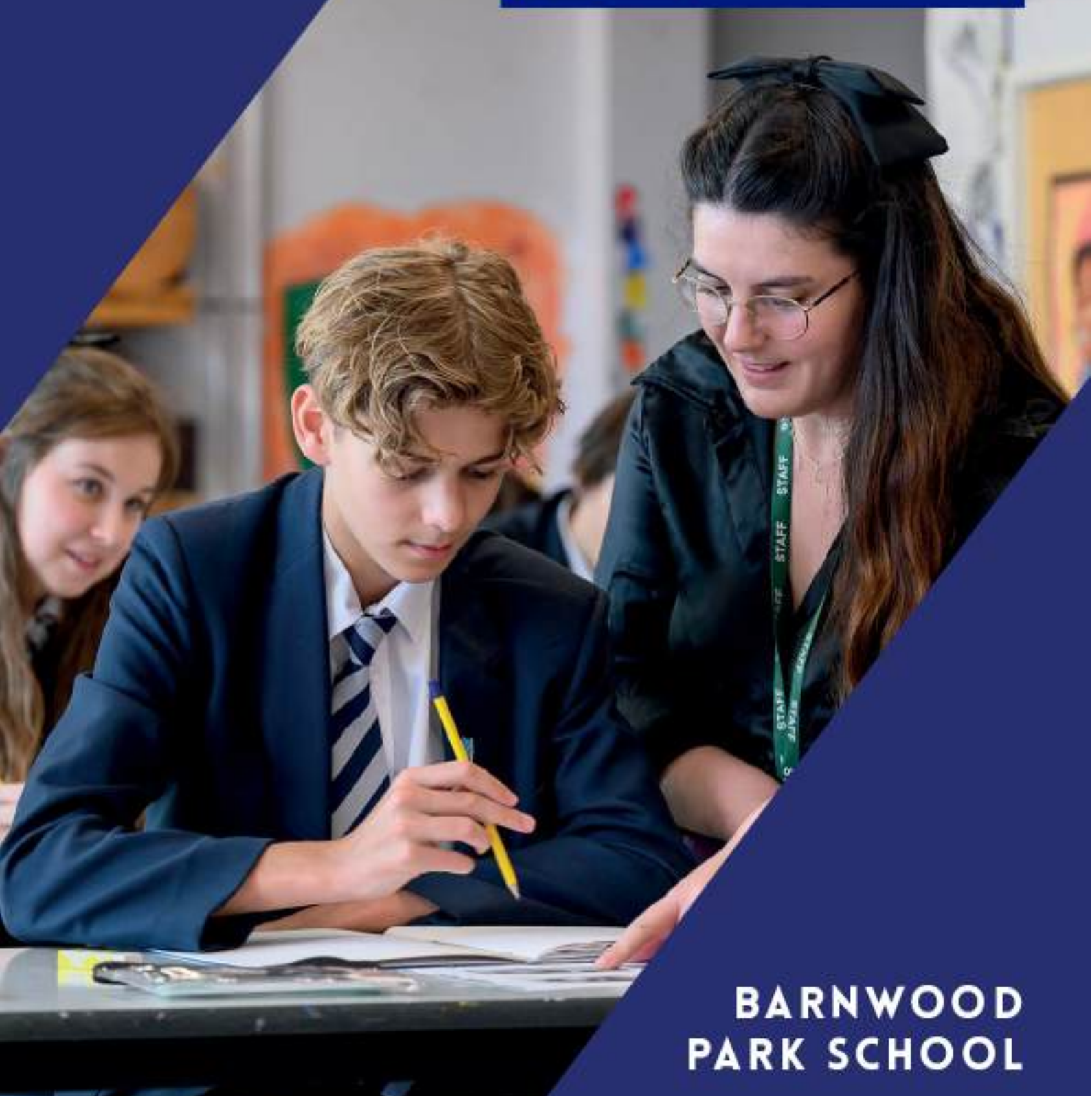




Barnwood Park



**BARNWOOD
PARK SCHOOL**



Proud to be part of the

GREENSHAW
LEARNING TRUST

RECRUITMENT PACK

Barnwood Park School
St Lawrence Road,
Barnwood
Gloucester
GL4 3QU

Telephone: 01452 530389

Email: admin@barnwoodpark.co.uk



Dear candidate

Thank you for your interest in the role of Speech & Language Therapist at Barnwood Park School. We are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

As one of the highest performing multi-academy trusts in the country, we currently have schools across South London, Berkshire, Surrey, Gloucestershire and South Gloucestershire, and Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

We strive to be an inclusive and diverse employer and we encourage applications from underrepresented demographics. We recognise the need to achieve a good work-life balance and encourage discussions regarding flexible working across our schools and Shared Service teams. We aim to create the conditions under which our colleagues are able to thrive and to deliver exceptional work for the young people and communities which we serve. To get a feel of life at Greenshaw Learning Trust, please download our 'Why you should work for GLT' recruitment brochure on our jobs portal.

