Specialist Speech and Language Therapist

Salary: Salary: £40,000 - £45.000 per annum (Band 6 equivalent), dependent on experience.

Location: The Autism Project Larcom House, 9 Larcom Street, SE17 1RT

Hours: 37.5 hours a week (full time)

Contract: Permanent, Holiday is 37 days per year, pro-rata, to be taken outside of term times, plus bank holidays and company closure day. Company pension and professional supervisions.

Reporting to: TAP Principal

The Autism Project provides pathways towards greater independence and into employment for autistic young adults aged 18-25.

Our aim is to support learners to develop the skills, confidence and independence required for adult life, employment and participation in their communities.

We provide personalised learning, work placements, building independence and employment-focused programmes which place the aspirations and needs of autistic people at the centre of everything we do.

Purpose of the Role

We are seeking an enthusiastic and motivated Specialist Speech and Language Therapist to join our multidisciplinary team.

This is a unique opportunity to work within a specialist employability and preparing for adulthood provision, supporting autistic young adults aged 18-25 to achieve their goals and aspirations.

The successful candidate will support autistic young adults to develop the communication skills, confidence and independence needed to achieve meaningful outcomes in adulthood, including employment, community participation and independent living.

Working within a specialist post-16 setting, the post holder will champion neurodiversity-affirming practice and collaborate with staff, families, employers and external professionals to ensure communication support is embedded across all aspects of learners' educational and employment journeys.

The post holder will provide specialist assessment, intervention, consultation and training across the provision, contributing to learners' EHCP outcomes and supporting positive transitions into adult life.

We are committed to supporting continuing professional development and welcome applications from therapists looking to further develop their expertise in autism and preparing-for-adulthood provision.

You Will Work With

- Learners aged 18-25 accessing The Autism Project.
- Parents, carers and families.
- Pathway Leads, Tutors, Job Coaches and Learning Support staff.
- Employer partners.
- TAP Senior Leadership Team.
- External professionals including Occupational Therapists, Mental Health Practitioners, Social Workers, Speech and Language Therapists and Local Authority professionals.

Key Responsibilities

Clinical Responsibilities

- Assess learners' speech, language, communication and interaction needs through formal and informal assessment methods.
- Develop and implement individual communication targets and support plans linked to EHCP outcomes.
- Deliver specialist speech and language interventions where appropriate.
- Monitor learner progress and evaluate the effectiveness of interventions.
- Produce clear assessment reports, progress reports and annual review contributions.
- Support learners to develop functional communication skills that promote independence and successful transition into adulthood.
- Identify and advise on communication strategies, visual supports and reasonable adjustments.
- Ensure communication support remains person-centred and outcome-focused.

Preparing for Adulthood and Employment

- Support learners to develop communication skills required within workplaces and community settings.
- Work collaboratively with curriculum staff and Job Coaches to embed communication targets within employability programmes.
- Provide communication support and advice relating to work placements and employment opportunities.
- Assess barriers to communication within work and community environments and recommend appropriate strategies and adjustments.
- Contribute to positive employment outcomes for autistic young adults.

Consultation and Staff Development

- Provide specialist advice and guidance to education staff, Job Coaches and support staff.
- Deliver training relating to autism, communication differences, social interaction and communication support strategies.
- Coach staff to implement communication approaches consistently across the provision.
- Promote communication-friendly learning and workplace environments.
- Contribute to a culture of reflective practice and continuous improvement.

Multi-Disciplinary Working

- Work collaboratively with families, local authorities and external professionals.
- Attend EHCP reviews, annual reviews and multidisciplinary meetings as required.
- Liaise with external agencies to support coordinated approaches to learner outcomes.
- Make referrals and signpost learners to additional support services where appropriate.
- Work collaboratively across pathway teams by attending team meetings, sharing communication strategies and contributing to reasonable adjustments and support plans within work placement settings.
- Provide advice and guidance to Job Coaches, Tutors, Mentors and employers regarding learners' communication profiles, support needs and reasonable adjustments within work placement and employment settings.

