

**CENTRAL AND NORTH WEST LONDON NHS FOUNDATION TRUST
EALING COMMUNITY PARTNERS
SPEECH AND LANGUAGE THERAPY SERVICE**

Job Title: Speech and Language Therapist (Ealing Youth Justice Service-YJS)

Grade: Band 7

Base: Carmelita House
21-22 The Mall, Ealing, W5 2PJ

Accountable to: Clinical Service Lead - Therapies

Hours: 0.2 WTE 7.5 hours/week Term Time Only (fixed Term 6 months)

Key Working Relationships

Parents, case managers in the YJS, Educational staff including Class Teachers, Safeguarding lead in school, SENCOs, Educational Psychologists

The role provides the opportunity to work alongside a Multidisciplinary Team of:

- Youth Justice Officers - Liaison and Diversion Practitioner
- Social Workers - Mental Health Nurse
- Education / Participation Officer - Police Officers
- CAMHS Practitioner - Adolescent Development Services
- AXIS Practitioners including Counsellors and Mentors
- GP - Forensic and Clinical Psychologist

Summary

Ealing YJS have received additional funding from the Mayoral Office to increase health professional input into the service. Ealing YJS's aim is to achieve positive outcomes for young people on the cusp of the youth justice system with the aim of preventing them from going on to offend. Ealing YJS are looking for a Speech and Language Therapist to be part of a multidisciplinary team providing holistic assessment and intervention for children referred to the service..

- To manage and provide a specialist service to children and young people within the YJS who have a speech/language/communication need.
- To offer consultative opinions and advice to staff within the department
- To be responsible for assessing, writing reports, offer second opinions
- To sign post to other services and advice for families
- To support with planning and delivering training to staff involved in the YJS
- To be responsible for organising and managing the caseload.
- To prioritise the Safeguarding of Vulnerable Children at all times
- To contribute to quality governance, audits and projects for the service when needed

Main Responsibilities

Clinical

- 1.1 To assess the speech language and communication skills of young people within the youth Justice service
- 1.2 To provide appropriate specialist intervention where required and evaluate outcomes within the youth Justice service.
- 1.3 To make appropriate referrals e.g. CAMHs, CDT, Audiology
- 1.4 To facilitate relevant professionals/parents to carry out speech and language therapy programmes/strategies/advice
- 1.5 To be able to reflect on aspects of a young person's communication and identify appropriate strategies to facilitate and enhance communicative effectiveness, monitor the effectiveness of speech and language therapy programmes/strategies/advice being delivered by other relevant professionals/parents and adjust as necessary
- 1.6 To adapt clinical practices to meet individual young person's circumstance on the basis of evidence from assessment.
- 1.7 To develop clear packages of care based on best practice and differential diagnosis and to use highly specialist clinical knowledge to inform case management.
- 1.8 To demonstrate clinical effectiveness by use of evidence based practice and outcome measures.
- 1.9 To keep up to date with new techniques and developments for the promotion and maintenance of good practice in working within YJS.
- 1.10 To demonstrate the ability to reflect on practice with peers and supervisors and identify own strengths and development needs.
- 1.11 To use excellent communication skills.
- 1.12 To recognise potential breakdown and conflict when it occurs and seek to resolve using highly developed negotiation skills, seeking further support from team leader if necessary

1.13 To use appropriate

strategies to manage aggressive behaviour within the work place, and to report any incidences of aggressive behaviour.

1.15 To ensure that young people, their parents/ carers (where possible) and YJS service staff are involved in the planning and implementation of their care

1.16 To listen to the concerns of young people, their parents/ carers(when possible) and YJS staff and provide support as appropriate.

1.17 To maintain sensitivity to the emotional needs of child /young person & their families, especially when imparting potentially distressing information regarding the nature of the child's difficulties and its implications.

1.18 To evaluate own delivery and to be accountable for own professional actions and decisions, and recognise own professional boundaries, seeking advice as appropriate, from another highly specialist colleague or team leader.

1.19 To report, in a timely manner, all concerns regarding Safeguarding issues to Team Leader & to refer onto Social Services & Named Nurse for Safeguarding as appropriate, following the latest Safeguarding guidance/policy.

1.20 To share information, in a timely manner, with relevant school nurse/ health visitor

1.21 To attend case conferences & core group meetings for children on the caseload, where appropriate

1.22 To submit Safeguarding reports to case conferences and reviews, even when not attending

1.23 To record all concerns and discussions/supervision regarding safeguarding issues in Systm1 clinical notes

1.24 To attend safeguarding supervision for all children and young people with a Child Protection Plan at least termly

1.25 To work independently and to access clinical supervision sessions on a regular basis & appraisal on an annual basis.

