

DOUCECROFT SCHOOL

JOB DESCRIPTION

Job Title:	SPEECH & LANGUAGE THERAPIST
Establishment:	Doucecroft School in Eight Ash Green, Colchester
Reports to:	Highly Specialist (Lead) Speech and Language Therapist
Line Manager:	Highly Specialist (Lead) Speech and Language Therapist
Band:	5 / 6 (depending on experience)
Hours of Work:	Flexible where needed; normally 9 a.m. to 5 p.m. Monday to Friday – 35 hours per week
Holidays:	Term time only plus 8 bank holidays. 42 week contract.

General Information:

Autism Anglia is a charity providing specialist services to children, young people and adults with Autistic Spectrum Conditions and their families and carers.

Doucecroft School is a specialist co-educational school for children and young people with autism and additional complex needs, age 3 –19 years. Established in 1977, we are experienced and successful in meeting the needs of students with wide-ranging strengths and needs, providing a nurturing environment where students are able to thrive and grow in independence and self-esteem.

Students can benefit from our flexible boarding provision or can attend school as day students and come from across the Anglia region and the London boroughs.

Occupational Therapy, Speech and Language Therapy and Clinical Psychology are provided on-site by our experienced therapy team.

Doucecroft School is part of Autism Anglia, a regional charity working with children, adults and families affected by Autism.

Autism is a complex condition and our pupils and service users exhibit a wide range of disability within the full range of the autistic continuum.

Members of staff are expected to help promote a positive image of autism, of Head Office. and of Autism Anglia, as well as assisting in the maintenance of good relationships with outside agencies.

Main purpose of job:

The Speech and Language Therapist will provide Speech and Language Therapy input to students at Doucecroft School. He/she will participate in the continuing development of these services as agreed with the Lead Speech and Language Therapist.

The Speech and Language Therapist will assist in promoting professional expertise of staff in School as well as developing the communicative abilities of the students.

MAIN DUTIES

1. Clinical

- 1.1 To manage a defined caseload independently

- 1.2 To assess communication needs and formulate treatment plans for students as determined by EHC plans, parental requests and requests from the Head Teacher. This includes independently managing more complex cases, seeking support from the Senior Speech and Language Therapist as appropriate.
- 1.3 To provide individual speech and language therapy to students as determined by 1.2 above.
- 1.4 To provide group speech and language therapy for groups of students as determined by 1.2 above.
- 1.5 To provide indirect support (for example providing visual timetables, visual schedules, Social Stories) as determined by 1.2 above.
- 1.6 To provide specialist advice to staff, carers and relatives as appropriate to the management of the individual student.
- 1.7 To liaise with both educational and residential care staff, and wider professional team, in devising and implementing speech and language therapy programmes.
- 1.8 To liaise with all involved professionals and relatives as appropriate to the management of the individual student.
- 1.9 To provide consultation for professionals in Head Office, the School, Adult Services, for parents and occasionally other agencies and staff on methods for supporting and developing the communicative abilities of children with autism.
- 1.10 To keep accurate and informative case notes, and contribute to clinical audit within the Speech and Language Therapy Service.
- 1.11 To prepare reports for Annual Reviews.
- 1.12 To seek out information/developments in the area of autism.
- 1.13 To disseminate updated research information to professionals and parents.
- 1.14 To attend training in order to maintain knowledge of developments in the general area of speech and language therapy and the specific area of autism.
- 1.15 To manage his / her own time and have an ability to prioritise tasks with minimal support.

2. Teaching, Training and Supervision

- 2.1 To receive regular clinical professional supervision from the Lead Speech and Language Therapist.
- 2.2 To provide appropriate teaching, training and educational input to parents, carers and other professionals within relevant agencies.
- 2.3 To contribute to the development of communication training packages.
- 2.4 To supervise pre-Speech and Language Therapy and Speech and Language Therapy students on clinical placements with Autism Anglia.

3. Management, Recruitment Policy and Service Development

- 3.1 To contribute to the development, evaluation and monitoring of the team's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
- 3.2 To advise the Lead Speech and Language Therapist on those aspects of the service where matters need addressing.
- 3.3 To contribute to reports on the progress of Speech and Language Therapy provision, as requested.
- 3.3 To attend meetings of Autism Anglia, as requested.
- 3.4 To liaise with Speech and Language Therapists in the area employed by other agencies, in order to make maximum use of local support networks, resources and training.

4. Confidentiality

- 4.1 Maintain confidentiality for all areas of Autism Anglia, its staff and its work. The nature of the work within the service entrusts people with confidential information about people with autism, their families/carers and staff. Any breach of confidentiality will constitute gross misconduct.

5. General Responsibilities

- 5.1 To co-operate with all Autism Anglia staff in maintaining good relationships with outside agencies and the general public in order to uphold Autism Anglia's image and win increased support for its work.
- 5.2 To promote a positive image of autism, Autism Anglia and the services it provides.
- 5.3 Ensure that your conduct within and outside the School does not conflict with professional expectations of Autism Anglia.
- 5.4 To follow the policies of Autism Anglia and ensure that all staff follow these policies.
- 5.5 Attend meetings and training as required.
- 5.6 Ensure the respect, dignity and right to privacy of pupils as far as possible.
- 5.7 Carry out any other duties as are within the scope, spirit and purpose of the job, the title of the post and its grading as requested by your Line Manager or her higher level of authority.

6. Diagnostic Service

6.1 The diagnostic service is a new service integrated within the school. Where appropriate, clinicians would be expected to partake in clinical training as part of their professional development supporting the therapy service.

Note: The job description reflects the present requirements of the post. Some of the above duties may take place outside of normal working hours. As duties and responsibilities change and develop the job description will be reviewed and subject to amendment in consultation with the post-holder.

PERSON SPECIFICATION

Essential

To have a recognised qualification in Speech and Language Therapy and registration with the Health Professions Council (HPC)

Experience of working with people with autism

Experience of working with people with severe learning difficulties

Experience of working with people who may exhibit distressed behaviour

The ability to relate to people with autism, their relatives, staff and other professionals

The ability to provide high quality professional advice and detailed reports of a high standard

Good interpersonal skills and a commitment to teamwork

Willingness and desire to develop knowledge of autism

Desirable

Experience of working in a residential and/or educational setting