



Speech and Language Therapist Band 6

Job Description & Person Specification

BeyondAutism

August 2023

Registered Charity No. 1082599
020 3031 9705
beyondautism.org.uk

 **BeyondAutism**

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About BeyondAutism

We are experts in delivering autism education services from pre-school to 25. BeyondAutism is a non-profit organisation, driving change in the world of autism education to ensure autistic children and young adults access an education which empowers a life full of choice, independence and opportunity. We do this by creating positive educational experiences, training for the professional team around a child, and information, resources and support for families and carers.

Our services:

We deliver rapid and sustained outcomes in our Early Years' service by working with parents and children together. Empowering parents to feel resilient and confident in meeting the needs of their child leads to aspirational, informed choices creating a positive and successful step into primary education.

Our schools and Post-19 service have a specialist curriculum that ensures sustained success beyond the age of 25, setting children and young adults up with the skills and independence to lead a life of their choosing. Children with an EHCP are up to six times more likely to be excluded for a fixed period or permanently than pupils with no special educational needs.¹ The majority of these pupils will have autism alongside other communication and learning difficulties.

We're activating networks and building local capacity with our solution focused Outreach team; and our unique Fast Responder service is working at the point of crisis to change the national picture and reduce school placement breakdown.

Our values

At BeyondAutism we are:

Dedicated to delivering excellence

Developing expertise, outstanding services and positive engagement, always seeking to go above and beyond expectations.

Committed to Behaviour Analysis, underpinned by the science of Applied Behaviour Analysis and Verbal Behaviour

Contributing to research and ensuring our staff continually develop and share best practice that ensure aspirational outcomes are achieved for autistic individuals.

Respectful

Embracing diversity, showing integrity, acting with compassion and always treating people with dignity.

Proud to challenge

Listening, changing thinking, shifting attitudes and educating.

Job overview

- We are looking for an enthusiastic, creative and passionate Speech and Language Therapist to join our dedicated and supportive team.
- You will provide speech and language therapy at a specialist level to autistic children and young adults having a direct impact on their educational journey and outcomes.
- You will join a supportive staff team where teamwork, flexibility and a positive personality are essential attributes.

What we can offer you

You can find a very rewarding career with BeyondAutism in a wide variety of roles. As well as being part of a team delivering life-changing services, we offer multiple and generous benefits to employees.



Pension scheme *

We offer a competitive pension scheme via salary exchange of 3, 4 or 5% and match your contribution.



Hybrid and flexible working

Charity staff have the option of hybrid and flexible working. To be agreed with HR and the department head.



Season ticket loan *

We can loan you the cost of your season ticket, repaid through monthly salary deductions for the period of the season ticket or less. Maximum period 12 months. Maximum loan £5000.



Bicycle loan *

We can loan you the cost of purchasing a bike for the purpose of cycling to work. Up to a maximum value of £1000, repayable over a period of 12 months or less.



Continuing Professional Development (CPD)

Further education opportunities including Masters, RBTs, diplomas and certificates; and opportunities for membership for relevant professional bodies.



Professional Membership fees

Reimbursement of the cost of annual professional membership fee where continued membership registration is a requirement of your role.



Onsite counsellor

One counsellor working across our sites offering confidential 1:1 counselling sessions.



Perkbox

Access to an online perk scheme which gives you your pick of over 200 great discounts and freebies such as a free monthly hot drink from Cafe Nero, discounts on high street shopping and great price cinema tickets.



Employee Assistance Programme

Free access to a 24/7 confidential counselling support, including opportunity for face-to-face support.



Employee Referral Programme

Generous £400 thank you payment when you refer somebody into one of our open vacancies.



Eye care vouchers

Vouchers to cover the cost of an annual eye examination and single-vision spectacles, if needed.

Benefits marked with (*) are contractual benefits open to staff who have been in post for three months or more.

The Clinical work will include:

- Assessing and providing diagnoses and specialist advice on a range of communication disorders to other professionals and families both internal and external to the organisation.
- Maintaining and using specialist clinical skills and knowledge in a range of communication disorders to enable the supported management of a specialist caseload of children and young adults.
- Planning appropriate therapeutic intervention, making judgements about type and timing of treatment in collaboration with education staff and school.
- Delivering group and individual therapy as required across a range of learning environments.
- Providing regular written and verbal advice, reports and therapy programmes to education staff, parents and other health professionals.
- Providing families with advice and training to support the management of intervention and ensure generalisation of targets.
- Evaluating treatment outcomes using a range of therapeutic and educational frameworks.
- Supporting learners to transition across settings and providing discharge reports to other settings. .

