

# Speech & Language Therapist

## Role Profile

### Purpose

Working with our Training Academy, you will create a suite of resources designed to ensure our colleagues have a consistent baseline of knowledge of how to communicate effectively with people with learning disabilities, autism and complex needs.

As a Speech & Language Therapist you'll demonstrate exceptional knowledge about what makes great communication especially for people who communicate with signs and symbols. You'll use your knowledge alongside excellent communication and interpersonal skills to lead and inspire Cornerstone to deliver the highest quality of care and support; and play an instrumental role in our new Strategy specifically supporting our Positive Behavioural Support & Inclusion work.

### Duties & Responsibilities

- Work with the Training Academy to develop and deliver a suite of resources designed to provide a consistent understanding across the organisation of signs and symbols communication such as BoardMaker & Makaton as well as support strategies for individuals who have no verbal communication
- Develop digital awareness training for the general public designed to de-stigmatize communication with those who communicate through non-traditional means
- Use software or physical resources such as BoardMaker or Talking Mats to produce accessible information and therapeutic materials
- Work with Branch Leaders to identify patterns and skills-gaps within the organisation when it comes to assessing, referring and meeting people's communication needs
- Assess levels of understanding, provide support and advice at an appropriate level within the organisation to enable colleagues to provide person-centred support.
- Work with the Quality Improvement team to support meaningful involvement from those with a range of communication needs e.g embedding the Charter for Involvement principles and discussions about the future of Social Care in Scotland
- Upskill and support the Marketing & Communications team to develop easy-read and alternative versions of our literature
- Interpret, translate and devise complex documents into an accessible format e.g. plain English, with graphics for people with limited comprehension or literacy skills
- Develop strategies to break down communication barriers by influencing and supporting those in the person's communication environment
- Assess and play a key role in the organisation's approach to complex communication needs, behaviours that challenge and other diagnosed or undiagnosed conditions as appropriate
- Conduct focus groups with communication partners to understand the barriers facing effective communication, and support knowledge-seeking to improve the quality of life of the people we support
- Maintain effective cross agency communication pathways to ensure a consistent approach to care (create and maintain database of HSCP provision across Scotland).
- Comply with professional standards, policies and procedures in particular to adhere to the code of ethics and professional conduct of the Royal College of Speech & Language Therapists.

### Outcomes & Approach

- Ensure that the views and needs of the people we support inform and guide your work wherever possible
- Develop positive and proactive relationships with colleagues and other key stakeholders

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- Act as a role model for Cornerstone's vision and values, behaving in ways that are in alignment with the organisations strategy and encourage and support others to do so
- Foster collaborative partnership working with other leaders and teams
- Support, value and empower your colleagues and help them strive for continuous improvement

### **Continuous Professional Development**

- Use your own initiative, be confident in your own abilities, make solution focused decisions, seek guidance and support where necessary and be personally accountable
- Ensure full compliance with all relevant legal obligations including Health & Safety, SSSC Codes of Practice, National Care Standards and Cornerstone internal policies and procedures



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### Person Specification

No.	1. Qualifications *	Requirement	Measured Via
1.1	An appropriate qualification in Speech & Language Therapy.	Essential	Application
1.2	Professional membership and registration with HCPC and RCSLT.	Desirable	Application
	<b>2. Skills, Abilities &amp; Competencies</b>		
2.1	A caring, professional, person-centred and pioneering outlook.	Essential	Application/ Interview
2.2	An understanding of sensory issues and stimulating.	Essential	Application/ Interview
2.3	Ability to work flexibly in a fast paced and dynamic environment.	Essential	Application/ Interview
2.4	An ability to work on own initiative with a creative, innovative and imaginative approach to tasks.	Essential	Application/ Interview
	<b>3. Experience</b>		
3.1	Experience in supporting individuals with learning disabilities, autism and complex needs.	Essential	Application/Interview
3.2	Experience of delivering or producing training resources and support guides about communication needs.	Essential	Application/Interview
3.2	Experience of using BoardMaker, Talking Mats or similar software.	Essential	Application/Interview
3.3	Demonstrable experience of working with a person-centred approach.	Essential	Application/Interview
	<b>4. Knowledge</b>		
4.1	An understanding of Positive Behavioural Support, and ideally trauma-informed Positive Behavioural Support.	Desirable	Application/Interview
4.2	Knowledge of the social care or third sector	Desirable	Application
	<b>5. Values</b>		
5.1	A strong commitment to professionalism and quality, combined with a practical 'can do' approach	Essential	Interview
5.2	A willingness to commit to your own professional development	Essential	Interview
5.3	A proactive solution focused approach to problem solving with a flexible approach to emerging or changing circumstances	Essential	Interview

\*At Cornerstone we are keen to attract employees whose own values and approach to work complement our purpose, vision, and values. Qualifications, experience, and competencies can predict and impact on your potential performance, however values and approach are essential.