



## Speech and Language Therapist: Inclusive Communication & Training (Adult Learning Disabilities / Autism / Dementia)

Freelance contract – flexible hours capped at 3 days per week  
1 year - potential for extension

Home-based with some travel to Mid-Surrey & East Surrey  
£32-£38 per hour dependant on experience (all levels considered)



### WHO WE ARE

**Include.org** is a unique charity which tackles the issue of communication difficulty as a community, as well as at an individual level. Our intervention is based on a social model of disability.

We help to build inclusive communities and services which welcome and support people with receptive, expressive or pragmatic communication difficulties through community engagement and innovative training & modelling programmes.

We provide social and communication opportunities for adults with learning disabilities, autism or dementia through community projects like the award-winning Include Choir; we also run accredited and independent Inclusive Communication and Mental Capacity Act Training for a range of organisations.

We are twice recipients of the RCSLT's Giving Voice Award, and our Steering Group of people with Learning Disabilities were awarded National Leadership Awards in 2021. We work closely with our Co-production Group and work hard to involve people with cognitive communication difficulties in everything we do.



### Our Values

Whenever you are with Include.org, you can expect staff, volunteers and members to be:

**Kind Empowering Fun Inclusive Respectful**

and all services to be based on speech and language therapy best practice and the principles of co-production.





## THE JOB

We need a speech & language therapist to join our friendly, flexible part-time team, working closely with the SLT Lead & CEO on a range of projects.

The successful candidate will help to develop new assessment and resource services and work with the team to design and deliver online and face to face training.



Training in E-Learning package Articulate 360, and ongoing training in graphic facilitation will be provided free of charge. Free Makaton training / refreshers up to Level 4 and Talking Mats training is also available.

The role is highly flexible and can be tailored to the level of experience of the SLT. The role allows for completion of NQP competencies if necessary and the successful candidate will receive internal and external supervision.

The successful candidate will help develop and implement assessment, advice and resources within key community and training projects, most importantly:

**The Include Choir Epsom:** 6 -7.30pm Tuesdays at St Marks Church, Great Tattenhams KT18 5RB

This is our second inclusive communication choir for people with learning disabilities or autism, families, carers and members of the community. The choir provides inclusive social opportunities for all - and models and teaches techniques like Makaton, Talking Mats and accessible Information. The SLT will attend evening sessions at least fortnightly.



## DUTIES:

The following is not an exhaustive list, but gives an idea of what can be expected:

- developing communication screening processes and guidance resources
- setting and monitoring group and individual outcome measures
- assisting in resource design and creation
- running communication surgery drop-ins for social care staff
- promoting and raising awareness of inclusive communication and the right to support under the Mental Capacity Act across communities, businesses and services
- researching indirect intervention and evidence base for relevant models of clinical delivery
- evaluating and documenting progress
- providing individual and service reports
- liaising with student volunteers and other members of the team
- exploring training opportunities & building relationships with ocare providers & other organisations

- maintaining confidential data and contributing to impact reporting

## Training Design & Delivery

A significant part of this role will comprise development, design, delivery & evaluation of internal & external training, face to face and E-Learning modules, alongside our Champions Coproduction Group.



### ABOUT YOU

You are a qualified speech and language therapist, ideally with at least 2 years' experience working with adults with learning disabilities and autism in community settings (this does not necessarily have to be a speech therapy role).

You are an engaging and creative clinician and trainer. You enjoy getting important messages across in engaging and innovative ways, working in partnership with people with learning disabilities / autism, their carers, families and other stakeholders.

You are committed to a social model of disability and the principles of consultation and coproduction. You have experience in designing and delivering inclusive communication training. You like to have fun in your work and to ensure that training coproduction partners and training participants enjoy the experience - as well as developing measurable skills, knowledge and confidence.

You enjoy designing resources from scratch as well as updating and redesigning existing packages and tools.

