



Drapers' Multi-Academy
Trust



Drapers' Multi-Academy
Trust

Speech & Language Therapist Apprentice

Application Pack

Drapers' Multi-Academy Trust, Settle Road, Harold Hill RM3 9XR • 01708 371331

www.drapers-schools.com



Welcome

Dear Candidate,

I am delighted to extend a warm welcome to you as you explore the exciting opportunity to join our dynamic team at Drapers' Multi-Academy Trust. We are a small but growing and ambitious multi-academy trust with a clear vision: educational excellence, community engagement, and holistic development across our schools, ensuring that every child has the opportunity to succeed and flourish.

As the CEO of this vibrant organisation, I take immense pride in the positive impact we make within our communities and the dedication of every individual who contributes to our mission. Our journey is driven by a shared commitment to inclusivity, ambition, respect and collaboration. We believe that each member of our team plays a crucial role in shaping the future of our schools and the lives of our pupils.

We are looking for an enthusiastic speech and language therapy apprentice to work day-to-day across the Trust schools. You will be provided leave to attend university for your course and placements. You will be eager in pursuing a career as a speech and language therapist and will follow the 4-year apprenticeship programme supported by the University of Essex to study to degree level and qualify as a Speech and Language Therapist. You will be interviewed by the Trust for us to nominate you and then at the University for acceptance on the course.

In this recruitment pack, you will find detailed information about our Trust, the role, and the qualities we are seeking in our ideal candidate. We are looking for someone who is not only technically proficient, but also shares our passion for creating a Trust where everyone - pupils, staff, and the broader community- can flourish.

Joining our team means becoming part of a supportive and forward-thinking organisation where your contributions are valued and your development is nurtured. We offer a collaborative work environment where innovation and excellence are encouraged, and where your expertise can truly make a difference.

Thank you for considering this opportunity. We look forward to the possibility of you becoming a key part of our journey and contributing to the continued success of our schools.

Kind regards,



Darren Luckhurst
CEO





Drapers' Multi-Academy
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Vision, Mission & Values

Vision

Drapers' Multi-Academy Trust strives for educational excellence, community engagement, and holistic development across its schools, ensuring that every child has the opportunity to succeed and flourish.

Mission

Empowering excellence, embracing diversity

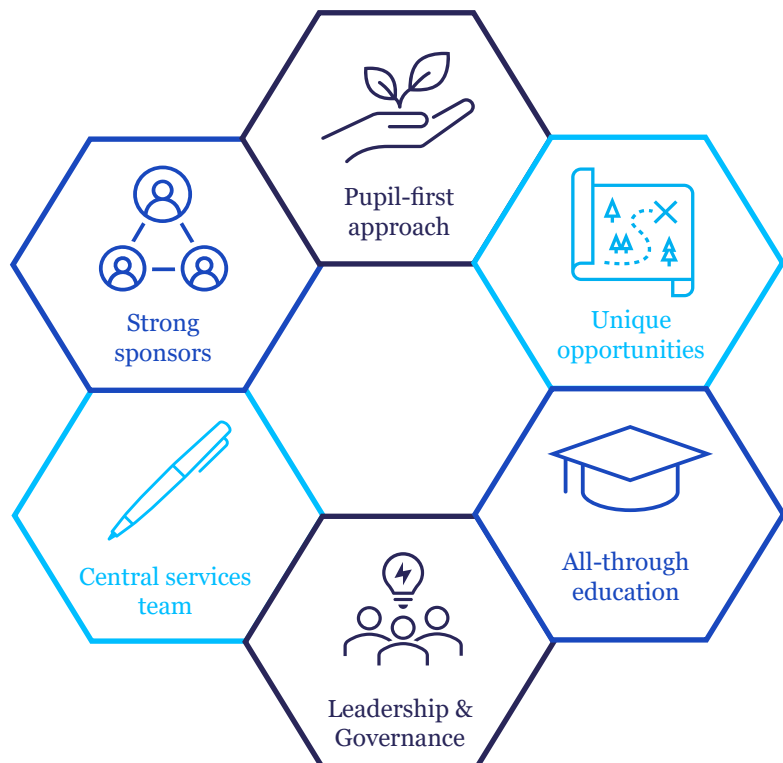
Our mission at Drapers' Multi-Academy Trust is to provide a transformative educational experience that empowers pupils to reach their full potential. Through collaboration, innovation, and a commitment to inclusivity, we strive to create a nurturing environment where every individual is valued and supported.