Barnwood Park is committed to safeguarding and promoting the welfare of children and young people, therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

The school website provides a clear picture of our aspirations and our vision: however, please do not hesitate to contact us to seek further information from our School HR Manager, Miranda Hird, MHird@barnwoodpark.co.uk

We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.



Yours sincerely

Stephen Derry, Headteacher

ABOUT OUR SCHOOL

At Barnwood Park, we have built our ethos on a strong set of core values which underpin everything that we do. Our aim is to give students at Barnwood Park a better chance of success than if they attended any other school in the country.

Ambition, excellence and pride run through all aspects of school life.

Ambition

We have a strong desire and determination to achieve success. We believe there are no limits to what can be achieved. We do what it takes for as long as it takes. In other words, we go for it every day!

Excellence

We strive for greatness in everything we set our minds to. We endeavour to do our very best and excel in all aspects of school life.

Pride

We are 'fiercely' proud of ourselves, our school, our community and our Trust. We hold our heads high and feel a sense of togetherness and joy in our school.

Department/team information

We are seeking to supplement our school with a Speech and Language Therapist who will work closely with education staff in and outside the classroom and provide therapy/assessments for a wide range of students. This includes students in mainstream and in the department, which is a Specialist Resourced Provision for students with a language disorder.

The department offers a supportive environment for trialling and developing new and innovative ways of working. Therapists are involved in a range of activities and are integral members of the school community.

TERMS AND CONDITIONS

CONTRACT

Permanent

SALARY

Salary calculated in line with support staff NJC pay scale, Grade 8, points 26-30, £36,124 - £39,513 per annum (£8,527.27 - £9,327.27 per annum pro-rated). Starting salary and pay points will be aligned with relevant regional NJC spine on appointment, dependent on the location of the postholder.

HOURS OF WORK

The postholder will be expected to work 10 hours per week. Hours of work over the week to be discussed

Part time, Term-time only plus inset days (39 weeks per annum)

PLACE OF WORK

Barnwood Park School, St Lawrence Road, Barnwood, Gloucester, GL4 3QU.

PENSION SCHEME

Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Local Government Pension Scheme (LGPS) or a Personal Pension Scheme. Details of the Local Government Pension Scheme are available at: <https://www.lgpsmember.org>

HOLIDAY ENTITLEMENT

The postholder will be paid an enhancement for holiday pay, which is included in the salary details above

PROBATION PERIOD

New employees are required to complete a six-month probationary period.

STATUTORY CHECKS

All employment offers are made subject to checks in line with Government guidance (some of which are dependent upon the role/individual). These include: online checks, evidence of identity and right to work in the UK, an enhanced Disclosure and Barring Service check, overseas criminal record check if the successful candidate has worked or resided overseas in the last five years, confirmation of a satisfactory medical report, satisfactory references, evidence of qualifications, DfE teaching/management barred list check.

JOB DESCRIPTION

Post:	Speech & Language Therapist
Responsible to:	SENCO
Responsible for:	n/a

ROLE OVERVIEW

We are looking for an enthusiastic Speech and Language Therapist to join our committed SEND Department. The successful candidate will motivate, challenge, support and inspire our students. They must also have relevant experience in a similar role with a proven track record.

MAIN DUTIES AND RESPONSIBILITIES

- To effectively manage a caseload of students with SLCN including Developmental Language Disorder (DLD);
- To take part in the development of the Speech and Language department and the wider school;
- To conduct outreach work with other schools, as required.

STUDENT RELATED RESPONSIBILITIES

- Be responsible for a defined caseload in terms of assessment and differential diagnosis; devising; delivering and evaluating programmes; contributing to IEPs, annual reviews, transition plans and statements of education need, as appropriate;
- Provide speech and language assessment and intervention to identified mainstream pupils with speech, language and communication needs (SLCN);
- Be responsible for the planning and administering of a range of interventions, calling upon specialist staff for advice, as appropriate;
- Be responsible for collecting own work statistics e.g. amount of contact time, outcome measurements etc., as required;
- Work autonomously in collaborative, intensive and innovative ways;
- Be a reflective practitioner, considering and evaluating alternative and innovative approaches to the management of students with SLCN, and participating in research as required;
- Seek second opinions, and/or make referrals when necessary, according to school/local policy;
- Disseminate skills, knowledge and experience through training and offering advice to other staff, parents, carers and significant others about individuals and groups of students. Demonstrating practical procedures, when appropriate;
- Liaise with staff (usually teachers and speech and language therapists) in other locations regarding individual pupils at transfer into and out of the school/service.

