

JOB PACK

Specialist Speech and Language Therapist

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WELCOME

Dear Applicant,

Thank you for your interest in the position of Specialist Speech and Language Therapist.

Working within our vibrant integrated multidisciplinary team, you will provide a high-quality Speech & Language Therapy Service for a caseload of children and young people with a variety of physical, learning, and social needs at CPotential. You'll be responsible for your own clinical supervision and caseload and supervise junior staff, students, and therapy assistants.

You will be an experienced clinician with a recognised Speech & Language Therapy degree qualification, be registered with the Health & Care Professions Council (HCPC) and Royal College of Speech & Language Therapists (RCSLT) and have experience of providing assessment, management, and intervention for a wide range of communication needs for children with complex neurological and genetic conditions.

We are looking for someone professional and confident to be part of driving the strategy forward, and keen to make recommendations for innovations and be responsible for the implementation of such change.

You will manage a caseload of children and their families with varied and sometimes complex needs, undertaking appropriate assessment, intervention, and evaluation through programmes of therapy and support.

You will be a clear communicator and liaise with a wide range of people to include clients and their families, education, local authority, NHS services as well as independent and voluntary sector partners.

If you are keen to get on board and join this unique team and innovative charity, please get in touch as soon as possible.

For further charity insight, I encourage you to [watch our video](#), [visit our website](#) and browse our social media pages across Facebook, Instagram, TikTok, X (Twitter), LinkedIn and YouTube (via links in the footer of our website).

To apply, please email info@cpotential.org.uk with your **CV and Cover Letter** explaining your suitability, and why you would like to work for CPotential.

We look forward to hearing from you.

Best wishes,



Brett Parker
CEO



JOB DESCRIPTION



Job title:	Specialist Speech and Language Therapist
Reports to:	Clinical Lead – SLT / Clinical Services Manager
Contract:	Permanent
Hours:	Part time 15 -22.5 per week (Flexible, with occasional weekend, as well as school holidays)
Salary:	£37,152 - £43,994 per year pro rata, dependent on experience
Annual leave:	30 days per year, with 3 days to be taken around Christmas (pro rata)
Location:	CPotential, 143 Coppetts Road, London N10 1JP

Job Summary

- To provide clinically effective, person centred and evidenced based speech and language therapy assessment and intervention to children of all ages including adolescents and their families across the charity.
- To independently manage a caseload of children and their families with speech, language, and communication needs including working with children with cerebral palsy and genetic conditions.
- Working within an integrated multidisciplinary team (MDT) including completing joint assessments and collaborative treatment planning and reviews.
- To communicate effectively with a range of people to include clients and their families, education and NHS services as well as independent and voluntary sector partners.
- To work closely and collaboratively with other aspects of the organisation such as communications, marketing and fundraising to promote services.
- To supervise and delegate responsibilities to more junior staff, students and therapy assistants.
- To contribute to and make recommendations for innovations and service development and be responsible for the implementation of such changes.
- To work independently as well as part of a team.

Key Tasks and Responsibilities

Clinical

- To be responsible for the planning, delivery, and evaluation of evidence-based therapy interventions. To monitor and review the progress of therapy programmes implemented, and facilitate modifications of interventions/targets as appropriate.
- To complete evidence-based outcome measures- as part of the MDT. E.g., GAS goals.
- To ensure the involvement of the family/carer, other professional staff, education staff and the client in the therapy planning and programme.

- To contribute to the development and reviewing of therapy plans and integrated goals as well as completion of appropriate outcome measures.
- To work closely with the MDT to provide highly specialised integrated packages of care for children attending CPotential. This includes actively contributing to joint team assessments and therapy reviews.
- To work closely and collaboratively with other colleagues within the organisation such as those working in communications, marketing and fundraising to promote services.
- To independently organise and plan own caseload management.
- To maintain and develop effective and innovative partnership arrangements with other agencies to ensure care pathways for clients are integrated.
- To participate in the co-ordination, development and delivery of training programmes and information packages for colleagues in health, education, voluntary sector organisations, and parents/carers.
- To maintain a clinical caseload in accordance with priorities of service.
- To maintain up to date and accurate case notes in line with the Royal College of Speech and Language Therapists (RCSLT) professional standards and organisation policies.
- To effectively communicate when completing written reports and documentation for Education Health Care Plans, taking part in multidisciplinary assessments and reviews, and when liaising with stakeholders involved in provision of the child's care.
- To supervise the work of qualified therapists, assistants, students and volunteers as and when appropriate.
- To explain the role of Speech & Language Therapist to visitors, students and volunteers.
- To monitor and evaluate own service delivery accessing own clinical supervision on a planned basis.
- To work within defined organisation and national protocols/policies and professional code of conduct.
- To undertake all aspects of clinical duties as an autonomous practitioner, including professional and legal accountability and managing clinical risk for all aspects of own work. Some aspects of work will involve the delivery of care as an individual practitioner or as part of the multi-agency team.
- To undertake advanced speech and language assessment of children with neurological or other disabling conditions that affect gross motor/fine motor acquisition as well as children presenting with developmental delay. These children may also have complex health needs, psychological, cognitive and behavioural problems which will need to be considered when designing a management plan using advanced clinical reasoning.
- To assess client/carers understanding of treatment proposals, gain valid formal consent and jointly agreed goals.
- To know how to work within a legal framework with clients who lack the capacity to consent to treatment.
- To represent the service through attendance at children's multi-agency meetings e.g., annual reviews, education and health care (EHCP) meetings.
- Actively contribute to the development of the speech and language therapy service and other service development projects as required.