Professional Responsibility

- Managing a caseload whilst recognising own professional boundaries and accessing supervision, advice and support when necessary.
- Maintaining up to date and accurate case notes in line with professional standards and school policies.
- Collecting clinical data and writing reports for Annual Reviews and for other reports as required.
- Engaging in research/clinical governance/audit projects within area of expertise.
- Supporting service improvements in collaboration with the Therapies team.
- Participating in regular service audits, e.g. of case notes and reports.
- Caring for and maintaining equipment ensuring standards of infection control and safety are maintained.
- Identifying and providing Clinical Supervision where necessary to colleagues within the same professional discipline.
- Taking responsibility for the line management of junior colleagues as designated by the Head of Therapies.
- Demonstrating clinical effectiveness by use of evidenced based practice and outcome measures.
- Recognising and demonstrating commitment to personal development and the acquisition of further skills and knowledge relating to clinical area.
- Identifying and attending relevant training and cascading this to relevant partners to ensure it links to current practice.
- Adhering to local and national standards and guidelines relating to Professional Practice and maintaining registration with the Health and Care Professions Council.
- Working with external and independent speech and language therapists as required.
- Providing relevant in-service training to school staff and parents, via presentations and talks on topics related to the role of the speech and language therapist, communication and therapy. To reflect on and evaluate training provided.
- Managing own time appropriately and independently prioritising tasks in order to carry out clinically related administrative duties relevant to the caseload and operation of the school.
- Managing any areas of conflict that may occur between partners under the guidance of line manager.
- Undertake other duties as reasonably directed by the Heads of Service.



What you will bring to the role

We are looking for passionate and dedicated professionals who want to make a truly positive impact on autistic peoples' lives. Working as part of the therapies team you will provide specialist support to children and young adults with complex communication needs.

	Essential	Desirable
Education & qualifications	<ul style="list-style-type: none"> Recognised Speech and Language Therapy degree/qualification HPCP Registration RCSLT Membership 	<ul style="list-style-type: none"> Evidence of CPD and relevant post qualification training e.g. AAC Member of relevant Clinical Excellence Network (CEN)
Experience	<ul style="list-style-type: none"> Experience working with autistic children and young adults Experience of using formal and informal assessment tools Experience of AAC Experience of completing assessments and planning therapy goals at undergraduate or postgraduate level Experience of working in an interdisciplinary team 	<ul style="list-style-type: none"> Evidence of CPD Evidence of providing advice, training/workshops to parents and carers Experience of working with Behaviour Analytical practitioners Experience of caseload management
Knowledge	<ul style="list-style-type: none"> Knowledge of a range of therapeutic approaches Knowledge of relevant assessment tools Knowledge of a range of approaches to assessment, intervention and outcomes relevant to autistic children and young adults Knowledge of current policies relating to health, social care and education Knowledge of clinical governance Awareness of evidence based practice relevant to autistic children and young adults Knowledge of standards of record keeping Knowledge of Safeguarding policies and procedures Knowledge of child development 	<ul style="list-style-type: none"> Knowledge of what to consider when making differential diagnosis Knowledge of outcome measures
Skills/abilities	<ul style="list-style-type: none"> Able to work independently with recognised role within the Early Years, School, College and Post-19 provisions Able to accept and provide line management for therapists and/or clinical supervision of other Speech and Language Therapists and students, depending on professional training Able to build robust working relationships with a range of complex stakeholders within and outside the organisation Able to organise and prioritise self and workload Ability to maintain accurate notes Ability to communicate clearly and sensitively with parents, carers and professionals 	<ul style="list-style-type: none"> Able to inspire confidence and influence and motivate others through example Knowledge of relevant Health/Education/social issues/legislation

SALARY SCALE:	Band 6
HOURS:	37.5 hours per week
ACCOUNTABLE TO:	Head of Therapies
LOCATION(S):	<p>Park House School, 48 North Side Wandsworth Common, London, SW18 2SL</p> <p>Tram House School, 520 Garratt Lane, London SW17 0NY</p> <p>Tram House School Sixth Form, 140 Woking Cl, London SW15 5LD</p> <p>Post-19 Hammersmith, The Hub, 2 Margravine Road, Barons Court, W6 8HJ</p> <p>Post-19 Riverside, 1 Enterprise Way, London SW18 1GA</p> <p>Post-19 Wandsworth, 14 Enterprise Way, London, SW18 1FZ</p> <p>Early Years, 18 Blyth Rd, Bromley BR1 3RX</p>
PROBATIONARY PERIOD:	Four months
HOLIDAY:	<p>25 days annual leave per annum to be taken within the school holidays. Additionally, school holidays between Christmas and New Year when the school is closed will be considered non-working days.</p> <p>Flexible Annual Leave options can be discussed with the Head of Therapies based upon the needs of the organisation.</p>
HOW TO APPLY:	<p>If you're interested in applying for the role, please send your CV and covering letter to recruitment@beyondautism.org.uk. If selected for interview you will be required to fill out a full application form for safer recruitment purposes.</p>

If you would like to know more or ask a question please email recruitment@beyondautism.org.uk.

BeyondAutism is proud to be an equal opportunity workplace. We are committed to equal employment opportunity regardless of ethnicity, religion, sex, sexual orientation, age, marital status, disability or gender identity.

BeyondAutism is committed to safeguarding and promoting the welfare of children and young adults and expects all staff to share this commitment. An enhanced disclosure will be conducted for the successful applicant.

