

What we are looking for...

Due service expansion in a new area, we have an exciting opportunity for Speech and Language Therapists (SLTs) to join our supportive team and facilitate effective communication for all.

Communicate SLT CIC are a not-for-profit organisation, providing flexible and tailored speech, language and communication related services which invest in the diverse communities we serve.

We will soon be providing SLT services in Halton for all children and young people and we are seeking SLTs with the skills and motivation to deliver either universal, targeted and/or specialist level services.

The successful candidates will add to the current team in Halton and will work in partnership with children, young people, their families and the children's workforce. They will be supported by our wider team and will be able to shape both the innovative services in Halton and our organisation as a whole.

Here's a flavour of what it's like to work within Communicate. These quotes are from current team members:

"Manageable caseload with opportunity to provide high quality therapy"; "Feels good to deliver intervention and review regularly to see high impact"; "Supporting children from start to finish so they are making a difference"; "I like influencing service delivery" Team member 2022

Communicate's Leadership is...
"Consistently approachable, supportive and are always doing the best for everybody and service users"
Team member 2021

"I have NEVER worked for a company that is so fair, considerate, and passionate about caring for their employees (and I've been around a bit)" Team member 2022

Communicate's Leadership is... *"A pleasure to work for"; "I feel that the management and the Communicate Team are very supportive, organised and forward thinking"* Team member 2021

We welcome applicants who share our mission, vision and values and who are committed to working with others.



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 [@communicateSLT](https://twitter.com/communicateSLT)

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Registered Office: Lancaster House, Amy Johnson Way, Blackpool, FY4 2RP

Communicate SLT CIC is registered in England and Wales as a Company Limited by Guarantee No. 08398194

Mission



We provide speech, language and communication services which support individuals aged 0-25 years directly and through others, using high-quality, evidenced-based approaches to maximise impact where they live and learn.

Vision



To facilitate effective communication for all, so that individuals have improved quality of life and reach their full potential.

Values



Person-centred
Innovative
Collaborative
Integrity
High Quality



For more information about the company and the opportunities we have available:

- Watch this video about Communicate SLT CIC <https://communicate-slt.org.uk/wp-content/uploads/2021/12/AGM-video.mp4>
- Visit our website <https://communicate-slt.org.uk/>
- Email: recruitment@communicate-slt.org.uk and ask for an applicant pack or a phone/virtual call

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<p>Title: Senior Speech and Language Therapist (Youth Justice Service)</p>	<p>Salary: £35,390 - £42,615 pro rata Hours: 37.5 hours per week. Part time or term time only can be considered.</p>
<p>Accountable to: Directors. Stakeholders. Line managed by Halton team lead.</p>	<p>Location: Halton. Occasional travel to link with regional team.</p>
<p>Purpose: To provide high quality Speech and Language Therapy services to children and young people in Halton, including those in the Youth Justice System, to maximise communication potential.</p>	<p>Articulates with: Executive Director. Leads and Senior team members. Whole team. Will work in partnership with families, the workforce within the locality and commissioners.</p>
<p>Essential requirements</p> <ul style="list-style-type: none"> • Speech and Language Therapy (SLT) Degree or Masters. • 3+ years' experience working as an SLT with children, young people who have Speech, Language and Communication Needs, their families and the Multi-agency team. • Experience working with young people with complex communication difficulties, Social, Emotional and/or Mental Health needs or within the Youth Justice Service (YJS). • Registration with RCSLT and HCPC. • Respect for confidential information. • Enhanced DBS applied for by Communicate SLT CIC following appointment. • Commitment to Communicate's mission, vision and values. 	<p>Desirable requirements</p> <ul style="list-style-type: none"> • Sound knowledge of clinical practice, national policies and issues relating to the delivery of Speech and language therapy Services. • Post graduate Training relevant to role, e.g. ACEs and Trauma Informed care. • Membership of Relevant Special Interest Groups. • Experience in coaching others. • Skilled at giving and receiving positive and critical feedback to colleagues.
<p>Core responsibilities.</p> <p>As a Senior SLT within the YJS team (3 days per week):</p> <ul style="list-style-type: none"> • Assess and diagnose speech, language, communication needs (SLCN) for young people accessing YJS including those with special educational needs and those in care. • Develop and advise on strategies to support young people with SLCN accessing YJS. This includes working with young people and with the people who live and work with them on a daily basis. 	<p>Person specification</p> <ul style="list-style-type: none"> • Shares Communicate's values and behaves in line with these at all times. • Enthusiastic about making a difference to children through a consultative SLT model. • Highly skilled communicator both face to face and written. • Value working within a team and with people. • Capable of working both independently and collaboratively. • Able to be flexible and adapt to change. • Able to inspire, support, skill, praise and provide feedback to others. • Capacity for organised and flexible work.



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- Where appropriate and in agreement with the young person, to develop and implement highly specialist speech and language therapy treatment and programmes and to measure and evaluate outcomes.
- Ensure that clients / parents or carers / YJS staff /teachers are involved in the planning and prioritisation of the treatment programmes wherever possible.
- Produce reports, in a format that is easily understood by the young person. Reports will include summary of strengths and needs and functional strategies for daily living.
- Contribute to legal documents such as Education Health and Care Plans and Court Reports.
- Adapt practice to meet individual clients circumstances, including due regard for cultural and linguistic differences.
- Share information with clients, carers and other professionals, observing data protection guidelines
- Contribute to multi-disciplinary teams to ensure a client focused approach to treatment. Attending high risk review meetings as requested.
- Communicate complex information from assessment and treatment to clients, carers and other professionals.
- Make onward referrals as appropriate.
- Work closely with clients, carers and other professionals to negotiate and agree client management and motivate the young person to engage.

As a Senior SLT:

- To provide a speech and language therapy services to children, directly and through support to their families and the multi-disciplinary team.

- Respect for other roles within children's workforce, styles and approaches.
- Good theoretical knowledge base and commitment to evidence based practise.
- A commitment to provide effective services and continued improvement.
- Able to reflect, learn and change within every day work and during continuing professional development.

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- Provide speech, language and communication assessments for children and young people in consultation with their families, the multi-disciplinary team and other SLTs and SLTAs.
- Keep accurate records and provide written reports.
- Set targets for therapy and monitor progress.
- Provide intervention on an individual or group basis as required.
- Develop and demonstrate SLT programmes and groups for pupils.
- Hold responsibility for own caseload and be responsible for a defined area of the service, working without direct supervision.
- Work as a member of the multi-disciplinary team, contributing to the planning, development and delivery of an effective and efficient service.
- Liaise with other involved agencies and with families to provide an integrated service.
- Take full SLT student placements.
- Supervise SLTs under direction of their line manager
- Support the induction of others in the Halton team
- Will facilitate clinical case discussions
- Will access clinical supervision within the team via regular meetings, supervision, mentoring and appraisals
- Will be committed to continuing their professional development
- Able to make independent decisions about caseload management
- Support the delivery of training programmes to others and contribute to the development of training
- Contribute to the evaluation and monitoring of services
- Participate in audits of performance against defined standards, policies and procedures.

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