

CANDIDATE INFORMATION PACK



REDRIFF PRIMARY CITY OF LONDON ACADEMY

Job Title: Speech & Language Therapist

EMBRACING TRADITION • PURSUING EXCELLENCE • LEADING CHANGE

CEO WELCOME

Dear Applicant,

I am delighted that you have chosen to apply for a post with the City of London Academies Trust.



COLAT is driven by the ambition to deliver exceptional educational outcomes for the young people we serve, combining the heritage and traditions of the City of London Corporation with a creative and effective approach to teaching and learning.

Our expectations are high for both our students and our staff and as such we work to three core values: integrity, professionalism and care. We demonstrate real care by insisting on the highest expectations of behaviour in every phase and setting. Our curriculum is regularly reviewed and updated to ensure that every young person is afforded the knowledge and skills they need to be successful. We promote and support excellent classroom pedagogy as well as ensuring we have common approaches to assessment and intervention. This is how we care for our young people and ensure that they achieve the highest possible outcomes and are able to counter the many aspects of disadvantage they, their families and our wider communities experience.

Our 'Foundations of Excellence', which run through all Trust schools, have been the framework for our sector-leading success so far. These core principles led to the City of London and COLAT previously being recognised as the best performing academy chain for progress and attainment of disadvantaged children ('Chain Effects', The Sutton Trust). This fuels our determination to continue to develop the work we do, while remaining focused on the ambitions for our schools and making a significant difference to children's lives.

In striving for excellence in all aspects of our work, we are acutely aware that this will only be achieved through hard-working and motivated staff. Our care for staff means that we invest in our people, allowing them to grow and achieve their career goals within the Trust or beyond. We are committed to providing first-rate training and development opportunities to all our staff, in addition to excellent career advancement opportunities within our growing Trust.

In the classroom, and around school, we expect the kind of exemplary behaviour that allows our staff to generate exceptional learning outcomes for our children. Being sponsored by the City of London Corporation also means our staff benefit by having access to a huge range of resources, events and exciting learning opportunities that other Trusts are simply not able to offer.

We are always looking for like-minded individuals to join us on our journey. Making the choice to work for COLAT means making the choice to be part of an evolving, ambitious and supportive Trust where you are valued, encouraged and can develop your specific talents, whatever they may be. We look forward to receiving your application.

Yours faithfully,

A blue ink handwritten signature, appearing to read 'M. Emmerson', written over a white background.

Mark Emmerson
Chief Executive Officer

WHO WE ARE

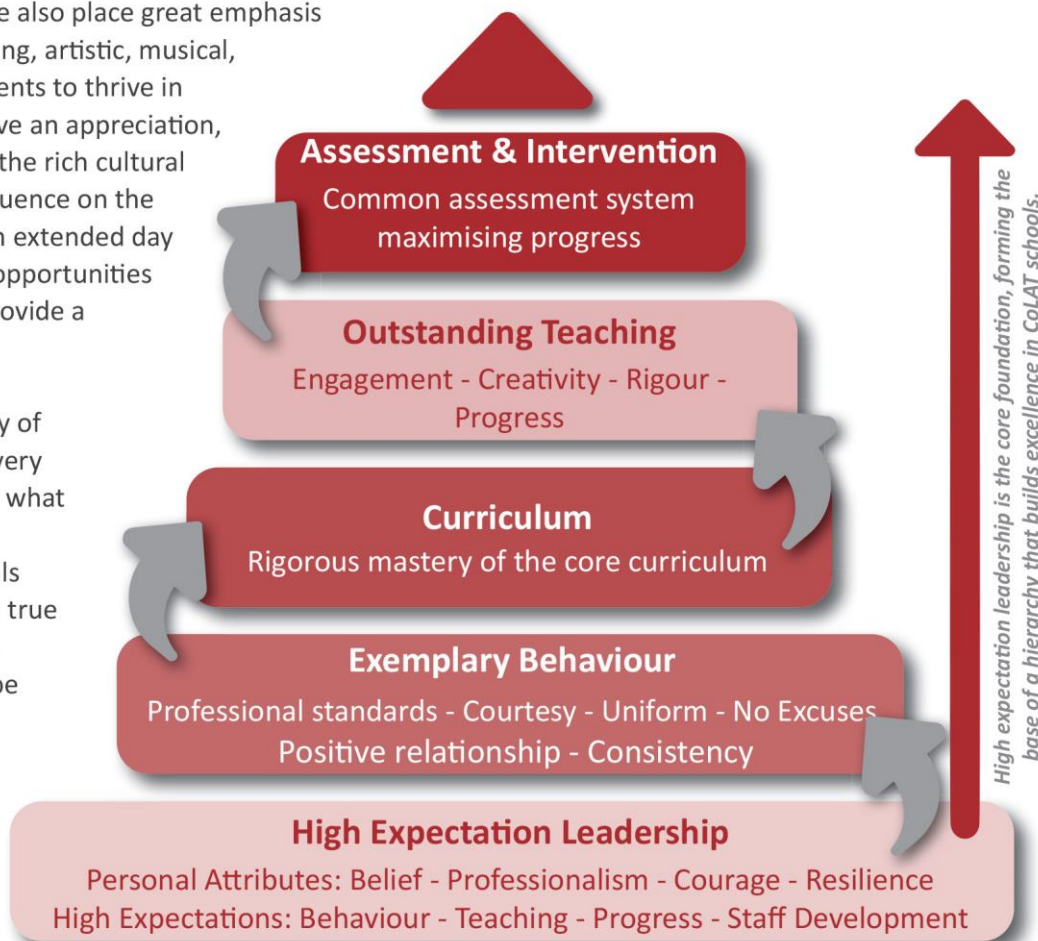
City of London Academies Trust operates schools in areas of significant disadvantage and believes strongly in the transformational nature of education.

