistants, students and staff in relation to specific interventions.

### **Responsibility for Information Resources**

To ensure record keeping is suitable and sufficient for own caseload.

### **Responsibility for Research & Development**

To undertake research and/or audits, as necessary, to ensure best practice and knowledge is kept up to date.

### **Freedom to Act**

To work within codes of practice, occupational standards, organisational policies and procedures and ensures these are adhered to when managing own caseload. Autonomous practitioner.

### **Physical Skills and Effort**

To use a variety of accurate and developed physical and co-ordination skills obtained through practice and development. This will include use of specialist equipment and tools, treating and manoeuvring children and young people.

### **Mental Effort**

To be able to attend to and concentration on a variety of tasks with competing demands and an unpredictable work pattern

### **Emotional Effort**

To be able to deal with potentially distressing and/or emotional circumstances which may include working with

children and young people with complex learning and life limiting conditions, emotional and behavioural needs, and sensitive staffing issues.

#### **Other**

- To identify and participate in or provide required training relevant to the role
- To ensure high standards of service delivery through the consistent application of recognised standards and established policies, procedures and practices
- To work in a safe and effective manner at all time
- To undertake any other duties related to the responsibilities of the post and which may be delegated by Capability Scotland management.

#### **ESSENTIAL KNOWLEDGE & EXPERIENCE REQUIRED**

- A degree or equivalent in designated therapy speciality
- Registration as designated therapy speciality with Health & Care Professions Council (HCPC)
- Post-qualification experience of working with children and young people with learning and physical disabilities
- Experience of managing a complex case load where compelling demands require the ability to prioritise workload
- Ability to work on own and flexibly as part of a team with good communication skills