By leveraging the rich heritage of the Drapers' Company and the academic expertise of Queen Mary University London, our schools cultivate dynamic learning environments that inspire every pupil to achieve their goals. Our overall ambition is to nurture resilient, compassionate, and globally-minded citizens who will thrive in an ever-changing world.

Values

We are an inclusive and ambitious Trust, benefitting from the support of our Sponsors. Through a culture of respect and collaboration, we aim to enhance the educational outcomes and life chances of our pupils and increase the number of learners benefitting from the Trust's resources and expertise.

What makes us a strong Trust?



About Us & Our Sponsors

We are a growing multi-academy trust with a strong commitment to creating safe, welcoming, and inspiring learning environments across our schools. Our trust is made up of a small number of community-focused and geographically close schools, where collaboration and high standards of education are at the heart of what we do.

As a Trust we strive for our schools to be among the most successful all-ability schools in their area. We will achieve this through traditional values and laying the foundations for outstanding education to be taught.

Our sponsors are highly experienced and passionate about education.



www.thedrapers.co.uk

The Drapers' Company have been involved in education for over 500 years. They support a range of extra-curricular activities and link the Academy to a wider community across London. A mentoring programme allows pupils to have greater access to employment opportunities and provides informal coaching and support.



www.qmul.co.uk

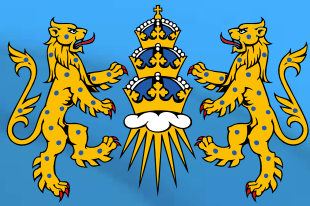
Queen Mary, University of London, is one of the country's leading higher education institutions and is a member of the Russell Group of top universities. The university provides support and expertise to both staff and pupils, particularly in the Academy's specialist areas of science and maths. Student ambassadors from the university regularly visit the Academy providing support to pupils and an insight into higher education. There are regular visits to their main campus based on the Mile End Road for pupils to experience life at university. As a co-sponsor, Queen Mary, University of London guarantees a place to all Academy Sixth Form students who achieve the required entry grades.



“Trustees and governors know the school well.”

DRAPERS' ACADEMY OFSTED INSPECTION, MARCH 2020





Drapers' Multi-Academy
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Job Description

Job Title:

Speech and Language Therapist Apprentice

Location:

Drapers' Maylands Primary School, Drapers' Pyrgo Priory School, Drapers' Brookside Infant & Junior Schools, Drapers' Academy Secondary School
1-2 days/ week at Essex University (Colchester Campus)

Reports To:

The post holder will be line managed by the Trust SEND Lead, in liaison with individual school SENDCo's.

Salary:

Trust HLTA Grade 6

Salary (FTE): £31,524 to £32,931 (Points 12 to 15)

Actual Salary: £24,299.00 to £25,806.00 (depending on qualifying service)

Working Hours:

Hours per week: 30

Weeks per year: 42 (term time plus placements)

Job Purpose

We are looking for an enthusiastic speech and language therapy apprentice to work day-to-day across the Trust schools as an SLT apprentice. You will be provided leave to attend university for your course and placements. You will be eager in pursuing a career as a speech and language therapist and will follow the 4-year apprenticeship programme supported by the University of Essex to study to degree level and qualify as a Speech and Language Therapist. You will be interviewed by the Trust for us to nominate you and then at the University for acceptance on the course.

