



GREENSHAW
LEARNING TRUST



**Speech and Language
Therapist**
Recruitment Pack

**ALWAYS
LEARNING**

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Dear Candidate

Thank you for your interest in the role of Speech and Language Therapist at Brakenhale School. We are looking to appoint an enthusiastic, motivated and reflective colleague to join our wider team. Our school is driven by our three values: Aim High, Be Kind and Take Responsibility. These values permeate everything that we do and, as a result, they enable us to help fulfil our vision whereby we prepare our students for their individual successes and future careers. Each and every one of us has a role to play in ensuring that our students get the very best.

We are an 11 to 18 school situated on the southern side of Bracknell town centre. Our commitment to high standards and outstanding teaching has led us to become the school of choice for families in Bracknell Forest. Our progress score this summer has been the highest since its inception, but there is still a long way to go, we are committed to moving our P8 to +1.0 to ensure our students have the best possible life chances. In the Sixth Form, three quarters of grades for vocational courses were graded a Distinction or Distinction*. Being an integral part of our local community is something that we value.

At Brakenhale, we work to do the simple things well, over and over again, as this is what 'great schools do'. We have disruption free lessons, so that teachers can focus on teaching. We have worked to simplify systems and structures within our school to help us manage what we do: students line-up every morning so that our children start the day in a calm and orderly manner; we centralise detentions so that teachers are not expected to do these daily; we 'live mark' so that teachers do not take class sets of books home; we have two data drops for each year group which reduces the unnecessary need to collect data.

With the above in mind, a vital element of any school and its continued development is the people who are part of it. Every single member of staff matters. They contribute, individually and within teams, to ensure we drive standards and outcomes. As a result, the enthusiastic, motivated and reflective individual joining us will be eager to be part of this culture. They will whole-heartedly believe in our vision of increasing the life chances for our students.

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 comprise of thirty six schools: eleven in South London, six in Berkshire, one in Surrey, fifteen in Gloucestershire and South Gloucestershire, and three in Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

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

We are ambitious about diversity and inclusion and very much look forward to receiving applications from candidates whose personal qualities and values reflect those in the person specification and whose experiences also place them in a strong position to deliver the challenges set out in the job description. We encourage applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief, or race.

Brakenhale School 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 websites provide a clear picture of our aspirations and our vision; however, please do not hesitate to contact us to seek further information by completing this form on our website: <https://brakenhale.co.uk/contact-us/form>. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.

Yours sincerely



Camilla Douglas
Headteacher

Greenshaw Learning Trust – ‘Always Learning’

GLT is one of the highest performing multi academy trusts in the country that provides high quality comprehensive and inclusive education. The Trust is committed to meeting the needs of every student and our schools offer a broad curriculum and wide range of special needs provision in a welcoming and challenging environment.

We are extremely proud of our success, but we are not complacent. We believe that we can – as an academy trust, as schools and as individuals – always improve. We are all ‘Always Learning’.

Each school in GLT is led by its own leadership team and a governing body, which have the support of the wider Trust to help them achieve their objectives for their school. Being part of the Trust provides our schools with an effective structure, collaboration, and support. Our culture of trust and openness fosters mutual support and continual improvement.

At GLT it is really important to us that our classrooms are disruption free and the schools are calm and orderly. Our shared behaviour policy assists to make this happen and enables our teachers to have the greatest impact on the educational outcomes of the children in their classes.

School-to-school collaboration is enabled by regular contact between school leaders. Our shared services professionals provide a wide range of effective, rapid and flexible support, advice and guidance to our schools, including curriculum support, school improvement, staff training and development, admissions, attendance, behaviour, safeguarding and SEND, pupil services, estates, finance, HR, IT, catering, clerking, procurement and governance.

From its establishment as a multi academy trust in 2014, the Trust has grown significantly and currently employs around 3,700 people and educates over 23,500 students. Further information about our schools can be found [here](#).

The Greenshaw Learning Trust Mission Statement

We are ambitious for our schools and their students. We believe that there is no ceiling on what can be achieved by anyone, regardless of their circumstances or background.

We are committed to providing a supportive and inclusive learning environment, giving every young person the opportunity to fulfil their potential now, and in the future.

We seek to realise the power of individuals and organisations working together in collaboration whilst retaining their individuality, and we recognise that we can always improve.

Greenshaw Learning Trust Employee Benefits

The GLT recognises that our employees are our most important asset, and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

- A supportive ethos and concern for the well-being of all colleagues
- Excellent CPD opportunities and career progression
- Employer contributions to Local Government (LGPS) or Teachers Pension Scheme
- Access to Blue Light Card Scheme
- Access to Teacher Art Pass Scheme (teaching staff only)
- Cycle to Work scheme
- Gym membership scheme
- Employee Assistance Programme
- Free eye tests
- Car benefit scheme
- My Health discounts

