



**National Star**

Realising the aspirations  
of people with disabilities

## **JOB DESCRIPTION**

- 1. JOB TITLE:** SPEECH & LANGUAGE THERAPIST – Learning Disability. *Full time post desirable; however, part time applications may be considered according to candidate suitability.*

**This post will primarily be based at our Ullenwood site; however, there may be an expectation to support our outreach provisions which are based across various geographical locations including Hereford, Mamhilad, and Worcester.**

### **2. ORGANISATION RESPONSIBILITIES:**

Reports to:	SLT Management / Senior team Head of Therapies
Liaises with:	SLT colleagues Students / residents / private clients and their families / carers Multidisciplinary (MDT) colleagues Allied Health Professionals External agencies and suppliers

### **3. MAIN PURPOSE OF JOB:**

To enable students to communicate successfully through the design, development, and delivery of specialist therapy programmes for learners with complex communication needs, in a range of contexts and settings. To provide professional advice, training, and information to College staff.

### **4. PRIMARY TASKS:**

To assess, plan, implement and evaluate therapy programmes for learners with complex communication needs, to support their development and learning. To be responsible and accountable for the management of learners within a personal caseload.

To design, develop and monitor therapy programmes delivered by Therapy Assistants and other College staff.

To promote the development of students' communication skills across College, supporting wider learning.

To refer students to other agencies as appropriate.

To work as part of a multi-disciplinary team to meet the needs of students with complex physical and learning difficulties, communicating effectively with students, their carers, members of the multi-disciplinary team and outside agencies.

To demonstrate professional knowledge underpinned by current evidence-based practice.

To ensure that students have an understanding of what they are doing in therapy and why it is relevant to them. With students who lack capacity to understand, to work in their best interest.

To contribute to assessments of capacity where necessary, including joint working with other relevant professionals and attendance at Best Interest Meetings as required.

To accurately record all therapeutic interventions and ensure written and electronic documentation is completed in accordance with College and professional standards, protocols, and guidelines.

To contribute to student specific meetings and Annual Review processes, including preparing reports and documentation to a high standard.

To communicate effectively with students, the multi-disciplinary team, internal and external agencies, voluntary organisations, families, and carers, Including clinical judgements of a sensitive or contentious nature.

To create, maintain and enhance productive working relationships with: students, the multi-disciplinary team, internal and external agencies, voluntary organisations, families, and carers.

To provide advice, guidance, and support for Speech and Language Therapy Assistants.

To use professional knowledge to participate in service and policy development as required.

To contribute to training, coaching, and mentoring of staff in developing best working practices across College and meet organisational goals.

To undertake relevant training to maintain and develop best practice and meet professional registration and student needs.

To work as an autonomous practitioner, with support and development provided in line with your level of clinical experience through regular Clinical Supervision, reflective practice, peer support/review, graded observations, and formal training opportunities.

To provide clinical and statistical information including audits and outcome measures on a regular basis or as required.

To maintain student confidentiality, unless the consequences of disclosure are detrimental to students, staff, and College.

To comply with all National Star College policies and procedures and the professional Codes of Practice as defined by the Royal College of Speech and Language and Health and Care Professionals Councils.

To participate in the College self-assessment processes and the review of College policies and procedures as required.

To promote a professional image and raise the profile and the role of the Speech and Language Therapy service both within the College and the wider community.

To be responsive to the unpredictable demands of the post, undertaking other duties that may be within the scope of the role function.

### **Safeguarding**

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

### **Equality, Diversity & Inclusion**

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

### **Health & Safety**

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

*This job sets out a summary of key features of the role. It is not intended to be exhaustive and will be reviewed periodically to ensure it remains appropriate to the role, meeting the changing circumstances and new challenges of the College.*

<b>PERSON SPECIFICATION</b>
<b>SPEECH &amp; LANGUAGE THERAPIST</b>

Updated June 2024

ATTRIBUTE	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Recognised Royal College of Speech &amp; Language Therapists degree level qualification.</li> <li>• Membership of The Royal College of Speech and Language Therapists.</li> <li>• Health and Care Professions Council (HCPC) Licence to Practice.</li> </ul>	<ul style="list-style-type: none"> <li>• Other relevant level 5 qualifications.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Demonstration of professional knowledge, underpinned by current evidence-based practice.</li> <li>• Knowledge of a broad range of professional formal and informal assessment methods and their interpretation.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in an educational setting.</li> <li>• Experience of working in a residential setting.</li> <li>• Experience of working across multiple locations.</li> <li>• Experience of working within the field of PMLD / AAC / ASD / ABI.</li> <li>• Experience of completing Dysphagia assessments.</li> <li>• Experience of providing Clinical Supervision.</li> <li>• Membership of relevant CENs.</li> </ul>
<b>Skills / Knowledge</b>	<ul style="list-style-type: none"> <li>• Ability to identify own professional development needs and develop a professional portfolio within the appraisal framework, including specific objectives related to clinical specialism.</li> <li>• Ability to write concisely and summarise information.</li> <li>• Excellent time management skills.</li> <li>• Knowledge of and adherence to the College</li> </ul>	<ul style="list-style-type: none"> <li>• Makaton, Signalong or BSL.</li> <li>• Intensive Interaction, Total Communication, multisensory approaches.</li> <li>• AAC programming – Grid 3 / Boardmaker / Communicate in Print / Widgit Online.</li> </ul>

	<p>and Speech and Language Therapy Service policies and procedures, national guidelines, and professional standards.</p> <ul style="list-style-type: none"> <li>• Skill in selection of appropriate strategies for prioritisation and management of a complex caseload.</li> <li>• Professional skills in assessment, differential diagnosis, and targeting of clinical interventions.</li> <li>• Highly developed auditory and perceptual skills in assessment, diagnosis, and treatment of clients.</li> <li>• Flexibility in regard to the demands of the environment, including unpredictable work patterns, deadlines and frequent interruptions.</li> </ul>	
<b>Personal</b>	<ul style="list-style-type: none"> <li>• Excellent interpersonal and communication skills.</li> <li>• Negotiation skills.</li> <li>• Good presentation skills.</li> <li>• Innovative and creative.</li> <li>• Adaptable and flexible.</li> </ul>	<ul style="list-style-type: none"> <li>• Excellent presentation skills.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• IT skills, able to competently use Microsoft Office: Word, Excel and Powerpoint.</li> <li>• Ability to travel to meet the commitments of the post, including travel between College sites as required.</li> <li>• Support the ethos of the College and be fit to work with vulnerable adults and children.</li> <li>• Commitment to Equality, Diversity, and Inclusion.</li> </ul>	<ul style="list-style-type: none"> <li>• Full driving licence.</li> </ul>