



THERAPY AND SUPPORT FOR
CHILDREN AND THEIR FAMILIES

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Recruitment Pack

Role: Speech & Language Therapist

Because we know. Together we can make a difference.

Clinical Specialist Speech and Language Therapist

Our therapy team is expanding, and we are looking for paediatric therapists with an interest in neurodisability to join our growing team.

Are you a highly motivated individual looking to develop your clinical reasoning and clinical skills to expert level?

Do you enjoy working in a close-knit transdisciplinary team?

This is an exciting opportunity for a Paediatric Speech and Language Therapist to join our dynamic transdisciplinary therapy team. We're looking for therapists with a paediatric background and an interest in neurodisability. Our team of Bobath trained therapists work with babies and children with cerebral palsy from birth through childhood. This is a therapy focused role where you would be working with therapy colleagues from PT, OT and SLT disciplines as well as the wider Cerebral Palsy Cymru (CPC) team to help us achieve our mission to improve the quality of life of all children in Wales living with cerebral palsy.

It is a requirement that you have either completed the foundation 8-week Bobath course or would be willing to undertake this training as part of the role. We prioritise early intervention and our Better Start Better Future Service has been developed for children up to 2.0 years of age. You might have an interest in early intervention, as well as other special interests from within your profession (for example: dysphagia, AAC, or children of specific ages or classifications).

It's an exciting time to join our team. After rebranding during 2020 and moving into our new Therapy Centre in Llanishen, Cardiff in 2021, in 2022 Cerebral Palsy Cymru have celebrated 30 years of our charity. We are now looking to grow our team so we can expand and develop our services. Successful candidates will be part of taking our service to the next level.

Our therapy week runs from Tuesday – Friday and we are recruiting for a Speech and Language Therapist at either 0.6, 0.8 or 1.0 full time equivalent depending on your availability and interest. Please note that while some colleagues are able to work remotely, therapy is primarily delivered in person from our Childrens Centre in Llanishen, Cardiff and this would be your normal place of work. You may also be required to work at other venues across Wales from time to time, with one of the other CPC therapists.

We are a highly flexible and adaptive team so are interested in applications from anyone who is keen to work in this area and go the extra mile for children, families and the Centre. The roles available would be suitable for therapists working at a Band 7 (mirroring NHS banding) or higher level of experience but we would also be interested in hearing from therapists working at Band 6 level who are interested in taking a step up to specialise in neurodisability or who are specifically interested in working within the Bobath Clinical Reasoning Framework.

About Cerebral Palsy Cymru

We are the leading charity in Wales for children and families living with cerebral palsy. As a national Centre of Excellence and experts in the field of cerebral palsy, we have an international reputation for quality services and provide specialist physiotherapy, occupational therapy, and speech & language therapy in a transdisciplinary way so that each child benefits from the combined expertise of our therapists. Our therapy team consider the whole child and recognise a bio-psycho-social model of disability the ICF. throughout therapy and use the Bobath Clinical Reasoning Framework in its application. We provide our specialist therapy to children who have cerebral palsy and/or other allied neurological conditions from birth up to the age of 18.

Our early intervention service 'Better Start, Better Future' for babies in Wales who are at risk of/ or have cerebral palsy aims to support each family in providing the best start and best future for their child. Our approach to early intervention is parent/carer-led, individualised and holistic. It places families at the centre of their child's care, recognising their expertise with their baby.

Our mission is to improve the quality of life of all children in Wales living with cerebral palsy. We are an ambitious, passionate, hardworking, and friendly team who work with integrity and who are motivated by the life-changing difference we make.