1.26 To demonstrate highly developed negotiation skills across a range of issues and to negotiate with others around case management in highly complex cases.

1.27 To collate evidence of professional development required by HCPC.

1.28 To deal with complaints sensitively avoiding escalation where possible, and to inform the team leader in a timely fashion.

- 1.29 To communicate highly complex information from assessments and ongoing therapy to children, young people, families and other professionals.
- 1.30 To demonstrate empathy with children, families and colleagues ensuring that effective communication is achieved particularly where barriers to understanding exist.
- 1.31 To adapt practice to meet individual child/young person/carer's circumstances with due regard for cultural, linguistic differences (including the use of interpreting services), and/or learning and language difficulties
- 1.32 To write reports, and programmes/target sheets reflecting specialist knowledge which meet the needs of the child/young person
- 1.33 To support the development of, and adhere to, service plans and policies giving constructive feedback as appropriate.
- 1.34 To work within infection control and health and safety guidelines.
- 1.35 To have due regard for own personal safety and that of children/ carers in particular to have regard to lone worker policy, moving and handling policy, health & safety policies, infection control policies.
- 1.36 To report all incidents in a timely fashion and access learning following incident investigation outcomes
- 1.37 To work within legal frameworks including: SEN procedures, safeguarding children and other legal frameworks.
- 1.38 To attend and contribute to Team and Departmental meetings.

Leadership Skills

- 2.1 To manage & organise own workload independently, balancing caseload demands and other professional responsibilities
- 2.2 To be flexible to the demands of the workload, including changing priorities and Deadlines
- 2.3 To demonstrate highly developed negotiation skills in the management of conflict across a range of situations, including dealing sensitively with complaints
- 2.4 To support other less experienced members of the team to develop their negotiation skills, and to resolve problems

2.5 To provide formal supervision and support to more junior Speech and Language Therapists, and volunteers.

2.6 To provide feedback and possible solutions, about challenges being faced by the team

Education and Training

3.1 To attend relevant training, as identified in the Personal Development Plan (PDP), in order to maintain and develop skills and knowledge required of a highly specialist therapist working in the field of YJS and to maintain up to date HPC and RCSLT registration.

3.2 To attend relevant CEN's which link to clinical specialism & identified within Personal Development Plan and feedback to the team

3.3 To make use of in-house CPD opportunities including attending internal training sessions, reading sessions & shadowing opportunities

3.4 To present in-house training sessions to the team

3.5 To ensure that all mandatory training is kept up to date and recorded on the database

3.6 To support the offer of student placements on at least an annual basis.

3.7 To explain the role of the Speech and Language Therapist to visitors/students and volunteers, providing observations where requested by the team leader

Service and Research Development

4.1 To contribute to audit projects in a timely manner, as requested by the team leader

4.2 To identify possible service improvements as a result of the audit and to share with the team leader

4.3 To feedback findings from audit projects to the team, and wider, as appropriate

4.4 To feedback to the team leader/whole team re: implementation of team objective/project

4.5 To support the team leader in developing protocols & packages of care

Clinical Governance

5.1 To maintain clinical records on Systm1 in accordance with the RCSLT & Clinical Record Keeping guidelines.

5.2 To follow Data Protection Guidelines, Caldicott principles, confidentiality and Information Governance principles, as per mandatory training

5.3 To seek advice from team leader/head of information governance where additional support is required

5.4 To ensure all progress notes are validated and appointments outcomed in a timely fashion on Systm1

5.5 To ensure that service databases & caseload information on Systm1 is kept up to date

5.6 To ensure that all incidents are reported on in a timely manner

5.7 To have a good working knowledge of the principles of clinical governance, and an understanding of the recent clinical governance report for the service, and the submitted CQC evidence for the service

General Responsibilities:

To adhere to National and Local professional codes of conduct.

- To maintain clients' confidentiality at all times and to be aware of Data Protection issues.
- To follow Professional ethics as outlined in Communication Quality in regard to client care and confidentiality.
- To uphold Trust policies and objectives as appropriate.
- To be aware of Data Protection issues and fulfil Trust requirements.

- To work within an Equal Opportunities framework at all times.

To be aware of Health and Safety legislation including COSHH Regulations and Health and Safety at Work Act 1977. To ensure the welfare of clients and coworkers at all times.

- To be a Registered Member of Royal College of Speech and Language Therapists & HCPC