

# Role Profile

## Part A - Grade & Structure Information

<b>Job Family Code</b>	<b>9PCS</b>	<b>Role Title</b>	<b>Specialist Speech and Language Therapist</b>
<b>Grade</b>	PS9	<b>Reports to (role title)</b>	<b>Clinical Team Leader</b>
		<b>Directorate</b>	<b>Children, Schools and Families</b>
<b>JE Band</b>	314-370	<b>Service</b>	<b>Speech and Language Therapy</b>
		<b>Team</b>	<b>Speech and Language Therapy</b>
		<b>Date Role Profile was created</b>	<b>06/12/2016</b>

## Part B - Job Family Description

The below profile describes the general nature of work performed at this level as set out in the job family. It is not intended to be a detailed list of all duties and responsibilities which may be required. The role will be further defined by annual objectives, which will be developed with the role holder. The Council reserves the right to review and amend the job families on a regular basis.

<b>Role Purpose</b> including key outputs	<p>To provide speech and language therapy advice, assessment and intervention to school aged children within Surrey in order to support them to achieve their educational potential and meet the objectives of the service. To manage a defined caseload of children and young people with speech, language and communication needs.</p> <p>To provide verbal and written feedback on pupil progress to families and schools.</p> <p>To measure pupil progress through the use of speech and language therapy specific and educational outcome measure tools. To engage and work collaboratively with other professionals to achieve the best holistic outcome for the pupils on your caseload.</p> <p>The role involves:</p> <ul style="list-style-type: none"> <li>*clinical decision making in conjunction with school staff around the level of support needed to achieve the best possible outcome for the children on your defined caseload.</li> <li>*supporting either formally through line management or informally through peer support; junior therapists and assistants to develop skills and provide the right support to children and young people they are working with. It will also involve setting targets for the children and young people they are supporting and monitoring of the delivery and outcomes of their work.</li> <li>*assessment, advice and intervention for children with a range of speech, language and communication needs within your caseload including the management of those considered to have complex needs and where a joint multidisciplinary approach is essential to achieving the best outcome for these children.</li> </ul>
<b>Work Context</b>	<p>The post holder will work within a team of therapists and assistants who support children and young people within either a Special School environment or in mainstream schools, including specialist centres. The post holder within the mainstream team will be required to travel, although allocated schools will be within a defined geographical area.</p> <p>The post holder will receive regular 1:1 supervision as well as group and team support in order to provide continuing professional development and to support with the achievement of the team and service objectives.</p>
<b>Line management responsibility</b> if applicable	The post holder will line manage either a Speech and Language Therapy Assistant or junior therapist (who has completed their autonomous status).
<b>Budget responsibility</b> if applicable	

<p><b>Representative Accountabilities</b> Typical accountabilities in roles at this level in this job family</p>	<p><b>Risk Management</b></p> <ul style="list-style-type: none"> <li>• Identify opportunities and risks associated with the service and escalate / report to management.</li> <li>• Investigate concerns, complaints and safeguarding issues to promote satisfactory and positive outcomes and protect vulnerable members of society.</li> </ul> <p><b>Service Development</b></p> <ul style="list-style-type: none"> <li>• Contribute towards developing professional policy, standards and procedure and / or developing and implementing team plans and monitoring and reviewing of services to enhance quality of service.</li> </ul> <p><b>Planning &amp; Organising</b></p> <ul style="list-style-type: none"> <li>• Undertake care planning and manage complex cases and / or take a lead on development and project work, assisting in development and improvement of services and practice in own area.</li> <li>• Contribute to service plans and plan staff resources to maintain operational delivery of services.</li> </ul> <p><b>Finance/Resource Management</b></p> <ul style="list-style-type: none"> <li>• Assist with budget/resource/funding management in accordance with the council policies and procedures.</li> </ul> <p><b>Work with others</b></p> <ul style="list-style-type: none"> <li>• Liaise, communicate and build relationships with other internal departments, partner organisations, agencies and/or contractors on operational issues to share knowledge or best practice and ensure quality, integrated service delivery.</li> <li>• Work in partnership with service users, their families/carers.</li> </ul> <p><b>People Management</b></p> <ul style="list-style-type: none"> <li>• Line manage and/or supervise, guide, advise and mentor less experienced or non-professionally qualified staff on casework and provision of care services, making sure that staff act in accordance with procedures and good practice. Assist in the development of staff and in the timely provision of services.</li> </ul> <p><b>Duties for all</b></p> <p>Values: To uphold the values and behaviours of the organisation.  Equality &amp; Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity.  Health, Safety &amp; Welfare: To maintain high standards of Health, Safety and Welfare at work and take reasonable care for the health and safety of themselves and others.</p>
<p><b>Education, Knowledge, Skills &amp; Abilities, Experience and Personal Characteristics</b></p>	<ul style="list-style-type: none"> <li>• Relevant professional qualification and relevant registration where required and experience, or considerable experience of working within the service area.</li> <li>• High level working knowledge of relevant legislation, procedural frameworks and practice standards in a specialised area of practice.</li> <li>• Able to assess, plan and review appropriate support.</li> <li>• Numerate and able to advise on effective use of budgets and resources.</li> <li>• Competent in a range of IT tools including MS Office and database management systems.</li> <li>• Proven written and oral communication and interpersonal skills with good negotiation and influencing skills, and the ability to maintain effective working relationships at all levels.</li> <li>• High level problem solving skills with the capacity to devise and implement innovative solutions.</li> <li>• Able to lead team working, and use supervision to improve personal performance and practice of junior staff.</li> <li>• Understanding of the principles of confidentiality and information governance and how these apply to social care.</li> <li>• Ability to communicate with compassion and authority in challenging situations and with resistant individuals, be able to effectively engage with people in complex situations both short-term and building relationships over time.</li> <li>• Satisfactory DBS clearance might be required.</li> </ul>

<p><b>Details of the specific qualifications and/or experience if required for the role in line with the above description</b></p>	<p>BSc (Hons) Degree or equivalent recognised degree in Speech and Language Therapy  Registered Member of the Health, Care and Professions Council  Registered Member of the Royal College of Speech and Language Therapists  Enhanced DBS clearance  Additional post graduate training in one or more of the following areas:  dysphagia - for posts with our Special schools for children with severe learning difficulties  PECS  Makaton  TEACH  Speech disorders</p>
<p><b>Role Summary</b></p>	<p>Roles at this level may manage a small team delivering specific front line services and/or will be an experienced professional assessing and managing a complex caseload supporting consistency and standards of practice, in a defined service or geographical area. They will require a professional qualification and experience or extensive practical experience. They usually work with a range of agencies and extended services in various settings, to provide advice and guidance to support the service user group. They will plan and ensure progress within established procedures and policy, and respond effectively to changing priorities and different situations. Forward planning could be for months ahead although the role will contribute to longer-term development. They will work largely autonomously with access to guidance from more experienced professionals.</p>

