

All staff uphold and promote our Trust vision and values

Our Vision

We put our patients, their families and carers at the centre of our simple vision:



Our Values

Innovative	<i>We seek new ideas and adopt best practice to improve our services</i>
Caring	<i>We show kindness and consideration for others</i>
Agile	<i>We deal with new situations quickly</i>

Person Specification

Job title: Band 7 Highly Specialist Speech and Language Therapist Education Lead

	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> Highly specialist knowledge acquired through degree or equivalent qualifications, including further theoretical training and experience to Master's level equivalent in required speciality Continued Professional Development evidenced by attendance at short specialist postgraduate courses to maintain and develop own specialist knowledge and expertise. Recognised Speech & Language Therapy Degree Qualification or equivalent (Post Graduate Diploma or MSc in Speech & Language Therapy leading to registration with HCPC) HCPC Licence to Practice Registered member of Royal College of Speech and 	<ul style="list-style-type: none"> Experience of working with Education stakeholder and partners.

	<p>Language Therapists</p> <ul style="list-style-type: none"> • Membership of relevant CEN 	
Experience and Knowledge	<ul style="list-style-type: none"> • Experience of working with different professional disciplines and agencies related to the specialism. • High level clinical skills including assessment and diagnosis • Demonstrated experience of working in the relevant specialist clinical areas • Experience in providing assessment, diagnosis and intervention for CYP with a range of SLCN. • Working knowledge of electronic patient record system. • Knowledge of current safeguarding procedures. • Experience and commitment to involve patients and service users in the design and development of service provision • Evidence of involvement in service policy development in area of specialism. • Experience of clinical supervision to wide range of staff in area of specialism • Knowledge of NHS, Education and social care policy including Tribunals and directives where these impact on area of specialism or service delivery • Evidence of delivering training in area of specialism • Experience of supervising less experienced staff • Experience of advising/providing second opinions • Experience of developing case management skills in 	<ul style="list-style-type: none"> • Experience of planning and organisation of training to upskill the wider workforce.

	<p>less experienced staff</p> <ul style="list-style-type: none"> • Experience of developing and delivering core and specialist training • Evidence of in-depth experience in specialist area including active networking with other specialists regionally and nationally • In-depth knowledge and understanding of national policies and procedures and research and evidence base relevant to the specialist client group • In depth and expert knowledge of a range of appropriate therapeutic interventions (relevant to the client group) and an ability to compare and contrast relative benefits • In-depth knowledge of assessment tools relevant to the client group • Understanding of the principles of clinical governance/audit • Understanding of the roles of other professionals (relevant to the client group) 	
Skills and abilities	<ul style="list-style-type: none"> • Excellent communication skills both oral and written, including the ability to liaise and negotiate • Ability to communicate and receive complex and sensitive information • Knowledge of barriers to understanding & ability to explain complex issues simply. • Ability to communicate effectively at all levels across organisations and with a range of audiences 	<ul style="list-style-type: none"> • Experience of engaging with external stakeholders.

	<ul style="list-style-type: none"> • Ability to establish positive relationships and mutual respect with people at all levels • Able to analyse and interpret complex data • Effective problem solving skills • Computer literate including use of Excel spreadsheets, databases and PowerPoint • Ability to work flexibly to meet deadlines • Ability to handle high workloads and to prioritise • Ability to work for long periods whilst maintaining concentration • Ability to cope with unpredictable work patterns • Ability to work under pressure • Ability to impart unwelcome news • Effective time management • Excellent self management skills • Consistently demonstrate highly developed interpersonal skills and empathy with clients, carers and other professionals and agencies particularly where barriers to understanding exist • Is able to recognise conflict and generate solutions when dealing with highly complex and sensitive issues. • Excellent communication skills both oral and written, including the ability to liaise and negotiate • Excellent Group presentation skills both written and verbal including the use of IT systems • Demonstrates the ability to 	
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	<p>maintain effective functioning when working with difficult situations and people</p> <ul style="list-style-type: none"> • Good numerical/financial skills • Good organisation and prioritisation skills • Specialist technical skills relevant to the specialist area of practice acquired through advanced training and significant experience • Excellent interpersonal skills including observation, listening and empathy skills • Well developed concentration skills 	
Other Requirements	<ul style="list-style-type: none"> • Commitment to equal opportunities and anti discriminatory practice • Ability to sit at a desk or in meetings for long periods. • Current driving license and use of car for work purposes, able to travel within HCT area and occasionally beyond (unless Disability etc). • Eligible to work in the UK and satisfactory clearance from the Criminal Records Bureau • Light physical effort e.g. carrying papers, laptops & some light equipment • Working in child friendly environments including sitting on small chairs and on the floor 	
Personal Qualities	<ul style="list-style-type: none"> • Demonstrates ability to be a good team member • Willingness to uphold the Trust's values • Eligible to live and work in the UK 	<ul style="list-style-type: none"> • • •

	<ul style="list-style-type: none"> • If applicable to the role - hold a full, valid, UK driving licence and have access to a car to use for business purposes (unless you have a disability as defined by the Equality Act 2010) • If applicable to the role – be fully vaccinated against COVID-19 unless exempt and be able to evidence to demonstrate compliance 	
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