

## Kent County Council

### Job Description: Speech and Language Therapist Lead - Complex Neurodivergent Children and Young People

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**Directorate:** Strategic and Corporate Services

**Unit/Section:** Strategic Commissioning

**Grade:** KR11

**Responsible to:** Senior Commissioning Manager  
(Children and Young People's Services)

#### **Purpose of the Job:**

The Speech and Language Therapy Lead for complex neurodivergent Children and Young People is an exciting new role funded by the National Designated Key Worker Early Adopter Programme which is supported by Kent County Council, Medway Council and the Kent and Medway Clinical Commissioning Group.

Kent & Medway are passionate about promoting good mental health and wellbeing for neurodivergent children and young people. It is our ambition to develop an intensive home support in reach resource, based on the skills and expertise of a small multidisciplinary team including a Speech and Language Therapy Lead.

Through the use of collaborative partnership working our aim is for this programme to support complex neurodiverse young people who are experiencing challenges in their behavioural responses, often resulting in significant harm to self, property, and/or others. The post holder has responsibility for providing a highly specialist SLT service for neurodiverse children and young people. The caseload will include young people up to 25 years. The expectation will be through collaboration working this small multidisciplinary team will design and deliver a bespoke in-reach (delivery in the child's home) programme and advise professional networks on how to adapt standardised care packages to deliver neurodivergent personalised care. Contributing and enabling Kent and Medway's most vulnerable neurodivergent children to be supported in their homes and communities; through robust person centred, needs lead care. The outcomes for the intensive home support in reach resource are to support Kent & Medway's longer-term ambition: avoidance of out of county long term residential care, school, and hospital placements.

#### **Main duties and responsibilities:**

- The post holder will be an autonomous practitioner and be expected to manage their own caseload, attend clinical supervision, provide second opinions and specialist SLT advice to less experienced colleagues and the wider professional network. Delivering to two points of focus; supporting the in-reach programme through advising strategies to the multi-disciplinary team and working at an individual level, assessing, and planning care with a focus on preventing and minimising stays in children's specialist mental health hospitals and assessment and treatment units.

- The post holder will work alongside multidisciplinary staff to ensure highly specialist therapy programs and care plans are in place for the clients under their care and within the intensive home support in reach resource.
- In planning and delivery of services the post holder will be expected to contribute to collaborative working with young people, families, carers and with colleagues in health, the voluntary sector, education, and social care. Providing expert knowledge through using evidence based and patient centred principles to assess, plan, implement and evaluate interventions, which will provide person centred care for neurodivergent children and young people.
- Post holder will also require excellent engagement and negotiating skills to support wider understanding of the child or young person's need across health, education, and social care strategic level.
- The post holder is expected to build strong relationships with external stakeholders such as Tier 4 mental health providers and NHSE case managers to facilitate effective joint working between the Local Authority, CCG and their partner organisations. Act autonomously, and frequently negotiate with senior managers across the Kent & Medway Health, Education and Social Care Sector.
- The post holder is expected to have an awareness of Kent's SCLN transformation towards a Balanced System® framework and use this understanding to shape the service, as well as engage in any work relevant to this project.
- Line management and peer supervision is offered to assure the successful applicant continues to develop; both personally and professionally.

### **Equality and Diversity**

Equality and diversity is related to the actions and responsibilities of everyone –

This role is expected to

- act in accordance with legislation, policies, procedures and good practice
- treat everyone with dignity and respect
- allow others to express their views even when different from one's own
- not discriminate or offer a poor service because of others' differences or different viewpoints.

### **Leadership & Management**

This role will

- Adapt appropriate services already introduced within a child's professional support network
- Support these services to amend planning or practices to meet the needs of the child, young person
- Identify gaps in provision and proposes solutions to senior management, taking into account the needs of these complex child and young people.

- Assists and supports regional management with developing and implementing these adaptations
- Puts forward ideas and contributes towards the development of new services at a local and regional level which are feasible and financially attractive
- Takes calculated risks knowing the potential pitfalls and benefits involved
- Leads on implementation of SLT solutions within own team and neuro programme, sharing best practice with other designated key worker programmes nationally.