Terms and Conditions

Line Managed by:	SENCO
Line Management:	n/a
Contract:	Permanent
Salary:	Salary calculated in line with Support Staff pay scale, points G27-30 £36,434 - £38,912 (p.a. actual £30,810.02 - £32,905.51) (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 post holder will be expected to work 37 hours per week. Flexibility and the ability to work outside of the normal working hours may be required. Typical working pattern: Monday to Thursday 08:30 – 16:30 Friday 08:30 – 16:15 The above hours include a daily unpaid break of 30 minutes.
Place of Work:	Brakenhale School, Rectory Lane, Bracknell, Berkshire
Medical Examination:	The appointment is subject to a satisfactory medical report
Superannuation:	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
Disclosure & Barring Service Check:	This appointment is subject to the receipt of a satisfactory enhanced Disclosure and Barring Service check
Right to Work Check:	This appointment is subject to verification of the right to work in the UK. Where the successful candidate has worked or been resident overseas in the last five years, such checks and confirmations may be required in accordance with the statutory guidance

Job Description

The duties and responsibilities in this job description are not restrictive and the post holder 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.

We are seeking to supplement our vibrant and busy Speech and Language department with a therapist who is keen to work with a strong specialist team. The department works closely with education staff in and outside the classroom and provides 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.

The Speech and Language Therapist will report to the Highly Specialist Speech and Language Therapist and the Speech and Language Department Manager.

Key Responsibilities

- To effectively manage a caseload of students with 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 individual 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.

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.

Criteria	Essential	Desirable
Training, Qualifications and Experience: On their application form, candidates will demonstrate that they have the following training, qualifications, and school experience:		
	<ul style="list-style-type: none"> • Registered member of the Royal College of Speech and Language Therapists (RCSLT) and Health and Care Professions Council (HCPC) • Holds a degree or diploma in Speech and Language Therapy that is recognised by the RCSLT • Willingness to undertake ongoing training • Relevant experience at undergraduate/postgraduate level • Experience working with parents, carers and professionals 	<ul style="list-style-type: none"> • Previous experience of working in an educational setting and Language Unit • Previous experience of working in a secondary school • Previous experience of working with young people with DLD • Previous experience of working with students with language disorder and SEMH • Previous experience of working with students with social communication difficulties/ASD • Previous experience of delivering training to education staff
Personal and Professional Qualities and Attributes: In their statement of suitability and during the selection process, candidates will demonstrate the ability to:		
	<ul style="list-style-type: none"> • An imaginative and intellectually rigorous approach to therapy planning • Effective clinical reasoning skills • Ability to reflect on own practice and modify approach • Ability to work individually with young people who have a range of needs • Ability to work with groups of young people • Ability to engage and motivate students who may present in a challenging manner, and to remain professional when facing emotive and distressing difficulties • Ability to write reports to a good standard • Excellent organisational skills • Excellent verbal and written communication skills, and the ability to communicate with colleagues, students, parents and other visitors in a professional manner 	<ul style="list-style-type: none"> • Understanding/knowledge of the National Curriculum • Knowledge of current developments in education

	<ul style="list-style-type: none"> • Ability to work constructively as part of a team and build and form good relationships with colleagues • High standard of literacy and numeracy • Efficient, accurate and excellent attention to detail • Ability to work flexibly to support others and respond to unplanned situations • Ability to work independently and show initiative 	
<p>Additional Requirements: In their statement of suitability and during the selection process, candidates will demonstrate that they can meet the following requirements:</p>		
	<ul style="list-style-type: none"> • 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 • Desire to work with young people and to support their education and achievements • Commitment to improving the life chances of young people and motivated by a desire to provide high standards of service delivery • Sensitivity to the range of needs and difficulties that young people experience • Able to appropriately deal with confidential information • Desire to enhance and develop skills and knowledge through CPD • Demonstrate a commitment to safeguarding and the highest standards of child protection • Recognition of the importance of personal responsibility for Health and Safety • Commitment to the school's ethos, aims and its whole community 	

The Recruitment Process

1. Application

Visit our website to view our current vacancies [here](#)

To apply for a staff vacancy, please register for an online account and complete the online application form. The recruitment process is managed via your online account and you will receive regular notifications regarding the progress of your application.

You have the opportunity to upload an attachment to support your application if desired. In the application form you should demonstrate how you meet the requirements set out in the Person Specification. Please include specific examples which support your application.

Applications must be received no later than 9.00am on **14th February**. Applications received after this date will not be considered.

2. Shortlisting

Shortlisting will be finalised with enough suitable applicants. Shortlisted applicants will receive an email inviting them to select their preferred interview time. Please ensure you enter your correct email address on your application form and provide a contact telephone number. References may be taken up after shortlisting. Please ensure you indicate clearly on your application form if you are happy for us to do so.

3. Interview Process

Interviews will be held on as soon as possible. Applicants may also be asked to undertake a practical test related to the knowledge and abilities in the Person Specification.

4. Feedback

Unsuccessful shortlisted applicants will have the opportunity for professional feedback during the week following the interviews.

5. Taking up post

The successful applicant will take up the post **as soon as possible**.

6. Additional information

For further information, please contact HR at hr@brakenhale.co.uk

7. Safeguarding

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 successful applicant will be subject to an Enhanced DBS and barred list check.