You share our values of inclusion and creativity and are a committed and flexible team player, ready to work with volunteers and Include Choir Members as well as clinicians and staff. You are able to work independently and use initiative. Years of clinical experience are less crucial than an inclusive and flexible attitude, and a willingness to explore and evaluate alternative models of training delivery.



### Skills Required:

#### ESSENTIAL:

- Speech and Language Therapy Qualification (PGDip/BSc/MSc)
- at least 2 years working with adults with a learning disability / autism and communication needs (experience in a relevant role outside SLT will be considered)
- excellent written, spoken and inclusive communication skills
- knowledge of a range of low and mid-tech inclusive communication approaches, including Makaton
- knowledge of the Mental Capacity Act
- experience devising and delivering SLT training and resources
- willing to explore innovative methods of training delivery
- good organisational and time-keeping skills
- a friendly and flexible disposition & a sense of humour



[www.include.org](http://www.include.org)



<https://youtube.com/c/IncludeTube>



@includechoir



[www.facebook.com/includechoir/](https://www.facebook.com/includechoir/)



@includeorg & IncludeTweets

- creative and fun-loving
- passionate about inclusion
- independent and dependable
- able to travel
- good internet connection and good quality video camera & sound
- HCPC Registered

#### DESIRABLE:

- experience of developing creative approaches to delivery indirect speech and language therapy
- experience working with people with dementia
- Makaton Tutor qualification
- Talking Mats Qualification
- familiar with Photosymbols and Easy Read resource creation
- experience of coproduction and codesign
- interest in music or other creative activities
- experience designing or delivering research
- experience of creating E-Learning resources
- experience of graphic facilitation
- interest / experience in using social media for awareness raising / professional networking
- MSc in related field of speech and language therapy
- RCSLT Member



#### Training

You will receive induction training, covering mandatory policies and the aims of Include.org. 2-day online training in E-Learning package Articulate 360 will be provided free of charge as will ongoing flexible online training in graphic facilitation. Training in Makaton, Photosymbols, Talking Mats, the Mental Capacity Act and iPad apps is available as needed.

Regular supervision and CPD sessions will be provided.



#### About the Contract

We are committed to inclusion, equality and diversity and we offer flexible working hours with some fixed timings for sessions and meetings. The contracted hours are up to 21 hours a week over a 12-month contract, with the intention of extending.

The role will involve working from home and attending sessions, training or meetings in Mid & East Surrey. Some sessions and meetings will be delivered remotely, so good internet connection is essential.

This is a self-employed role, with payment given on receipt of a monthly invoice and time sheet. The rate of pay is dependent on experience ranging from £32.00 - £38.00 per hour. You will be responsible for your own tax contributions.

The role will cover 45 weeks of the year. Leave can be flexibly arranged or coincide with school holidays.



[www.include.org](http://www.include.org)



[www.facebook.com/includechoir/](https://www.facebook.com/includechoir/)



<https://youtube.com/c/IncludeTube>

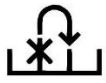


@includechoir



@includeorg & IncludeTweets

St Marks Church (KT18 5RD) and Include.org Headquarters at RH1 2EL will be considered alternative working bases, but reasonable expenses will be paid for travel to all other locations for the purposes of work.



## IF YOU ARE INTERESTED

Please spend some time on our social media channels or website [www.include.org](http://www.include.org) to get to know our work and our ethos. You can also visit us at the [Include Choir Online](#).

To apply, please send a **covering letter/email** outlining in detail why you would like to join us, your experience and how you fit the person specification. This must be accompanied by an **up-to-date CV**.

Interviews will take place during August for a September start.

If you have any queries, please email Alix Lewer at [Alix.Lewer@include.org](mailto:Alix.Lewer@include.org) or call 07446 897835 for an informal chat

**Closing Date:** 5pm, Friday 19<sup>th</sup> August 2022

**Interviews:** from 23<sup>rd</sup> August 2022