The chosen candidate will attend Essex University once a week for the first two years of the apprenticeship to achieve a Foundation Degree (awarded alongside the Level 5 Assistant Practitioner Higher Apprenticeship). For the final two years, the candidate will attend two days a week to achieve the full BSc Speech and Language Therapy Degree (awarded alongside the Level 6 Speech and Language Therapist Degree Apprenticeship).

In addition to work and study during term time, candidates will be expected to undertake university days and clinical placements during some school holidays. Annual leave will be allocated outside of these dates during school holidays.

The role will initially be based at Drapers' Maylands Primary School for an induction period and to work closely with the Trust SEND lead. The role will develop over time and time spent in the other Trust schools will increase. Ultimately to provide support to a defined caseload of pupils and contribute to the Trusts commitment to improving outcomes for all pupils and support CPD for staff. The post holder will assess, provide support to pupils, monitor progress and provide reports to the Trust SEND Lead/ CEO. The Post holder will attend Speech and Language Therapy Caseload meetings with the CAD 5-19 team and meet with other professionals as appropriate.

Following the successful completion of the apprenticeship, you will be employed as a Speech and Language Therapist for the Trust for a minimum of 2 years.

The Speech & Language Therapist Apprentice will work across our three primary schools and secondary school to support staff, parents and pupils.

Key Responsibilities

Professional / Clinical

The Speech & Language Therapist Apprentice will:

- Assist the Trust SEND Lead and school SENDCo's to observe, assess, plan and review appropriate interventions and support across the Trust schools for speech, language and communication needs (SLCN).
- Lead therapy sessions independently 1:1 and group-based sessions.
- Provide feedback, guidance, advice and training to parents/carers and members of staff in all aspects of speech, language and communication acquisition.
- Provide written reports and undertake appropriate liaison with external agencies, parent/carers, members of staff, SENDCo's and Trust SEND lead.
- Foster close working relationships with colleagues and other relevant professionals in maximising outcomes for the pupils.
- Attend and participate in relevant meetings and caseload meetings as appropriate.
- Maintain professional standards in relation to safeguarding, confidentiality, ethics and legislation
- Travel between school sites within the Trust as required

Education and Training

The Speech & Language Therapist Apprentice will:

- Commit to completing the 4-year speech and language apprenticeship programme and continue to work for the Trust for a minimum of 2 years, once qualified.
- Take responsibility for own learning and development by undertaking and recording work-based tasks/ learning. Maintain and record appropriately a portfolio as a record of learning
- Participate in mandatory and recommended training programmes as directed by the Trust i.e. Safeguarding
- Engage in supervision and regular progress review meetings with a registered occupational therapist

Health & Safety

The Speech & Language Therapist Apprentice will:

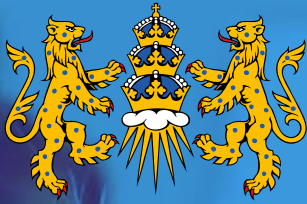
- Comply with the policies, procedures and safe professional practice of the Trust by adhering to relevant legislation, regulations and standards
- Document appropriately and report any safeguarding concerns, near misses, hazards and accidents and bring them to the attention of relevant / designated individual(s) in line with best practice
- Work in a safe manner with due care and attention to the safety of self and others
- Be aware of risk management issues, identify risks and take appropriate action
- Promote a culture that values diversity and respect

Administrative

The Speech & Language Therapist Apprentice will:

- Ensure the maintenance of accurate records in line with best clinical practice, the MAT's requirements and the Freedom of Information Act
- Provide reports and other information / statistics as required
- Keep up to date with change and developments within the Trust
- Prepare resources for parents and schools

This job description details responsibilities, but is not prescriptive and does not direct any particular priorities or amount of time to be spent carrying out the duties. It is not necessarily a comprehensive definition of the post, and the post holder may be required to undertake other duties and responsibilities commensurate with the grade and scope of the post. This job description may be subject to amendment, to meet the changing needs of the Trust, following appropriate consultation.