CLINICAL SPECIALIST PAEDIATRIC SPEECH AND LANGUAGE THERAPIST



Title of post:	Clinical Specialist Speech and Language Therapist
Hours:	21.6-36 hours per week (3-5 days)
Contract:	Permanent (probationary period of six months)
Salary:	Equivalent to NHS Band 7 or 8 payscale dependent on experience
Location:	Cerebral Palsy Cymru, Llanishen, Cardiff
Line Manager:	Therapy Manager
Summary:	To provide speech and language therapy for children with cerebral palsy

Job Outline:

To work as part of the multi-disciplinary team providing specialised assessment and treatment for children, adolescents and young adults with cerebral palsy and allied neurological conditions in accordance with the Bobath Clinical Reasoning Framework (BCRF) and evidence-based practice (EBP).

To develop positive relationships and effective communication with children, adolescents and young adults, their families, carers, local therapists and other professionals to ensure effective intervention and sharing of expertise.

Main duties and responsibilities

Clinical

- a) To comprehensively assess, analyse, and set treatment goals for children, adolescents and young adults, with cerebral palsy and other related complex neurological conditions, using a transdisciplinary Bobath approach to treatment and management, and contributing discipline specific skills as appropriate.
- b) To develop and implement highly specialised and individualised treatment based on a sound knowledge of the Bobath Concept and current evidence using advanced clinical reasoning skills.
- c) To generate detailed, accurate and analytical reports of findings reflecting specialist analysis.
- d) To plan individualised home programmes in conjunction with the child/parent, including discussion and practice of activities. The planning of home programmes will involve discussion with local therapists and other agencies regarding therapy priorities. Additional suggestions may be included for other environments, such as school. This is to be supported by written instruction, photographs, and/or videos.

- e) To evaluate clinical effectiveness and patient progress using standardised outcome measures, as appropriate, and adapting and modifying treatment accordingly.
- f) To manage a caseload, being professionally and legally accountable for all aspects of own work, without direct supervision. Access to advice and support from Bobath Clinical Specialists in own and other disciplines is available, if required, but clinical work is not routinely evaluated.
- g) To use a range of verbal and non-verbal communication skills with patients (or clients), parents, carers, colleagues, local therapists and other professionals, to communicate sensitive and complex information in an understandable form regarding issues relating to diagnosis, progress and treatment. To recognise when to seek advice on these issues from senior colleagues.
- h) To demonstrate empathy with patients, families/carers and colleagues, ensuring that effective communication is achieved, particularly where barriers to understanding exist.
- i) To use a range of verbal and non-verbal communication skills to gain co-operation and motivation of patients and carers to participate in therapy activities.
- j) To ensure that the approach, progress and frequency of treatment are appropriate to individual needs and circumstances.
- k) To be responsible for designated equipment ensuring maintenance is carried out and reporting any defects.
- l) To adapt practice where possible to take account of cultural and diversity issues.
- m) To show flexibility and adaptability in managing a clinical caseload
- n) To be available to work at venues across Wales.

Professional

- a) To participate in the organisation's appraisal schemes, ensuring that objectives set reflect the service needs and strategic plans of the Centre as well as the individual's continuing professional development.
- b) To attend and lead case discussions and tutorials.
- c) To be responsible for maintaining own competency to practice through CPD activities and maintaining a portfolio which reflects personal development.
- d) To occasionally assist senior staff with demonstration and clinical observation on courses at basic and introductory level and for non-therapy staff.
- e) To provide peer support.
- f) To undertake as requested the collection of data for service audit or research projects.
- g) To undertake audit projects and support research.
- h) To be responsible for own development and increase in skills and knowledge with support from peers and seniors.

Administration/Organisation

- a) To write and maintain accurate and comprehensive patient progress records and reports in line with the standards of practice of your professional body and those of the Cerebral Palsy Cymru.
- b) To liaise with administrative staff concerning appointments and any equipment required for patients.

- c) To comply with all required professional policies and procedures including Health and Safety, security and confidentiality policies and procedures, and ensure the safety of patients, colleagues and visitors at all times.
- d) To undertake specific organisational responsibilities as agreed, such as organising tutorials or participating in project work.