### **Knowledge and Skills**

- Possess confidence and competence in assessing neurodiverse children and young people with a variety of assessment tools.
- Be able to work therapeutically, engaging children and young people in developing insight and coping skills to manage their complex needs, both clinical and sensory based needs.
- Have good communication skills, both written and oral and is able to pitch complex information to different audiences.
- Have a sound, up to date awareness of care, education and mental health legislation and its implications for their professional role.
- Able to proactively resolve problems and challenges within the service in a positive and constructive manner.
- Be able to supervise and where appropriate line manage staff in the service.
- Be able to operate within professional boundaries and in line with the Royal College of Speech and Language Therapists Code of Conduct at all times.

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### Person Specification: Speech and Language Therapist Lead - Complex Neurodivergent Children and Young People

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The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be short listed.

Applicants should describe in their application how they meet these criteria.

	<b><u>Criteria</u></b>
<b>Qualifications</b>	<ul style="list-style-type: none"><li>• The post holder will hold a BSc (Hons) in Speech and Language Therapy together with membership with Royal College of Speech and Language Therapists.</li><li>• Up to date registration with Health and Care professionals council.</li><li>• Competent to work at senior practitioner level for their profession</li></ul>
<b>Experience</b>	<ul style="list-style-type: none"><li>• The role holder will require proven experience including experience of working within a specialised area i.e. CAMHS /neurodivergent/LD services</li><li>• Post qualification and leadership experience in their relevant field of practice</li><li>• Evidence of post qualifying and continuing professional development.</li><li>• Good understanding of the background to and aims of current National policy related to Learning Disabilities/Autism and the implications of this on practice.</li><li>• Good understanding of the relationship between the Department of Health and individual T4 provider and commissioning organisations.</li><li>• Supervision and development of staff.</li><li>• Successful joint working with partner agencies.</li></ul>
<b>Knowledge</b>	<ul style="list-style-type: none"><li>• Working knowledge of Mental Health Act, 1983; Children Act 1989, Children and Families Act 2014, Health and Social Care Act, 2008; Mental Capacity Act, 2005; Rights of the Child, 1989; Care Act, 2014; NHS 10-year plan</li><li>• Excellent child protection legislation knowledge and understanding of safeguarding issues</li><li>• Awareness of data protection and confidentiality issues</li><li>• Awareness of legislation relating to Equal Opportunities</li><li>• Awareness of Kent's SCLN transformation work and the Balanced System® Framework for SLCN</li><li>• Knowledge and experience of risk assessment and risk management</li></ul>
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"><li>• Development and maintenance of therapeutic alliance with CYP and their families.</li><li>• Able to work autonomously</li><li>• Able to negotiate at a senior level to improve outcomes for CYP</li></ul>

	<ul style="list-style-type: none"> <li>• Able to perform to a high level in a clinical setting, holding services to account and ensuring resources available for effective discharge planning.</li> <li>• Case management skill set that focuses on the needs of the CYP and the context of their care pathway in relation to all clinical and legal processes</li> <li>• High-level communication skills across a range of agencies</li> <li>• Ability to act as a mentor to practitioners</li> <li>• Ability to prioritise and to work effectively on own initiative as well as part of a team.</li> <li>• Ability to travel frequently across Kent and out of county</li> <li>• Computer literate with effective written skills and report writing</li> <li>• Must be able to provide and receive highly complex, sensitive or contentious information; negotiate with service managers on difficult and controversial issues, and present complex and sensitive information to parents, Stakeholders and NHSE.</li> </ul>
<b>BEHAVIOURS AND KENT VALUES</b>	<p><b>Kent Values:</b></p> <ul style="list-style-type: none"> <li>• We are brave. We do the right thing, we accept and offer challenge</li> <li>• We are curious to innovate and improve</li> <li>• We are compassionate, understanding and respectful to all</li> <li>• We are strong together by sharing knowledge</li> <li>• We are all responsible for the difference we make</li> </ul>