**Job Description**

**Job Title: Speech and Language Therapist**

**Accountable to: Head of Healthcare**

Practice Plus Group’s mission is **Access to Excellence**. Our core values are;

* we treat patients and each other as we would like to be treated
* we act with integrity
* we embrace diversity
* we strive to do things better together

Patients can only access excellence if we commit to living our values in everything we do when we’re at work.



We believe in putting the patient first, regardless of the environment or their history. The prison population is one of the most vulnerable and challenged patient groups in society and the delivery of their health care is conducted within often difficult and demanding environments.

**The role**

As the West Yorkshire cluster Speech and Language therapist, you will work to develop a patient centred Speech and Language Therapy (SLT) pathway across the various prisons in West Yorkshire. You will provide clinical leadership for the SLT pathway across West Yorkshire and establish robust partnership links with both the healthcare teams and prison staff across the different prisons.

You must be aware of the communication challenges facing people in the criminal justice system and have an understanding of the prevalence of communication difficulties in the prison system. You will be responsible for the development of a training strategy to support awareness raising of speech, language and communication needs (SLCN) in the prison population. You will be responsible for promoting the training strategy with senior leaders both within the healthcare team and with our prison partners.

You will provide expert consultation and advice to staff teams working with prisoners with complex communication needs. You will need to be skilled at delivering assessments for SLCN and formulate communication guidance for staff based off these assessments, as well as producing detailed reports summarising your assessments.

You will be working in a multi-disciplinary team made up of a variety of registered and non-registered professionals including; primary care, mental health, social care, end of life care and substance misuse practitioners. You will act as a role model ensuring professional appearance and maintaining professional standards at all times.

You should have a good understanding of how to support people with neurodiverse conditions, including autism and ADHD, and the complex communication challenges faced by this patient group in the criminal justice system.

**Deliver** non-judgemental care that makes a real difference, as defined throughout our bespoke Health in Justice Competency framework that seeks to provide the best possible outcomes for our patients.

**Inspire** excellence by forging strong links with your peers, our partners and stakeholders and providing a service that people can trust, feel safe within, and feel proud to be included.

**Promote** best practice, clinical supervision, evidence based care and continuous quality improvement, embedding a culture of shared learning. Contributing to the wider governance framework to promote learning and best practice.

**Share** knowledge, skills and expertise in speech and language therapy to ensure safe care and the building of a strong multi-disciplinary team. Whilst undertaking informal/formal training with peers to ensure safe and robust care to patients in the speech and language pathway.

**About you**

* Recognised Speech & Language Therapy Degree Qualification or equivalent.
* Experience of working as a Speech and Language therapist in a large multi- disciplinary team, ideally across multiple sites/ locations.
* Ideally, you should have previous experience of working with people with mental health conditions, learning disabilities, behaviour that may challenge and neurodiverse conditions such as autism.
* Health Professions Council – Licence to Practice.
* Evidence of Continued Professional Development
* Understanding of the complexities of multi-disciplinary and multi-agency working
* A non-judgmental and compassionate approach
* Excellent communication skills
* Understanding of clinical governance, health and safety, QOF.
* Good IT skills and IT literacy and care plan formation
* Knowledge of healthcare policies and best practice
* Proactive problem solving skills
* Flexible attitude to working arrangements
* Motivated as an individual and when working in a team
* Able to work within a busy environment
* Willing to learn and develop being committed to self-development
* Patient centred values



**Additional information**

**Disclosure and Barring Service-** a Disclosure and Barring Service disclosure at the enhanced level is required for this role. A risk assessment will be undertaken if necessary.

**Prison Vetting-** a HMPPS (His Majesties Prison and Probation Service) clearance is required for this role in accordance with Ministry of Justice, plus local prison vetting.

**Education and Training-** continuing professional development is encouraged and an annual appraisal system is in place to discuss ongoing objectives and support revalidation.