

Job Description

Speech and Language Therapist Clinical



Outcomes
First Group

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| Job Title | <i>Speech and Language Therapist</i> |
| Responsible to | <i>Clinical Director or through delegation to the Lead Clinician for the designated Clinical Multi-disciplinary Team.</i> <i>The post is located within a designated service(s) and the post holder is required to ensure their role delivery and activity meets the agreed expectations of the Head of Division</i> |
| Responsible for | <i>Therapy Assistants where appropriate - supervision</i> |
| Key Internal Contacts | <i>Other staff within the Clinical team</i> <i>Staff in other departments within the service(s)</i> <i>Staff in other services in the Region Central</i> <i>Office Staff</i> |
| Key External Contacts | <i>Service User relatives, advocates, and others Placing</i> <i>Authorities and Service Providers</i> <i>Registration, Regulatory and Inspection bodies</i> <i>Local Services – Statutory, Voluntary and Community</i> <i>Neighbours</i> |

JOB ROLE & PURPOSE

This role is suitable for qualified Speech and Language Therapist who has completed their RCSLT competencies. As a registered practitioner you are personally responsible for your professional practice and maintenance of CPD, however will be provided some opportunities by Outcomes First Group (OFG). You will work closely with your line manager and clinical supervisor to create a responsive SaLT service where you work, and to ensure that evidence-based practice is delivered in line with OFG policies and guidelines.

Job Description

Speech and Language Therapist Clinical

In OFG we support neurodivergent individuals with multiple, complex and co-occurring needs and often with diagnoses such as autism, ADHD or dyslexia and some who present with behaviours that are challenging. You will have 1-2 yrs experience as a fully registered member of the RCSLT some of which was working in a similar setting.



Outcomes
First Groups

As part of the multi-disciplinary team, you will provide advice, information, mentoring, support and training to staff, other members of the multi-disciplinary team and other agencies regarding the scope of SaLT practice relevant to the cohort of individuals on the site.

You will be required to undertake information gathering, screening and assessment, with report writing being supported by your clinical supervisor initially. You may work with a therapy assistant on site to deliver intervention programmes and will be expected to undertake all aspects of SaLT clinical duties, working within the ethical framework provided by the rules of professional conduct. You will have the opportunity to work with more experienced SaLTs in creating diverse, effective and innovative approaches, which are evidence informed, to supporting and developing the functional communication skills of those with complex communication needs.

KEY TASK AREAS & RESPONSIBILITIES

Professional and Clinical

- To carry out Speech and Language Therapy (SaLT) assessments on individuals with diverse presentations.
- To understand the barriers to engagement, communication and learning so that goals can be set and individualised intervention programmes can be put in place and supported.
- To model standards of best practice in line with the RCSLT code of conduct, HCPC standards of proficiency and the principles of clinical governance within own professional activities.
- To make informed decisions about intervention by considering relevant history, an individual's holistic profile, relevant evidence-based research, theory, practice and different developmental processes.
- To formulate plans for intervention and programmes to support the specific client groups based on clear SaLT understanding, which employs evidence-based practice and is integrated into the overall education, health & care plans (EHCP).

Job Description

Speech and Language Therapist Clinical

- To work independently with own caseload, under guidance of clinical supervisor and lead clinician, to provide direct assessment and individual / group intervention.
- To participate in the process of the screening of referrals that are received by the clinical team and provide feedback.
- To contribute to the monitoring and risk assessment of the specific client group within own caseload.