Professional Responsibilities

- Maintain HCPC registration and professional standards.
- Engage in regular supervision and continuous professional development.
- Keep up to date with developments in speech and language therapy, autism and neurodiversity-affirming practice.
- Contribute to the development and evaluation of the Speech and Language Therapy Service at The Autism Project.
- Maintain accurate and timely records in accordance with organisational and professional requirements.
- Comply with safeguarding, health and safety and data protection requirements.
- Contribute to the development of communication-friendly environments and practices across The Autism Project.

	EMPLOYEE SPECIFICATION	Essential/ Desirable
	Knowledge and Skills	
1.	Specialist knowledge of autism, speech, language, communication and social interaction differences in young people and adults.	**E**
2.	Understanding of safeguarding in relation to vulnerable young people.	**E**
3.	Good organisational skills and ability to prioritise workload.	**E**
4.	Excellent communication and relationship-building skills with learners, families, employers and multidisciplinary professionals.	**E**
5.	Knowledge of EHCP processes and the SEND Code of Practice.	**E**
6.	Understanding of neurodiversity-affirming practice.	**D**
7.	Understanding of communication needs associated with preparing for adulthood, independence and employment.	**D**
8.	Knowledge of the Equality Act and reasonable adjustments within education and employment settings.	**D**
9.	Knowledge of sensory processing differences and their impact on communication, learning and participation.	**D**
	Experience	
10.	Experience supporting autistic young people and/or adults within a Speech and Language Therapy role.	**E**
11.	Experience assessing speech, language, communication and interaction needs, producing professional reports, and contributing to support planning.	**E**
12.	Experience managing an autonomous caseload and prioritising workload effectively.	**E**
13.	Experience working as part of a multidisciplinary team alongside professionals, education staff and families.	**E**
14.	Experience using evidence-informed approaches to support communication, social interaction and independence.	**E**
15.	Experience contributing to Education, Health and Care Plans (EHCPs) and Annual Reviews.	**D**
16.	Experience delivering training, consultation and coaching to staff teams.	**D**
17.	Experience working in post-16 education, employment, vocational or workplace settings.	**D**

18.	Experience supporting autistic individuals with co-occurring mental health needs.	**D**
19.	Experience contributing to service development, quality improvement initiatives or service evaluation.	**D**
Education and Professional Qualifications		
20.	Degree or recognised professional qualification in Speech and Language Therapy	**E**
21.	Current HCPC Registration	**E**
22.	Membership of the Royal College of Speech and Language Therapists (RCSLT)	**E**
Personal Attributes		
23.	Commitment to improving outcomes for autistic young adults through person-centred and inclusive practice.	**E**
24.	Ability to build positive working relationships and work collaboratively as part of a multidisciplinary team.	**E**
25.	Flexible, proactive and solution-focused approach.	**E**
26.	Professional, reliable and committed to continuous professional development.	**E**

Pressures inherent in job: The office varies from extremely busy (autistic young adults who may experience anxiety, communication differences, social interaction differences and behaviours associated with distress) to a day working alone.

Other significant factors: A professional and flexible approach is required at all times to maintain and enhance the reputation of CareTrade and our partners.

Confidentiality: All staff are required to maintain confidentiality for all areas of the CareTrade Charitable Trust, partner organisations, its staff, and its work. The nature of the work entrusts people with confidential information about clients/service users, their families and staff within CareTrade and partner organisations. Any breach of this confidentiality will constitute gross misconduct.

CareTrade is committed to safeguarding and promoting the welfare of learners and expects all staff, volunteers, and partners to share this commitment. All roles are subject to safer recruitment checks, including an enhanced DBS check (with barred list where applicable), references, verification of identity and qualifications, and proportionate online checks of publicly available information as part of the shortlisting process.

Applications are sought from all suitably qualified sections of the community. We are happy to discuss any workplace adjustments needed to enable the right candidate to undertake the role including any support available via Access to Work if needed (https://www.gov.uk/access-to-work)

Please see our **privacy notice** for applicant's **here**