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Person Specification

Training, Qualifications and Registration

Essential Desirable

- Level 2 (or equivalent) in English and Maths ✓
- Level 3 qualification ✓
- Qualification linked to child development ✓

Experience

- Experience of working with children within and outside of schools ✓
- Keeping records to track and monitor progress of children ✓
- Working with parents/ carers/ outside agencies ✓
- Knowledge of Speech and language interventions ✓

Knowledge and Skills

- Knowledge of and ability to apply relevant legislative frameworks and policies relating to care, e.g. Safeguarding ✓
- Ability to maintain professionalism at all times, especially in complex/challenging situations ✓
- Work flexibly and be responsive to change ✓
- Ability to work autonomously and cooperatively as part of a team ✓
- To have excellent interpersonal skills including observation, listening and empathy skills ✓
- Effective communication, organisational, planning and decision-making skills ✓
- Able to model excellent language skills ✓
- Confident in using technology to prepare reports, resources and documents ✓
- Ability to lead training and motivate, empower and enable others ✓





Speech and Language Therapy (SLT) Degree Apprenticeships

Commonly asked questions

1 If a potential apprentice already has a degree, can they proceed directly to the Level 6 SLT Degree Apprenticeship?

In most cases, apprentices must have completed the Level 5 Assistant Practitioner (SLT Pathway) Apprenticeship before they begin the Level 6 SLT Degree Apprenticeship. SLT content is embedded throughout the full 4 years so, for an individual to be considered for the 'Direct Entry', they would have to be able to evidence that their prior learning and experience meets the SLT-specific requirements. It is considered on an individual basis. If unsure, please contact the Apprenticeship Hub apprenticeships@essex.ac.uk to discuss this further with a member of the programme team.

2 How many days a week is the training?

In-person training is one day a week (at the University) for the Assistant Practitioner Higher Degree Apprenticeship (Wednesday in Year 1 and Thursday in Year 2). For the Level 6 Speech and Language Therapy Degree Apprenticeship, in-person training is two consecutive days a week (Tuesday and Wednesday), including block placements (37.5 hours per week).

3 How is the programme delivered?

As a campus-based University, all training is delivered in person. For Speech and Language Therapy, this is at our Colchester Campus. We don't offer an online option for our SLT apprenticeships. The SLT Degree Apprenticeship programme is delivered for 47 weeks a year, two days a week. There are also block placements (see below).

4 What placements are involved with the programme, when are these and how are they allocated?

For the Assistant practitioner SLT pathway, there is one, two-week full time (37.5 hours) placement in the final profession specific - Introduction to Speech and Language Therapy module in year 2. This consists of 10 rotational days across 2 sites, up to 5 days in each.

For the Level 6 SLT Degree Apprenticeship, there are 3 placements. There is one 6-week full time (37.5 hours) block placement in the first year of the degree apprenticeship in early spring and two full-time block placements in the final year (1x 6 week in the Autumn term and 1x 3-week full-time block placement in towards the end of Spring).

Allocations are confirmed by the practice placement team based on offers received, and the aim is to inform apprentices of their allocations 4-6 weeks before the start date.

Our Practice Placements team usually organises placements. However, programme leads are open to discussions with employers if a suitable alternative placement can be found. For example, two employers may

have a reciprocal placement arrangement. Please note that any alternative placements would need to be discussed with the SLT team and will be subject to approval by the University.

Apprentices must work 37.5 hours per week on placements. If their normal contract is for fewer hours, the employer must consider how their time will be reimbursed (see question 9 for further information).

Apprentices would still need to comply with university course requirements, so where training is undertaken across the Summer the employer/school would need to consider how their time will be reimbursed e.g., either paying the apprentice or give additional Time Off in Lieu. The employer must ensure the apprentice is getting enough paid time to spend on the apprenticeship each week to meet the course requirements.