Outcomes
First Groups

- - To attend and contribute, as a clinician, to multi-disciplinary and multi-agency meetings, which encompasses the education, residential and clinical services, as appropriate and when required.
 - To be able to identify appropriate strategies to enable children and young people to develop their communication through reflection of their skills level, task analysis and consideration of the environment.
 - To ensure appropriate liaison with professionals from external agencies in relation to shared cases, including agencies working with the specific client groups and their caregivers.
 - To communicate and share information in a sensitive manner with individuals and their families, other professionals and agencies using the highest levels of interpersonal skills in situations which are likely to be highly emotive.
 - To ensure that standards of excellence are maintained, especially in relation to SaLT programmes and intervention for the individuals within the designated services.
 - To participate in the evaluation of clinical work and to contribute to the development of best evidence-based practice for SaLT within OFG.
 - To maintain the highest standards of clinical record keeping and report writing, this could be online or written records, specifically determined by the Lead Clinician under the direction of their Locality Lead and the Heads of Clinical Operations.
 - To produce SaLT related risk assessments where required.

Staff

- To offer relevant SaLT advice, guidance, support and modelling to staff.
- To raise awareness of, as a member of a clinical team, company policies, values and mission and any procedures and/or standards set by own regulatory body to staff members.
- To promote teamwork and communication, in accordance with company policy.
- To participate in team meetings, supervisions and annual reviews in accordance with company policy and the standards and those of regulatory bodies.

Job Description

Speech and Language Therapist

Clinical

- To work as a team member and identify opportunities for collaborating with colleagues and sharing the development of effective practice.

Teaching, Training and Supervision

- To provide SaLT advice / guidance / support/, consultation and mentoring and, under supervision, training where appropriate, to contribute to the development of effective and properly evaluated ongoing staff development and in-service training.



**Outcomes
First Groups**

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- To continue to develop expertise by completing training, attending clinical supervision and SaLT specific activities within the company such as study days, forums, briefings, and being a participant in Excellence Network projects and workshops.
- To support with clinical supervision of a therapy assistant and their workload where appropriate.

Policy and Service Development

- To contribute on request to company and SaLT service development, projects, working groups or special interest groups, drawing on the analysis of needs, using evidence-based evaluation of outcomes and following best practice guidelines.
- To participate in multi-disciplinary meetings.
- To generate written reports, with guidance from clinical supervisor which provided a SaLT perspective which follows evidence-based and good practice guidelines.

Practice and Ethical Guidelines

- To maintain an up-to-date knowledge of legislation, national and local policies and issues in relation to the specific client group, which will include mandatory training on the company LMS training platform.
- To behave in a professional and courteous manner to children and young people, parents, and colleagues alike at all times and in accordance with the policies of the organisation.
- To be accountable for own professional action and recognise own professional boundaries, seeking advice from clinical supervisor/ line manager as appropriate.
- To comply with service standards and practices to ensure that safe practices are always maintained.

Job Description

Speech and Language Therapist

Clinical

- To attend relevant training and development to further develop competency skills and knowledge as an SaLT and maintain up to date HCPC registration.

Administration and IT

- To be competent in the use of basic IT packages, such as Microsoft 365, Zoom.
- To maintain clinical records consistent with the current legislation, company policy and RCSLT.
- To undertake the administrative duties appropriate to your role.
- To be aware of the mechanisms of clinical governance, quality assurance and audit of SaLT services.



**Outcomes
First Groups**

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Health and Wellbeing

- To be aware of the current legal requirements, national policies and guidance on the safeguarding and promotion of the well-being of children, young people.
- To know how to identify potential abuse or neglect and follow safeguarding procedures within your setting/s.
- To know how to identify and support individual's whose progress, development or well-being is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for specialist support.
- To be aware of company employee wellness programme and how to access benefits.

Research and Service Evaluation

- To be an active member of the service training programme by attendance at, and participation in inservice training and SaLT workshops where appropriate.
- To undertake the measurement and evaluation of work and current practices using evidence-based practice projects, audit and outcome measures under the guidance of more senior SaLT's.
- To represent a professional SaLT viewpoint in relation to nationally accepted good practice and to ensure a high level of ethical standards and professional conduct.
- To undertake or support appropriate agreed research within the service.

