

<b>Job Title:</b>	Senior Speech and Language Therapist	<b>Location/Service:</b>	Central services
<b>Department:</b>	Clinical Services	<b>Reports To:</b>	Clinical Hub Manager
<b>Responsible For:</b>		<b>Budgetary Responsibility:</b>	None
<b>Level of DBS Check Required:</b>	Enhanced	<b>Expected Regulatory Responsibility:</b>	
<b>Does the role require travel to multiple sites?</b>	Role requires travel to multiple sites		
<b>Purpose:</b>			
<p>Provide a service to individuals within the service, supporting their admission, time living within the service, and transition process by considering speech, language, and communication needs within a Positive Behaviour Support framework.</p> <p>Support people to develop communication skills that promote independence and a lifestyle of their choosing, enhancing health and wellbeing.</p> <p>Deliver assessment and intervention for communication and dysphagia needs individually or in groups, as part of a multi-disciplinary team and in varied environments.</p> <p>Work collaboratively with employees, families, carers, and stakeholders to promote wellbeing and best interests of service users.</p> <p>Take an active role in service development initiatives, drawing from broad clinical experience.</p>			
<b>Key Role Responsibilities/Accountabilities:</b>			
<p><b>1.0 Putting People first</b></p> <ul style="list-style-type: none"> <li>1.1 Engage effectively with care, activity, and engagement staff to jointly improve communication opportunities.</li> <li>1.2 Formulate intervention plans with individuals, families, and carers to enhance communication and access to life experiences.</li> <li>1.3 Provide relevant, timely, and accessible information to service users, families, authorities, and stakeholders using appropriate formats, including augmented communication methods.</li> <li>1.4 Represent the team/department within multi-disciplinary systems internally and externally.</li> <li>1.5 Work with individuals whose behaviour may challenge, including highly distressing or emotional circumstances.</li> </ul> <p><b>2.0 Passionate About Quality</b></p> <ul style="list-style-type: none"> <li>2.1 Maintain up-to-date and accurate case/progress notes and write reports reflecting advanced knowledge and clinical reasoning, meeting departmental, policy, and professional standards.</li> <li>2.2 Follow the Speech and Language Therapy process as per Hesley Group documentation.</li> <li>2.3 Demonstrate sound clinical reasoning and problem-solving in complex situations to achieve positive outcomes.</li> <li>2.4 Reflect on practice individually and with peers, identifying strengths and development needs, and provide evidence of clinical judgements based on research and evidence-based practice.</li> <li>2.5 Access and apply contemporary research and evidence to support clinical decision-making.</li> <li>2.6 Maintain professional registration with HCPC and RCSLT.</li> <li>2.7 Attend and contribute to service and multi-disciplinary meetings, taking lead roles when appropriate.</li> </ul>			



- 2.8 Motivate and persuade others to support positive outcomes and best practice.
- 2.9 Provide line management supervision to Hub members in more junior roles, as required

### **3.0 Progress Focused**

- 3.1 Undertake personal/professional development planning through a Personal Development Plan/Professional Portfolio within an appraisal framework.
- 3.2 Identify and attend relevant training to maintain and develop skills and knowledge.
- 3.3 Engage with opportunities such as conferences, courses, meetings, networks, and special interest groups, including presenting and attending.
- 3.4 Act as a role model to promote the value of professional development within the team.
- 3.5 Lead and contribute to service development initiatives as identified through line management.
- 3.6 Participate in action research, clinical governance, and audit projects.
- 3.7 Help generate and develop a local evidence base system and structure for team access.
- 3.8 Complete audits, use reflective learning, peer discussions, and team development days to enhance clinical practice quality.
- 3.9 Proactively identify service development needs to the Head of Therapies.

### **4.0 Positive About Safety**

- 4.1 Engage in clinical data collection systems and processes to ensure organized work across teams and sites.
- 4.2 Identify and help maintain or develop systems in response to changing clinical needs.
- 4.3 Take responsibility for ordering, storing, and safely using team equipment and resources, including risk management and infection control.
- 4.4 Support team members and students in clinical data collection and system development for efficient work processes.
- 4.5 Undertake any other duties as required by the Director of Therapeutic Services or Head of Therapies, including potential workplace changes.

### **5.0 Other Duties**

N.B. The post holder may be expected to undertake additional responsibilities that are reasonably required, appropriate to grade and capability. This job description will be regularly reviewed, involving the post holder, to ensure that it continues to reflect service priorities and developments. The post holder will be expected to support hub services where needed.

#### **Legal and Statutory Responsibilities for all Colleagues:**

**Safeguarding:** All colleagues have a duty to maintain a basic level of understanding of safeguarding, signs of neglect or abuse and how to raise a safeguarding concern as outlined in the organisations Safeguarding and Whistleblowing policies.

**Health & Safety:** All colleagues have a duty to take reasonable care for the health and safety of themselves and others. This includes contributing to a safe and secure environment for the people who use our services. This implies taking steps to understand, manage and mitigate any hazards in the workplace, to comply with safety rules and procedures and to ensure that nothing you do, or fail to do, puts yourself or others at risk. You will maintain the highest standards of safety for individuals and staff and adhere to environmental standards in all cases. You will oversee the completion of auditing to monitor all Health & Safety compliance and confirm that you will notify your line manager where any breech occurs as soon as reasonably practicable.