5 Can placements be undertaken nearer to the location of the apprentice/employer?

Programme leads are open to discussions with employers and apprentices, if they can find a suitable alternative placement. This should be discussed with the programme team in the first instance. Please note that any alternative placement would be subject to approval by the University.

6 What are the Workplace Mentor requirements and how much work is expected of the mentor?

It is an apprenticeship requirement to have a qualified SLT in the position of workplace mentor. Whilst the amount of time/support required will vary depending upon the apprentice being mentored, a minimum guide of at least 2 hours per month is expected. Mentors would also be expected to attend regular Tripartite Progress Review meetings every 12 weeks. Note: guidelines for mentors are available on request.

7 What are the entry requirements for the SLT degree apprenticeship?

All University of Essex apprentices must have a level 2 qualification in English and Maths, for example GCSE grades a* -C/4-9 or Level 2 Functional Skills. A full list of eligible level 2 English and maths qualifications is available on request.

For entry to the two-year Level 5 Assistant Practitioner Higher Degree Apprenticeship, the apprentice must have a level 3 qualification and must also be employed within a professional practice setting, for a minimum of 30 hours a week.

For entry to the two-year Level 6 SLT Degree Apprenticeship, the apprentice must have a relevant Level 5 qualification, such as the Assistant Practitioner (Level 5) Foundation Degree Apprenticeship (SLT Pathway) or have evidence of equivalent qualifications and experience within SLT practice. They must be employed within a professional practice setting, for a minimum of 30 hours a week.

Please see our web page <https://www.essex.ac.uk/apprenticeships/health-and-social-care-apprenticeships> for details of these qualifications.

8 How many hours does the apprentice need to be employed?

The apprentice must be contracted for at least 30 hours per week.

9 What about term-time only contracts (i.e., schools) – are they still eligible? Are there also modules / placements during the Summer?

Yes, providing they are contracted for at least 30 hours a week or more. There are allowances in ESFA funding rules for an extended summer break. Apprentices would still need to comply with university course requirements,

so where training is undertaken across the Summer the employer/school would need to consider how their time will be reimbursed e.g., either paying the apprentice or give additional Time Off in Lieu. The employer must ensure the apprentice is getting enough paid time to spend on the apprenticeship each week to meet the course requirements.

During the Assistant Practitioner programme (first 2 years) apprentices are required to complete 10 days of extended teaching during the summer period (July-September) at the end of year 1. Typically, these teaching days would be 10-1pm and 2-5pm.

10 How much does the apprenticeship cost? How is it paid?

In most cases, for employers with an annual payroll of over £3m, the cost of training is covered entirely through the apprenticeship levy / contributions. Organisations with a smaller payroll contribute 5%. For example, if the cost of training was £15,000, they would be expected to contribute £750. Employers must also pay the apprentice the appropriate salary, and any staff cover costs. Opportunities to transfer levy funds from a 'levy paying employer to a non-levy paying employer are also available. Contact the Apprenticeship Hub at apprenticeships@essex.ac.uk for more information.

The first two years (Assistant Practitioner Foundation Degree Apprenticeship (Level 5)) is currently charged at £14,000. The final two years (SLT Degree Apprenticeship (Level 6)) is currently charged at £15000.

Please contact the Apprenticeship Hub at apprenticeships@essex.ac.uk for details course fees.

11 Can you help me get an employer / apprentice so I can do the apprenticeship?

Occasionally, when an employer wants to offer an apprenticeship outside of their existing team, they advertise via various channels, including the University. Other areas worth exploring include 'Find an Apprenticeship' and 'NHS Jobs' webpages. Please contact the Apprenticeship Hub at apprenticeships@essex.ac.uk if advert support / promotion is needed. Further information about SLT-specific apprenticeships can be found on the website of the Royal College of Speech and Language Therapists, at <https://www.rcslt.org/speech-and-language-therapy/become-a-speech-and-language-therapist/apprenticeships/>.