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Speech and Language Therapist Clinical

Effort and Environment

- To be flexible to the demands of the environment, including unpredictable work patterns, deadlines, and frequent interruptions.
- To agree to a specified job plan, compiled in conjunction with your line manager.
- To always maintain sensitivity to the emotional needs of the children and young people and their carers' when imparting potentially distressing information regarding the nature of the individuals' difficulties and implications of the same.
- To work within company infection control, risk management and Health & Safety guidelines, exercising safety and reporting all hazards and/or remedying them where appropriate.

General



Outcomes
First Groups

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- To ensure awareness that the service operates to agreed budgets and contribute to keeping within these budgets as instructed.
- To be aware and always operate in accordance with company policies and procedures, with reference to Safeguarding, Child Protection, Whistleblowing, Complaints and Representations, Confidentiality, Data Protection and Behaviour Policies.
- To promote the service as a valued, professional asset within its community and to promote a culture that individuals and staff always conduct themselves in a manner that reinforces this image.
- To ensure that all actions are in the interests of the individuals that we support and the company. Maintain standards of behaviour in accordance with company policies, procedures and practices.
- To carry out any other reasonable and relevant duties as required by the lead clinician, clinical locality lead or head of clinical operations.
- To contribute to the overall ethos/work/aims of the company.

The above serves as a guide and is not exhaustive; all professional staff are expected to undertake other duties and projects as may be reasonably required by their line manager / clinical site lead/ clinical locality lead / head of clinical operations or head of service/ regional director. You will be working as part of a friendly team and may be asked to provide extra support during busy periods, working together in a mutually supportive way towards shared priorities.

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I have read through the job description and agree to perform the duties, as outlined above

| Job Holder's signature | Signed on behalf of the OFG Group |
|-------------------------------|--|
| Name: | Name: |
| Signed: | Title: |
| Date: | Signed: |
| | Date: |



Outcomes
First Group

Speech and Language Therapist Job Description Clinical

PERSON SPECIFICATION

| Experience | Essential | Desirable |
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| 1-2 yrs experience as a fully registered member of the RCSLT working in a similar setting. | ✓ | |
| Some relevant experience in a previously held job of engaging and working with individuals presenting with complex and diverse communication profiles. | ✓ | |
| Some knowledge of neurodiversity and trauma informed practice. | ✓ | |
| Some experience of multi-disciplinary working in a range of settings | ✓ | |
| Some experience of communicating with/working with families/relatives and carers | ✓ | |
| An interest in developing knowledge and skills in different areas of SaLT practice. | ✓ | |
| Skills | Essential | Desirable |
| Good relationship building, analytical and judgmental skills. | ✓ | |
| Good communication skills (oral and written). | ✓ | |
| Good time management and organisational skills. | ✓ | |
| Competent in core areas of SaLT practice and clear understanding of RCSLT Communication Standards. | ✓ | |
| Knowledge of different SaLT assessment tools, types of intervention and knowledge of how to formulate support plans based on needs profile. | ✓ | |
| Some understanding of the other differences, e.g. sensory and motor, which may impact on an individual's communication strengths, differences, traits, difficulties and needs profile. | | ✓ |
| Some evidence of understanding the relationship between arousal levels and communication. | | ✓ |

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| Knowledge of legislation and its implications for both clinical practice and professional management in relation to the client group | ✓ | |
| Basic IT skills | ✓ | |
| Understanding of information governance, confidentiality and record keeping standards | ✓ | |



Outcomes
First Group

Speech and Language Therapist Job Description Clinical

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| Ability to work collaboratively as part of the multi-disciplinary team | ✓ | |
| Qualifications & Training | Essential | Desirable |
| Undergraduate or Postgraduate degree in Speech and Language Therapy | ✓ | |
| HCPC registered | ✓ | |
| Willingness to attend training and working towards further qualifications relevant to the client group supporting | ✓ | |
| Other | Essential | Desirable |
| Commitment to the values of the organisation | ✓ | |
| Full driving license and access to a car | | ✓ Highly desirable |
| Willingness to travel to different sites within a reasonable distance | ✓ | |