DEPARTMENT AND WIDER SCHOOL RESPONSIBILITIES

- Work with volunteers and assistants as appropriate, deploying time and allocating duties within the multi-disciplinary team context;
- Contribute to school placements;
- Access support from colleagues, when necessary;
- Contribute to the development and maintenance of effective joint working practices;
- Contribute to developing and sustaining an appropriate communication environment within the department and wider school;
- Attend and contribute to staff meetings and INSET.

PERSONAL DEVELOPMENT RESPONSIBILITIES

- Maintain an up-to-date knowledge of the impact of DLD on pupils learning, keeping abreast of relevant initiatives and developments in the fields of Speech and Language Therapy and Education;
- Develop and/or maintain knowledge and competency in dealing with expressive and receptive language disorder and social communication difficulties in children and young people;
- Participate and contribute to one's own performance appraisal and supervision sessions.

GENERAL RESPONSIBILITIES

- Adhere to national and local standards and guidelines related to Professional Practice (Communicating Quality III), and maintain professional registration through the Royal College of Speech and Language Therapists and Health and Care Professions Council;
- Be aware of and adhere to current legislation;
- Be responsible for keeping up to date with the requirements of the role, by attending appropriate INSET and meetings, and keeping abreast of changes in legislation;
- Actively promote safeguarding and the welfare of children and young persons;
- Be aware of and comply with policies and procedures relating to child protection, equal opportunities and race equality, health and safety, confidentiality and data protection, reporting all concerns to an appropriate person;
- Undertake any other duties commensurate with the post as may be required by the SENDCo team, Senior Leadership Team or the Headteacher.

SAFEGUARDING

- Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding Policy within the school.
- Comply with the school's Safeguarding Policy to ensure the welfare of children and young persons.
- Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment.

The duties and responsibilities in this job description are not restrictive and you may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

PERSON SPECIFICATION

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples, within their application.

	Essential	Desirable
Qualifications and training		
Registered member of the Royal College of Speech and Language Therapists (RCSLT) and Health and Care Professions Council (HCPC)	x	
Holds a degree or diploma in Speech and Language Therapy that is recognised by the RCSLT	x	
Willingness to undertake ongoing training	x	
Skills & Experience		
Relevant experience at undergraduate/postgraduate level	x	
Experience working with parents, carers and professionals	x	
Previous experience of working in an educational setting and Language Unit		x
Previous experience of working in a secondary school		x
Previous experience of working with young people with DLD		x
Previous experience of working with students with language disorder and SEMH		x
Previous experience of working with students with social communication difficulties/ASD		x
Previous experience of delivering training to education staff		x
Ability to write reports to a good standard	x	
Excellent organisational skills	x	
Excellent verbal and written communication skills, and the ability to communicate with colleagues, students, parents and other visitors in a professional manner	x	
High standard of literacy and numeracy	x	
Efficient, accurate and excellent attention to detail	x	
Ability to work flexibly to support others and respond to unplanned situations	x	
Ability to work independently and show initiative	x	
An imaginative and intellectually rigorous approach to therapy planning	x	
Effective clinical reasoning skills	x	

Ability to reflect on own practice and modify approach	x	
Ability to work individually with young people who have a range of needs	x	
Ability to work with groups of young people	x	
Ability to engage and motivate students who may present in a challenging manner, and to remain professional when facing emotive and distressing difficulties	x	
Ability to work constructively as part of a team and build and form good relationships with colleagues	x	
Additional Requirements		
Knowledge and understanding of the education sector, a desire to work in a comprehensive school, and a willingness to contribute to various aspects of school life	x	
Desire to work with young people and to support their education and achievements	x	
Commitment to improving the life chances of young people and motivated by a desire to provide high standards of service delivery	x	
Sensitivity to the range of needs and difficulties that young people experience	x	
Able to appropriately deal with confidential information	x	
Desire to enhance and develop skills and knowledge through CPD	x	
Demonstrate a commitment to safeguarding and the highest standards of child protection	x	
Recognition of the importance of personal responsibility for Health and Safety	x	
Commitment to the school's ethos, aims and its whole community	x	

THE RECRUITMENT PROCESS

APPLICATION

To apply for a vacancy, please register for an online account and complete the online application form on the GLT website. In the application form you should demonstrate how you meet the requirements set out in the person specification. Include specific examples which support your application. You will have the opportunity to upload additional documents in support of your application if required.

Please ensure you enter your correct email address when registering for your online account. This is the email address we will use to contact you about your application.

Applications must be received no later than **11.59pm on 09 July 2025**. Applications received after this date will not be considered. We reserve the right to interview candidates as applications are received and close the advert prior to the closing date should an appointment be made.

INTERVIEW PROCESS

Interviews will be held on **16 July 2025**. Shortlisted applicants will be invited by email to attend an interview. References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification.

TAKING UP POST

The successful applicant will take up the post on **01 September 2025**



GREENSHAW
LEARNING TRUST



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