JOB DESCRIPTION

**Specialist Facilitator –**

**Speech and Language Therapy**

National Star are introducing a new and exciting opportunity for Residential Facilitators to become a Specialist Facilitator with a focus on embedding Speech and Language Therapy systems and strategies throughout daily routines.

**ORGANISATION RESPONSIBILITIES:**

# Reports to: Residential Manager – formal line management

**Liaises with:** Speech & Language Therapy team – initial training, ongoing mentoring, advice and guidance

# Residential team

Families and Carers

External Agencies

**MAIN PURPOSE OF JOB:**

30% of the role of Specialist Residential Facilitator will be dedicated specifically to developing your knowledge and understanding of how to support communication skills of residents with speech and language impairments, including residents who use Alternative and Augmentative Communication (AAC) strategies to communicate/ augment their communication in a range of contexts and settings.

As part of this role, there is a requirement to maintain current skills and develop within the specialist area of Speech and Language Therapy. This will enable you to support a variety of needs across all service-users within your location of work.

70% of the Specialist Residential Facilitator role will remain within the residential staffing team, undertaking usual duties. However, there is an expectation that while working alongside Facilitators, you will offer a breadth of skills and knowledge, and share relevant and appropriate advice and guidance around Speech and Language Therapy- based tasks.

**FACILITATOR TASKS:**

* Leading by example and role modelling best practice. You are to ensure that high standards of care and support is provided by the staff that you are on shift with. This includes agency staff.
* To deliver all aspects of personal care in accordance with National Star standards and individual care plans which will include: washing, dressing, personal appearance, toileting, continence support, mouth, nail, and foot care, feeding, and undertaking some medical procedures.
* To administer medication and carry out associated duties in line with policy and procedure, when you have been appropriately trained to do so.
* Ensure that all service user documentation is up to date and accurate. Monitor and share changes to support needs with the management team for amendments to be made.
* Support service users to play an active role in developing and participating in the residential leisure activity programme, promoting engagement and social development during unstructured time.
* Actively promote within the staffing teams the ethos and vision created for the department by the management team and the wider organisation values.
* Work as an integral part of the team within the residence you are allocated, attend team meetings, work in a flexible way to meet the needs of the residents, model good practice and share knowledge with your colleagues

**SPEECH AND LANGUAGE THERAPY BASED TASKS:**

* Promote the consistent application of Speech and Language Therapy systems and strategies in order to support students or residents to develop their communication skills across a range of contexts and use of a range of communication systems and strategies
* Under the guidance of a therapist, develop and promote the use of communication resources in a range of contexts and settings, including embedding of communication systems and strategies throughout all aspects of life for students or residents
* Once trained by a qualified Therapist, you will guide and advise other staff on appropriate communication systems and strategies for identified students or residents, including the use of a range of AAC solutions.
* Support Speech and Language Therapist team in offering teaching/training to students, their families and carers about their communication strategies; promoting continued language development and communication skills in the home environment
* Champion Speech and Language Therapy and use of relevant language/terminology in residence
* Identify Speech and Language Therapy successes and updates as points for discussion during residential team meetings and feedback to the named SLT for relevant students
* Undertake observations of students or residents and support staff to complete effective Databridge recording that supports and demonstrates service user progress across their placement.
* Attend relevant Speech and Language Therapy meetings, including study groups and training
* Manage your own workload working independently and acting as the key liaison person between the residence and the Therapy team.
* Promote a professional image and raise the profile of the Therapy team and National Star

**OVERALL TASKS**

* Promote and adhere to the organisation’s policies, procedures and guidelines to ensure a safe working environment
* Maintain professional development through attending regular training, seeking new learning opportunities and professional qualifications as appropriate to the role and area of work.
* To undertake supervision and appraisal in line with organisation policy
* Promote professional conduct and role modelling, offering support and guidance ~~from~~ to maintain an open and honest culture.
* Uphold high level approaches of customer service for service users, parents and other appropriate stakeholders.
* Work flexibly between sites and National Star premises as required.
* Demonstrate commitment to equality, diversity, and inclusion, ensuring equality of access and treatment in employment and service delivery to all
* To undertake any other duties as may be within the scope of the role function determined by the Manager, Deputy or Senior Facilitator

**HOURS OF WORK**

Hours of work are based on resident requirement on a rota basis, including early and late shifts across 7 days including working every other weekend.

**SAFEGUARDING**

The college takes seriously its responsibility for safeguarding and is committed to safeguarding and promoting the welfare of young adults and children; and requires that all staff share this and act accordingly by applying organisational policy and procedure and attending annual Safeguarding training.

**EQUALITY & DIVERSITY**

Through personal example and clear action demonstrate commitment to equality, ~~and~~ diversity, and inclusion, ensuring equality of access and treatment in employment and service delivery to all.

**HEALTH & SAFETY**

Promote the Health and Safety at Work Policy and Procedure and ensure these are implemented effectively within the department.

**Person Specification –**

**Specialist Facilitator, speech and language therapy**

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| ATTRIBUTES | ESSENTIAL | DESIRABLE |
| Experience | Minimum of 2 years care experience  Experience of working with clients with a range of communication difficulties  Experience of working with young adults with a range of learning and physical disabilities | 2 years’ experience working with young people or people with disabilities or 1 years’ experience in a residential setting as a C Grade Facilitator  Prior experience working directly with SLT  Ability to sign – Makaton  Experience of low- and hi-tech AAC systems and strategies |
| Education/ Knowledge | Good knowledge of spoken and written English  Level 2 qualifications or equivalent in  English and Maths | To have an NVQ 3 or equivalent in Care  Foundation level Makaton qualification |
| Skills | Good planning and organisational skills  Service-user problem solving skills and abilities  Strong communication skills, verbal and written, including the ability to communicate with variety of stakeholders  Effective IT skills  Ability to create a range of accessible resources to supplement and augment communication  Proactive, creative and innovative practitioner  Excellent standard of personal care delivery  Ability to administer medication | Experience and willingness to drive college vehicles  Knowledge and practical application skills relating to supporting clients who use AAC devices  Understanding of the role of other Therapy teams and the principles of multidisciplinary working |
| Personality | Willing to work as part of a team  Willingness to learn and develop skills and knowledge related to communication and supporting young people with communication difficulties  Positive attitude to cross team working  Good observation skills  Awareness and understanding of the role of a Speech and Language Therapist  Ability to share knowledge and ask for assistance  Able to work flexibly  Able to demonstrate a positive attitude towards disability, equality and health & safety  Ability to maintain client confidentiality  Good time management  Ability to work well under pressure | Ability to design and lead group activities with a communication focus. |
| Motivation | Able to work on own initiative  Able to motivate others  Able to lead by example  Able to accept and embrace change |  |
| Personal Circumstances | Able to travel between National Star College premises as required  Support the ethos of the organisation and be fit to work with vulnerable adults and residents | Full UK driving licence and be willing to drive College minibuses with MIDAS training |