

Speech and Language Therapist

Section: Speech and Language Therapy	Reports to: Founder & Clinical Lead SLT
Job Title: Speech and Language Therapist	Grade/salary range: equivalent to Band 5
Working pattern: PT / FT / Term time	Weeks per annum: Flexible

Job Description

About Develop My Child Ltd

Develop My Child provides multidisciplinary ADHD and Autism diagnosis and support to all ages, and Speech and Language Therapy, Occupational Therapy, Educational Psychology, and expert witness services for EHCPs for children and young people (CYP) aged 0-25. We specialise in supporting the neuro-diverse community including those with Autism, DLD, PDA, ADHD, attachment, and trauma.

We have contracts with local authorities, schools, and specialist facilities along with working with clients and families in their own homes, nurseries, schools, colleges and alternative education provisions. We provide assessment including medico-legal expert witness assessments for the SEN tribunal process, therapy, training and specialised support to families and education teams.

We are a peripatetic team covering Hampshire, Berkshire, Surrey, Oxfordshire, and Greater London. Our team has a number of flexible working approaches, and we will decide with you the best working pattern to support you and your personal aspirations and commitments whilst meeting the needs of the business.

In addition, we offer:

- Ongoing Clinical Supervision and peer support.
- Protected continuing personal and professional development time.
- An opportunity to work with a dynamic, forward-thinking therapy team.
- Competitive pay (dependent on hours and experience).
- Generous holiday allowance.
- Flexible hours, including the option to work weekends, part-time, or evenings if required.

Job Overview

We are looking for SLTs to join our growing team. The successful applicant will have a real passion for changing the lives of young people and their families. The SLT will share their knowledge and provide support to upskill and empower the child's educational establishment and their wider support team.

The purpose of this role is:

- To manage a small caseload providing direct 1:1 and group therapy, programmes, training and support for CYP in their homes and educational placements.
- To attend meetings and provide reports as required, including Annual Reviews.
- To work collaboratively as part of a multidisciplinary team providing support and practical advice for the team including families, education and other health professionals around the child on how to optimise the communication environment and their own communication to meet the needs of the child.
- To develop resources and devise training packages alongside other SLTs for the team.
- To work with the team of therapists for the ongoing evaluation and development of the SLT service delivery to support children with SLCN.
- To provide support for other members of the Speech and Language Therapy team including Speech and Language Therapy students and Assistants.

Qualification, relevant knowledge, and skills required

Successful candidates must have:

- A degree or masters in Speech and Language Therapy
- HCPC and RCSLT registration
- Full driving license
- Enhanced DBS
- Excellent communication and listening skills
- Demonstrated ability to use evidence-based practice

Newly qualified therapists welcome.

Please note: successful candidates will be required to undergo comprehensive safer recruitment checks

Main Duties/Responsibilities

1. Undertake clinical work with individuals and groups of clients. Develop coordinated multidisciplinary programmes of care/care packages. May work independently or with other SLT colleagues, or as part of a multidisciplinary team. Provide advice, strategies and programmes, as appropriate to the team around the CYP including parents/carers.
2. Provide direct 1:1 and group therapy, programmes, training and support for CYP in their homes and educational placements.
3. Establish and maintain liaison with parents/carers and other professionals for the comprehensive management of clients. Includes attendance and participation at case conferences and annual reviews.
4. In all situations, will communicate complex and sensitive information to clients/parents where there will often be significant barriers to understanding.
5. Work collaboratively as part of a multidisciplinary team providing support and practical advice for the team including families, education and other health professionals around the child on how to optimise the communication environment and their own communication to meet the needs of the child.
6. To attend meetings and provide reports as agreed in the individual CYP contract, including Annual Reviews.
7. Maintain and provide accurate and timely documentation e.g. patient records and reports, sharing with others as appropriate, observing data protection guidelines.
8. Ensure good time keeping and planning, to execute the role effectively.
9. Record contact electronically within 24 hours.
10. Adhere to procedures, policies and standards for service delivery within own specialist area and advise line manager of any resources required.
11. Demonstrate progression of clear therapeutic aims as appropriate to clinical setting, with the use of outcome measures.
12. Establish and maintain liaison with parents/carers and other professionals for the comprehensive management of clients. Includes attendance and participation at case conferences and annual reviews.
13. Refer matters that may impact on service delivery to Line Manager or other authority before taking action.
14. Follow best practice SLT standards in accordance with national, regional and professional standards.
15. Be responsible for ensuring that own practice is safe and appropriate in accordance with RCSLT and HCPC. Including taking responsibility for own clinical supervision and CPD. Meet the required level of continuing professional development as stated by RCSLT.
16. Provide support for other members of the Speech and Language Therapy team including Speech and Language Therapy students and Assistants.
17. Signpost SLT colleagues, education colleagues and parents to information on SLCN.
18. Collect statistical data and be involved in the use of audit and outcomes to measure and improve quality of care.

19. Observe personal duty of care in relation to equipment and resources in course of work and highlight the need for ordering further equipment as required.
20. Maintain and update knowledge base in working area, to expand role and autonomous working.
21. Share learning from specialist areas of interest including input when developing and delivering team objectives.
22. Collaboratively work with Therapists for the ongoing evaluation and development of the service.
23. Identify and evaluate evidence and to contribute to Team Evidence Base.
24. Collaborate with colleagues in health and education to share current practice and developments relevant to children with SLCN and associated conditions.
25. Access documents and information on current and new resources relating to caseload and inform the team
26. Propose, contribute to and develop procedures, policies and standards for service delivery within own specialist area, and advises line manager of resources required.
27. Provide prospective SLT undergraduates and other professionals the opportunity to observe the work of a SLT. Contribute to the supervision of students.
28. Contribute to designing and implementing training to SLTs, SLT students, educational establishments and other agency personnel, parents/carers, individually and/or in groups on specific SLT related knowledge and skills.
29. Attend and provide input at SLT service meetings, multidisciplinary meetings and external multiagency meetings.
30. Actively participate in receiving:
 1. Individual personal development programme/appraisal
 2. Peer review
 3. Reflective practice
 4. Clinical supervision
31. Independently identify own development needs and discuss with Line Manager.
32. Undertake any other duties of a similar nature consistent with the responsibilities of this post to provide a quality speech and language therapy service.

Person Specification

Essential

Knowledge and experience:

- Working independently, with guidance and support, in a variety of educational settings including mainstream schools and specialist provisions providing a

Speech & Language Therapy Service to CYP aged 0-25 with complex and varying needs.

- Partnering with the child or young person and their parents, school staff, and other professionals in the team supporting them.
- Delivering personalised packages of care to children with a wide range of speech, language and communication difficulties.
- Providing training when necessary to other professionals or staff working with children and young people with speech and language difficulties.
- Experience of working within a Paediatric SLT setting delivering group and individual sessions, using informal and formal assessment tools, using a range of relevant specialist intervention approaches, planning therapy goals, and completing assessments. (Newly qualified therapists may not have this.)

Must have:

- Degree in Speech and Language Therapy
- Registered with HCPC & RCSLT
- Completed NQP competencies (Newly qualified therapists may not have this.)
- Evidence of CPD
- Ability to work independently and show initiative
- Strong clinical reasoning and professional skills
- Good verbal and written communication skills
- Enthusiasm, motivation and passion
- Evidence of being a strong team player with a genuine desire to help others
- Good organisational skills
- Demonstrated discretion, diplomacy, resiliency, and professionalism