

# JOB DESCRIPTION

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<b>Job Title</b>	<b>Speech and Language Therapist</b>
<b>Responsible to</b>	<b>Lead Speech and Language Therapist</b>
<b>Hours</b>	<b>Negotiable</b>
<b>Salary</b>	<b>Starting at £27,000 (dependant on experience)</b>
<b>Location</b>	<b>Based at Longbow House and The Grafton Centre, Shrewsbury but with travel to all sites</b>

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## General Description

To work as part of the Speech and Language Therapy Team providing effective communication therapy for Condover College learners and to assist with the provision of eating and drinking programmes.

## Main Duties and Responsibilities

1. To assess learners' communication skills.
2. To create relevant communication goals as part of a team.
3. To train all staff in the effective use of the communication strategies appropriate to the learners.
4. To provide individual and small group Speech and Language Therapy sessions as agreed with the Lead Speech and Language Therapist.
5. To prepare reports on individuals as appropriate.
6. To attend care and education reviews as required.
7. To follow all legislation, guidelines and regulations relating to the communication of the learners and to also follow the organisation's policy and procedures.
8. To be involved in the teaching of independence skills to encourage the emotional, personal and social development of the learners.
9. To maintain confidentiality in line with legislation.
10. To contribute to the protection of the vulnerable adults.

11. To attend and participate in supervision and appraisal systems and staff meetings as required.
12. To communicate appropriately with the learners, their families, colleagues and other agencies and professionals.
13. To contribute to the development and effectiveness of working teams.
14. To undertake appropriate training and development as identified and agreed in supervision / appraisal meetings.
15. To carry out other duties compatible with the post and commensurate with its seniority.

### **Policies and Procedures**

The duties and responsibilities of the post will be undertaken in accordance with the policies and procedures and practices of Condoover College.

Name (Print): \_\_\_\_\_

Signed: \_\_\_\_\_

Dated: \_\_\_\_\_

# PERSON SPECIFICATION

**Position:** Speech and Language Therapist

Factors	Essential	Desirable
Skills and abilities	<p>Collaborative working with colleagues and other agencies.</p> <p>Reliability, commitment and consistency in working with adults with disabilities.</p> <p>Excellent communication skills and command of English Language, written and oral.</p> <p>Good Organisational skills.</p> <p>Ability to work on own initiative.</p> <p>Understanding of the need for confidentiality and how to maintain it.</p> <p>Understanding of how to implement the Person Centred Approach to working with people with complex needs and how communication is central to this process.</p> <p>Competent use of a range of I.T. relevant to supporting learners' communication needs.</p>	Experience of completing risk assessments.
Knowledge relevant to the post.	<p>A working knowledge of relevant legislation and guidance.</p> <p>Knowledge of the Protection of Vulnerable Adults procedure.</p> <p>To understand the needs of the adults looked after.</p>	Certificate in Adult Protection Awareness.

<b>Factors</b>	<b>Essential</b>	<b>Desirable</b>
Experience.	A keen enthusiasm for working with this client group.	<p>Direct working with adults with disabilities.</p> <p>Experience of working as part of a team providing a 'Total Communication' environment to support learners with complex needs.</p> <p>Experience of supporting people using Alternative and Augmentative Communication systems e.g. use of signs, symbols, graphics and electronic aids.</p>
Qualifications	A recognised degree giving eligibility to be a practising member of the RCSLT.	<p>Post graduate training in dysphagia management.</p> <p>Postgraduate training in the implementation of therapeutic techniques relevant to working with people with complex needs.</p>
Any other requirements.		Experience of working within an educational or residential setting.