Professional

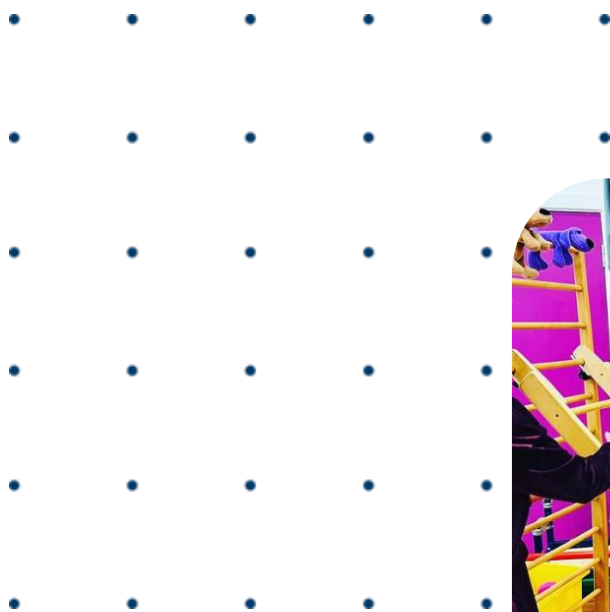
- To assume delegated tasks as requested by the line manager, including leading on service initiatives, policy development etc.
- To actively participate and engage in professional and personal development including in-service training, own clinical supervision, CPD and peer support maintaining professional standards and ensuring best practice.
- To maintain high standards of record keeping using clinical database and electronic technology e.g., Cliniko, in line with RCSLT professional standards and local service policy.
- To be able to present a case review / case study verbally for all stakeholders.
- To attend relevant training and development to maintain and develop skills and knowledge required of a speech and language therapist, thereby maintaining up to date.
RCSLT registration e.g., relevant courses, meetings, special interest groups and reading.
- To adhere to RCSLT codes of professional conduct and perform in line with organisation policy.
- Adhere to organisation guidelines regarding client consent and confidentiality of information about clients, staff and health service business in accordance with the Data Protection Act.
- To undertake, as directed, collection of data for use in service audit and make recommendations to Clinical Lead.
- To have a good working knowledge of and ensure compliance with National and Local guidelines, policies, procedures, local risk assessments and service processes.
- To represent speech and language service, and/or individual clients to ensure the delivery of a coordinated multidisciplinary service presenting a positive impression of the MDT team and the Paediatric Speech and Language Service.
- To actively create links with professional agencies and voluntary groups in the borough in order to identify appropriate support services for clients.
- To participate in the implementation of policies within paediatric services.
- To lead on projects as discussed and planned with the Clinical Services Manager.
- To complete timely review and appraisal documentation, relating to activity and performance
- To implement the Safeguarding agenda within own sphere of practice, adhering to local and National policies and procedures, placing the welfare of the child and family central to service provision.
- To access child Safeguarding supervision.
- To reflect on clinical practice identifying strengths and needs, and providing evidence of sound clinical practice, including participating in an appraisal process.
- To be responsible for maintaining own professional registration and meet HCPC Registration requirements maintaining a professional portfolio.
- To undertake mandatory training in line with Trust Policy and attend updates and study days as appropriate to the post.

Other Duties and Responsibilities

1. All employees are required to actively contribute towards the organisations' clinical governance systems, taking responsibility as appropriate for quality standards and work towards the continuous improvement in clinical and service quality.