**Training Compliance:** All colleagues are responsible for maintaining compliance with all mandatory training required for the specific job role they undertake or service they work in, any required qualifications and maintaining any required professional registrations to ensure professional skills and knowledge remain up to date.

**Information Governance:** All colleagues have a duty to main the confidentiality and integrity of any sensitive or personal data that they access or use within their role.



**Diversity and Inclusion:** All colleagues are expected to contribute to the development of an inclusive workplace and treat others with dignity and respect at all times.

**Line Management:** Roles with line management responsibility are expected to ensure all direct reports, and teams they oversee, receive the appropriate levels of supervision and have an annual performance review and contribute to a culture of continuous improvement and development.

## **Person Specification:**

### **Essential – Qualifications**

- Current Health Care Professions Council (HCPC) Registration.
- Professional Qualification in Speech and Language Therapy - BSc degree or Equivalent.
- Evidence of continuing professional development.

### **Essential – Knowledge**

- To have knowledge of National, Regional and Local health and social care drivers.
- To operate as a practitioner with effective knowledge of learning disability and/or autism and associated mental health difficulties. To actively provide support and advice to other Speech and Language Therapists and all other stakeholders.
- To have a robust understanding of the full range of Speech and Language models and approaches across the spectrum of health conditions.
- Knowledge of the clinical evidence base, assessment and intervention approaches specific to the people we support.
- Evidence of ability to problem solve through complex, sensitive and highly technical clinical situations with support from more senior colleagues as required.
- Experience and knowledge of approaches to support people through situations where there may be high levels of distress, where they may require complex reasoning to solve crisis situations or fluctuations in health needs.
- To have knowledge of clinical supervisory models and practices and demonstrate skills to undertake supervision of others.
- To act as a mentor to other Speech and Language Therapists, students and Therapy Assistants as required.
- To have experience of making best use of clinical supervision and take a lead role within your own access to and positive use of the supervision process to bring about professional development and learning.
- An ability and commitment to work as a member of a team and effectively communicate with the team.

### **Essential - Skills and Abilities**

- Ability to communicate information to a broad range of individuals and/or groups/family members/teams in a sensitive, appropriate manner.
- Ability to make decisions in the face of competing alternatives.
- Ability to self-evaluate and reflect in and on practice and to support less experienced staff to see the value of such approaches to learning in practice.
- Excellent analytical and organisational skills to enable full autonomy within the clinical setting on a day-to-day basis.
- Flexible in thinking and able to take the initiative to make sound and reasoned judgements and decisions.
- Ability to identify and contribute to improvements in the quality of the service delivered.
- Skills in delivering training and presentations including making adaptations to these to present to a range of audiences.

### **Essential – Experience**

- Experience of working within different clinical settings with individuals with complex needs within a range of multi-professional teams.



- Previous experience of working as a qualified Speech and Language Therapist.
- Previous involvement in auditing clinical standards within the practice setting.
- Experience of undertaking thorough assessment of need with individuals requiring Speech and Language Therapy assessment and formulating subsequent detailed interventions plans thereafter as required.
- Ability to make decisions about intervention need and to plan and create bespoke packages which support communication development.
- Ability to negotiate and communicate effectively through complex and challenging situations.
- Knowledge of supervision models and approaches used within clinical and multidisciplinary practices.

### **Desirable**

- Ability to contribute new ideas to further develop the service and the services provided
- Car driver/owner Relevant Management Qualification
- Experience of supervising others ( clinical and line management)

### **Our Values and Key Attributes:**

All colleagues are expected to operate in line with our Values and Behaviour Framework at all times. The framework outlines our core values and the behaviours that we consider to uphold each of our values, as well as universal attributes we consider to underpin everything we do.

#### Our Values



##### **Putting People First**

We put the people we support, families and colleagues at the centre of all we do.



##### **Passionate About Quality**

We recognise that quality comes from our commitment to best practice, improvement and learning; not just compliance.



##### **Progress Focused**

We are passionate about improving lives and work together to enable the people we support to achieve their aspirations.



##### **Prioritising Safety**

We embrace a culture of trust and safety so that each of us can perform to our best and thrive.

#### Universal Attributes



##### **Positive communication**

Communication is a two-way street; as well as honesty, we actively listen so we can understand the needs and views of others.



##### **Collaboration**

Good collaboration between individuals strengthens the team as a whole, enabling us to share ideas, encouraging others to adopt new skills, while learning from others ourselves.



##### **Open mindset**

By taking a non-judgmental approach, we can demonstrate empathy and be seen as approachable, while respecting the culture and opinions of our peers.



##### **Accountability**

We are accountable for our own actions, and by sharing the lessons we learn in our working lives, we do things better individually and more broadly as an organisation.

<b>Last Updated By:</b>	Erica Craig Director of Clinical services	<b>Date:</b>	12.1.26
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