



Role Profile

Job Title: Advanced Paediatric Speech and Language Therapist - Professional Lead for Speech and language Therapy	Role Profile Number: HS1
Salary: See advert	Date Prepared: 16 January 2023
Directorate/Group: Children Families and Health	Reporting to: Specialist Community Health Services Manager

Job Purpose

To provide clinical oversight and leadership for the Speech and language therapy service. Working with the wider paediatric therapy leads and service manager to ensure that we deliver a safe, effective and evidence based service to children and families within Swindon.

The speech and language therapy service provides care to children and young people with complex communication difficulties in preschool, school, clinic and home settings as part of wider packages of care to support children and young people to participate fully in their family, school and community. This role will involve leading the development of a team of Speech therapists and assistants' apprenticeships, being responsible for quality of clinical care, clinical supervision and service development, supporting allocation of work and responding to parental concerns.

Key Accountabilities

- To have oversight of caseloads and waiting lists within the service.
- To work effectively as part of the service team, multi-disciplinary and multi-agency team.
- To manage own time effectively and prioritise tasks appropriately.
- In partnership with children/young people and carers and staff develop, deliver and evaluate care pathways using advanced clinical reasoning skills, evidence based practice and utilising a wide range of therapeutic approaches.
- Using your highly developed specialist knowledge provide clinical supervision to support staff to assess and diagnose speech and language and complex communication difficulties in children and implement specialist care packages identifying appropriate treatment from a range of options.
- To ensure the service provides reports and maintain clinical records in line with professional and organisational standards.
- To attend relevant meetings and case conferences as required.
- To be fully aware at all times of individual responsibility for safeguarding children/young people

and to work effectively to meet national and local standards and procedures. To undertake level safeguarding training and provide safeguarding supervision when required.

- To have oversight of all the SALT work streams and support, learning and development within the paediatric speech and language therapy service.
- To provide second opinion, advice and support on EHCP requests.
- To communicate with a network of Education, Health and Social Care professionals and the voluntary sector.
- To have oversight of service supervision, skills and development needs.
- To develop and deliver and evidence CQC plans of work.

Supplementary Accountabilities

- To supervise, teach, train, advice and support less experienced speech and language therapy staff, assistants, student speech and language therapists.
- As an advanced practitioner to identify the needs of, plan, develop, co-ordinate and deliver training to the wider multidisciplinary team across Health, Education, Social Care services and the Voluntary sector.
- To participate in the SBC staff appraisal scheme as an appraisee and be responsible for complying with agreed personal development plans.
- To lead on elements of the measurement and evaluation of service delivery. Through the use of evidence-based practice projects, audit and outcome measures, both individually and with the team and organisation.
- To identify, recommend and work with the service manager and other team members on implementing improvements to service delivery and clinical practice, linking with the formulation and implementation of CQC and OFSTED service improvement plans and wider SBC standards for service provision and development.
- Maintain and develop current knowledge of evidence-based practice in the areas of Paediatrics, developing specialist knowledge of particular conditions and groups of children and young people.
- To ensure that a high standard of clinical practice and patient care is maintained and to ensure that other speech and language therapists in the team do likewise, through ongoing competency assessment and evaluation of treatment outcomes.
- To be responsible for maintaining a professional development portfolio showing evidence of own competency to practice through all CPD activities.
- To work with partner agencies on developing the transition of care in education and into adult services.

- To participate in safeguarding activities, training and support as required.
- To participate in the assessment and provision of SEN support to children and young people as required.

Knowledge & Experience

- To have a recognised qualification in speech and language therapy and substantial experience in the paediatric speech therapy
- Experience of working as part of a multidisciplinary team
- Experience of caseload management
- Experience of supervising and leading others
- Experience of communicating effectively in sensitive and challenging situations
- Can demonstrate CPD learning that is relevant to the job description

Qualifications

- Qualified Speech and Language Therapist – current registration with the HCPC
- Membership of the Royal College of Speech and Language Therapists

Decision Making

- Makes decisions about packages of specialist speech and language therapy care required by a child or young person
- Makes decisions about when a referral to specialist care and or for safeguarding assessment is required
- Make decision about the statutory level of support required for a child to meet SEN needs
- Makes decisions about staff capability and standards of work
- Makes decisions about service development

Creativity and Innovation

- Presentation of a variety of approaches to problem solving
- Flexibility to meet the varying demands of the role

<p><u>Job Scope</u></p> <p>Role will involve supervision of less experienced speech and language therapists and/or therapy assistants</p> <p>Typical tasks supervised/allocated to others</p> <ul style="list-style-type: none"> • Delivery of care packages and programmes designed by the speech and language therapist and delivered by parents, carers, therapy and or teaching assistants and 	<p>Budget Holder</p> <p>Responsibility</p> <p>Asset Responsibility:</p>	<p>No</p> <p>Management of equipment and assessments for children</p>
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education staff. Specialist assessment.		
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Contacts and Relationships

- Working closely together with other members of the paediatric speech and language therapy team to provide seamless co-ordinated care to families
- Working closely within the team of specialist speech and language therapists
- Working closely with education, health and social care colleagues to ensure effective communication and connectivity in order to make better use of the resources, facilities, relationships and partnerships

Other Key Features of the role

- Carry out assessments and treatments of paediatric conditions with moderate physical effort on a daily basis, including floor based activities and equipment
- Work alone in the environment – patient homes, schools, nurseries and voluntary organizations’, assessing and managing risk
- To deal sensitively with children and families who have high levels of anxiety and aggression caused by the complexities of caring for a child with profound long term physical and or learning disabilities. These cases may be few in number but are very time consuming and emotionally demanding

Employee Signature:	Print Name:
Date:	
Line Managers Signature:	Print Name:
Date:	