2. Administer and organise own work to ensure that it is accurate and meets quality targets, reasonable deadlines, and reporting requirements.
3. Adhere to all CPotential's standards, policies and procedures.
4. Be responsible for personal learning and development to support the learning and development of others and the whole organisation.
5. Ensure all work is legally and regulatory compliant and follow best practice, including in the areas of ethical due diligence, GDPR, privacy, and marketing consent.
6. Demonstrate CPotential's values of being professional, honest, reliable, collaborative, integrated, inclusive, curious, innovative, approachable and adaptable in your conduct when representing the charity.
7. Be responsible for your own health and safety, your colleagues and supporters, in accordance with the Health and Safety at Work Act and internal policies.

The above list of job duties is not exclusive or exhaustive and the post holder will be required to undertake such tasks as may reasonably be expected within the scope and grading of the post. Job descriptions should be regularly reviewed to ensure they are an accurate representation of the post.



PERSON SPECIFICATION

Qualifications and Experience

Essential

- Recognised Speech & Language Therapy degree qualification
- HCPC Registered – Licence to Practice
- Registered member of Royal College of Speech & Language Therapists (RCSLT)
- Experience in providing assessment, management and interventions for a wide range of communication needs for children with complex neurological and genetic conditions
- High standard of report writing including Education and Health Care Plans (EHCP).



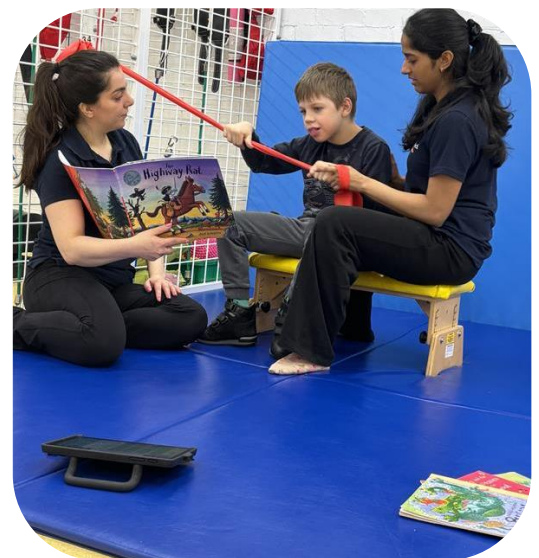
Desirable

- Experience of supervising and teaching staff
- Experience of working with AAC or advanced communication technology
- Experience of working with children with dysphagia including specialist trainings in the management of dysphagia.

Skills and Abilities

Essential

- Strong interpersonal skills - observation, listening and empathy
- Excellent communication skills to develop robust therapeutic rapport with children, young people and their families and adapt to complex communication difficulties
- Ability to build effective relationships with other professionals
- Excellent organisational and prioritisation skills, with ability to prioritise own clinical and non-clinical workload
- Ability to discuss, write and present information in a clear and logical manner, and to keep accurate and legible client notes
- Understand the legal responsibilities of the role
- Up to date with evidence-based practice, new research and CPD
- Able to work under own initiative and within the role boundaries
- Competent IT skills to enable effective data collection, report writing and notes
- Demonstrate flexibility and adaptability of approach
- Ability to reflect on and critically appraise own performance
- Demonstrate ability to be a good team member within an integrated MDT
- Understanding of the roles of other professionals and the principles of partnership working with key stakeholders in the service area.



- Well established knowledge of a broad range of assessment tools, intervention planning and outcome measures relevant to the client group
- Ability to organise own supervision
- Professional maturity.

Desirable

- This role requires an Enhanced Disclosure & Barring Service (DBS) check
- Flexible working pattern, including some evening/weekend/bank holiday working when required, as well as intensive blocks during school holidays
- Willing to undertake further training and development.

General

- This role requires an Enhanced Disclosure & Barring Service (DBS) check
- Some evening/weekend/bank holiday working required.



STAFF BENEFITS

As a CPotential member of staff, you are one of the charity's most important assets. We want you to love working for us and to develop personally and professionally while you're with us to give us your best.

Holiday

It's important to recharge your batteries, so we offer a generous holiday allowance, in addition to Public Holidays.

Learning and development

We offer life-changing learning to the children and young people we work with, and we value your learning just as much. All staff can access in-house training and we budget for external training too.

Family support

We offer a range of benefits to support family life, including parental leave and compassionate leave when needed.

Pension scheme

We offer the NEST pension scheme, of which new staff members are enrolled after three months of employment.

Employee Assistance Programme

It isn't in anyone's best interests if you have issues that are keeping you awake at night. We subscribe to an Employee Assistance Programme, so that you can access 24-hour support for things that are bothering you, whether at work or home.

Enhanced Healthcare Insurance

Healthcare insurance with Westfield Health, providing cash reimbursement for a selection of health therapies including optical, dental, osteopathy, and physiotherapy. Option to add family members at an additional cost. Offered to staff employed with us for a minimum of 12 months.





Join the ride.



cpotential.org.uk

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