Effort

- a) Physical effort: the post holder will be expected to kneel, sit on heels, support patients while standing/walking, transfer patients, use hoists and other transfer equipment on a daily basis.
- b) Mental effort: the post holder will be expected to concentrate during complex assessment/treatment sessions and ensure good communication with those patients with limited comprehensive/expressive communication skills and their carers.
- c) Emotional effort: care of children and young adults with severe chronic neurological conditions, imparting information relating to limitations of function including communication, mobility and manipulation, which would impact on prognosis, dealing with patients and carers who may be depressed, angry or withdrawn.
- d) Working environment: exposure to highly unpleasant working conditions, bodily fluids and unpleasant smells.

Additional responsibilities

- a) To occasionally work or participate in training days in locations other than the usual workplace
- b) Participate in team meetings and engage with the wider staff team when appropriate.
- c) Actively work with others (internal and external) to facilitate organisational and departmental improvements and changes, in line with charity-wide strategies.
- d) To maintain confidentiality at all times and adhere to Cerebral Palsy Cymru's confidentiality policy.
- e) To follow and remain up to date with Charity policies and procedures
- f) Carry out any other reasonable tasks as may be required.
- g) To maintain awareness of the work of Cerebral Palsy Cymru.

Please note that due to the clinical nature of the role, this post is exempt from the Rehabilitation of Offenders Act 1974 and requires the post holder to have an Enhanced DBS check. The work done by this post is a regulated activity and such any Enhanced DBS check will include information relating to the children and adults barred lists. Individuals must not apply to work in activities that they are barred from and any attempt to do so is a criminal offence.

For further information please see our Privacy notice recruitment and Criminal Records Information Policy.

Person Specification

	Essential	Desirable
Qualifications/ Education	<ol style="list-style-type: none"> 1. Recognised Professional Qualification/Degree or equivalent in Speech and Language Therapy 2. Health Professions Council registration 3. Member of RCSLT. 4. Member of relevant Special Interest Group 5. Basic 8 week Paediatric Bobath Course OR willing to undertake the training with CPC sponsorship. 6. Variety of courses relevant to paediatrics 	<ol style="list-style-type: none"> 1. Advanced or other additional Bobath Course 2. MSc
Experience	<ol style="list-style-type: none"> 1. Minimum of two and half years' experience of working with children with cerebral palsy 2. Experience of using the Bobath Concept with children with cerebral palsy 3. Experience of working without direct supervision 4. Experience in general paediatrics and of using a variety of paediatric equipment 5. Evidence of continued professional development 	<ol style="list-style-type: none"> 1. Experience of leading in-service training for colleagues 2. Training / experience in specialist area within professional domain; e.g. Dysphagia or AAC. 3. Working with people with cerebral palsy of all ages
Knowledge & Skills	<ol style="list-style-type: none"> 1. In-depth knowledge of cerebral palsy and speech and language therapy related to this field including current research 2. High level of ability to perform accurate analysis and problem solving 3. High level of treatment skills for children with cerebral palsy 4. Highly developed and effective communication skills 5. Excellent report writing skills 6. Established knowledge of a broad range of assessment tools and outcome measures relevant to working with clients with cerebral palsy 7. Good computer skills including MS 365, Photo editing, Basic video editing 8. A problem-solving approach to treatment and work life 	<ol style="list-style-type: none"> 1. Teaching skills 2. Knowledge of research methodology
Other	<ol style="list-style-type: none"> 1. Able to prioritise and meet report deadlines 2. Able to keep accurate notes 3. Able to manage own caseload 4. Able to work as an effective trans-disciplinary team member and contribute to a positive working environment 5. Full driving licence and access to own vehicle 	

How to apply

Download and complete an application form from our website:

<https://www.cerebralpalsycymru.org/about-us/join-our-team-current-vacancies-and-opportunities>

Send your completed application form to HR@cerebralpalsycymru.org

Closing date: We will review applications as they come in. There is no fixed closing date for this vacancy.

If you have any questions about the role or want to speak to a member of the team for an informal chat about the post, please contact Cerebral Palsy Cymru on 02920 522600 or email HR@cerebralpalsycymru.org as above.