

JOB DESCRIPTION

Post title	Speech and Language Therapist	Reporting to	Trust SEND Director
Location	Shireland Collegiate Academy Trust Schools	Grade	Band G/H
Contract type	Full-time permanent (Part-time is negotiable)	Hours of work	Term time +1 week

Post Summary

The post holder will work as part of a central team of specialists strengthening, developing and supporting inclusive practice across the Trust schools to remove barriers to learning and improve outcomes for children and young people with SEND.

To deliver a high quality, effective speech and language therapy services across the Trust, working with staff and external agencies to achieve positive outcomes. Playing a key role in supporting the Trust to meet its statutory responsibilities, including contributing to diagnostic assessment pathways and developing inclusive practice across all settings.

Safeguard and promote the welfare of children and young people and follow school and Trust policies including the staff code of conduct.

Duties and Responsibilities

- Manage a defined clinical caseload, providing high-quality speech and language therapy through consultation, assessment, case formulation, and intervention.
- Take professional responsibility for the assessment, diagnosis, planning, delivery, and evaluation of evidence-based intervention programmes, in line with professional standards and Trust policies.
- Contribute to the ongoing development of Speech, Language and Communication provision across the Trust, supporting improvement and innovation.
- Design clear therapy intervention plans for delivery by Learning Support Assistants/Teaching Assistants, with overall clinical oversight and accountability.

- Provide expert advice, guidance, training, and support to parents/carers and members of the multidisciplinary team to build shared understanding of speech, language, and communication development.
- Maintain accurate clinical records and produce concise written reports, working in close liaison with families, professionals, and relevant partner organisations.
- Work in partnership with children and young people, their parents/carers, and professionals to agree meaningful goals and plan effective interventions.
- Accurately document assessments, diagnoses, intervention plans, clinical notes, key contacts, and summaries in line with professional standards.
- Provide clear verbal feedback and high-quality written records following consultation and assessment.
- Support Trust schools in meeting their statutory responsibilities, including contributing statutory advice and attending Annual Reviews when required.
- Assist schools in monitoring the progress of vulnerable children and young people, particularly those at risk of exclusion and Children Looked After.
- Actively uphold safeguarding responsibilities by reporting any Child Protection or Child in Need concerns in line with Trust safeguarding procedures.
- Design, deliver, and evaluate relevant in-service training for school staff, promoting understanding of Speech and Language Therapy practice and impact.
- Operate within the scope of Speech & Language Therapy practice as set out by the Royal College of Speech and Language Therapists.

Special Conditions of Employment

Rehabilitation of Offenders Act

This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Appointment to this post is subject to an enhanced DBS disclosure which confirms the appointee is not on the Children's Barred list being obtained. If you are shortlisted you will be asked to disclose any convictions, cautions, reprimands or final warnings that are not "protected" as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013) – a failure to do so is likely to result in dismissal should it later be discovered. Any information given will be treated entirely as confidential and will be considered only in relation to this application.

Any arrests, convictions cautions or reprimands of relevance, obtained by the jobholder after enhanced DBS clearance has been acquired, must be disclosed to the principal by the postholder. Failure by the postholder to do so, or the obtaining by the postholder of a relevant conviction caution or reprimand, may be managed in accordance with Trust Disciplinary Procedure.

Equality and Diversity

Shireland Collegiate Academy Trust is committed to developing, maintaining and supporting a culture of equality and diversity across all aspects of the Trust's work. As such, it is committed to fulfilling its Equality Duty obligations and expects all staff and volunteers to share this commitment. This Duty requires the Trust to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share characteristics, such as age gender, race and faith, and people who do not share them. Staff and volunteers are required to treat all people they encounter with dignity and respect and are entitled to expect this in return.

Training and Development

The Trust has a shared responsibility with the postholder for identifying and satisfying training and development needs. The postholder is expected to actively contribute to their own continuous professional development and to attend and participate in any training or development activities required to assist them in undertaking their role and meeting their safeguarding and general obligations.

Mobility

The postholder may also be required to work at other establishments of the Shireland Collegiate Academy Trust, whether current or future, either on a temporary or permanent basis, as the Trust may reasonably require for the proper performance and exercise of your duties. There is an expectation of reasonable travel in connection with job role.

Amendments

This job description may be subject to review and / or amendment at any time to reflect the requirements of the role. Amendments will be made in consultation with any existing postholder and will be commensurate with the grade for the job. The postholder is expected to comply with any reasonable management requests.