12 Does the mentor have to be directly employed by the same employer?

Not necessarily, although there would need to be a clear agreement of support in place between the employer and the mentor, to avoid a situation where the mentor was no longer available to support the apprentice.

The mentor should be a registered Speech and Language Therapist with the Health and Care Professions Council (HCPC). The mentor will need to be familiar with the SLT-specific knowledge base, and help the apprentice progress towards achieving the Knowledge, Skills and Behaviours (KSBs) outlined in the apprenticeship standard. See <https://www.instituteforapprenticeships.org/apprenticeship-standards/speech-and-language-therapist-integrated-degree-v1-1> for further details.

13 Does the role have to be SLT related?

Yes, for the 2-year Level 6 SLT Degree Apprenticeship, the apprentice would need to be employed in a position to be able to apply the learning in the context of SLT. For the Level 5 Assistant Practitioner – SLT route, it would be preferable, as the apprentice has to work at least one day a week in an SLT workplace, and will undertake a profession-specific module, which requires workplace support.



Application Process


The Speech & Language Therapist Apprentice will work across our three primary schools and secondary school to support staff, parents and pupils. You will be provided leave to attend university for your course and placements. You will be eager in pursuing a career as a speech and language therapist and will follow the 4-year apprenticeship programme supported by the University of Essex to study to degree level and qualify as a Speech and Language Therapist. You will be interviewed by the Trust for us to nominate you and then at the University for acceptance on the course.

Post Start Date:	September 2025
Closing Date For Applications:	9am Friday 21st March 2025 <i>We reserve the right to close this advertisement early if we receive a high volume of suitable applications.</i>
Interview Date:	Thursday 27th March 2025
Salary:	Trust HLTA Grade 6 Salary (FTE): £31,524 to £32,931 (Points 12 to 15) Actual Salary: £24,299 to £25,806 (depending on qualifying service)
	Informal tours with the Trust SEND lead are encouraged by emailing: hfitch@drapersmaylands.com
Sector:	Education, Not for Profit / Charity, Public Sector
Contract Type:	Following the successful completion of the apprenticeship, you will be employed as a Speech and Language Therapist for the Trust for a minimum of 2 years.
Location:	Harold Hill, RM3 9XR (The role will initially be based at Drapers' Maylands Primary School for an induction period and to work closely with the Trust SEND lead)

For further information please visit our website: www.drapers-schools.com and www.drapers-schools.com/41/why-work-for-drapers-multi-academy-trust

If you would like to apply for this post please complete our JobsGoPublic application online, which can be accessed via our website:

www.drapers-schools.com/44/current-vacancies

 You will need to include a supporting statement as part of the online application

 Your supporting statement should be approximately two sides of A4

References will only be contacted following the interview stage and with the candidate's agreement.

For questions about the SLT Apprentice role, please contact hfitch@drapersmaylands.com


For HR related questions about the application process, please contact Emma Tate (Assistant Head of HR) by email admin@drapers-schools.com or telephone 01708 371331.



Applicants are requested to read the information carefully, especially the job description and person specification (found on the previous pages). Please ensure your application satisfies the criteria in the person specification and you display evidence of this in your formal letter of application.

You must complete the reference section with TWO referees.

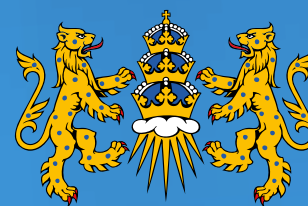
Please note that:

 The first referee should normally be your present or most recent Manager or equivalent person.

Referees will be asked about disciplinary offences relating to children, which may include any in which the penalty is "time expired" and whether you have been the subject of any child protection concerns, and if so, the outcome of any enquiry or disciplinary procedure. References will not be accepted from relatives or from people writing solely in the capacity of friends.



Drapers' Multi-Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointments are subject to enhanced DBS clearance, an online check, and satisfactory employment references.



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Chair of Drapers' Trust

Mr Tim Page