We are unashamedly academic and unapologetically results driven because we recognise that strong SATs, GCSE and A level outcomes lead to increased life opportunities for our students. All our schools adopt a warm/strict approach, with every one of our School Leaders adhering to and aligning with our COLAT behaviour systems. Our simple, clear, and consistent routines, rituals and norms embed strong habits delivering exceptional student behaviour. In our schools, our teachers can teach, and students can learn, uninterrupted. We take great pride in curating an exceptionally positive learning environment and we obsessively guard against anything which may compromise our strong ethos and culture.

Our curriculum is knowledge rich. We believe in teaching 'powerful knowledge,' and educating our students on the 'best that's been thought and said' is crucial to giving them the best possible chance of success in life. More broadly, we find opportunities to elevate the curriculum to ensure our most able students can compete with their more privileged peers. Our curriculum is coherently and intelligently sequenced, with our Subject Improvement Leads working closely with Heads of Department to drive gains in learning and develop subject specific pedagogy. We are working on creating a standard curriculum in most of our subjects; this will help reduce teacher workload by taking away the production of high-quality resources and assessments, freeing up our expert teachers to grapple with the delivery of the content and focus on the learning.

Our teaching approach is influenced by the works of educationalists such as Doug Lemov. We are confident we know what works for schools in our specific context, and we have spent a long time codifying our approach, whilst also providing sufficient flexibility for our teachers to add their own unique personality and dynamism to their classrooms. Results are important to us, but we also place great emphasis on developing our students' sporting, artistic, musical, and linguistic talents. For our students to thrive in modern Britain, they must also have an appreciation, understanding and attachment to the rich cultural heritage of our country and its influence on the wider world. All our schools run an extended day to deliver an array of enrichment opportunities and super curricular sessions to provide a truly holistic education.

It is an exciting time to join the City of London Academies Trust, and we very much hope you will be inspired by what you learn about us. We are always excited to meet fellow professionals and there is no better way to get a true sense of a school's culture, values, and ethos than by visiting. We hope you take up this opportunity so you can see what life-changing opportunities our schools provide, and how integral our people are to this mission.



PROFESSIONAL DEVELOPMENT

We are committed to providing **individualised** and **impactful** professional development for every member of our COLAT community, and we offer a menu of talent pathways to support you at every stage in your career.

These pathways are research-based, designed for COLAT schools and delivered by experts from across the Trust. They provide Trust-wide training and networking opportunities to support you to achieve your career goals.


The Talent Pathway menu includes:

- **Aspiring to Middle Leadership: Leading a Department**
- **Aspiring to Middle Leadership: Leading a Year Group**
- **Aspiring to Middle Leadership: Leading a Operational Department**
- **Aspiring to Senior Leadership: Curriculum, Teaching and Learning**
- **Aspiring to Senior Leadership: Personal Development, Welfare and Behaviour**
- **Aspiring to Senior Leadership: Personal Development, Welfare and Management**
- **Aspiring to SEND Leadership**
- **Aspiring to Operational Functions Leadership**

If you are interested in one of our Talent Pathways, please do ask for more details during your school visit or interview.

EMPLOYEE BENEFITS

We invest in and support our staff by keeping their development a priority, and we are proud to have a range of benefits to ensure staff feel valued, including:

- **Teachers' or local government pension scheme with a generous contribution from the Trust**
 - **Occupational maternity and adoption pay following 26 weeks of continuous service**
 - **Generous annual leave entitlement**
 - **Sabbatical leave entitlement for up to one year (unpaid) after five years' continuous service**
 - **Cycle to work scheme**
 - **Corporate gym membership rates**
 - **Travelcard loan scheme**
 - **Annual training and development opportunities in addition to in-house staff development**
 - **Access to City of London housing allocation scheme**
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Headteachers Welcome

Welcome to Redriff Primary School. I hope this pack gives you a flavour of our school, we very much welcome visits too - our children are our best ambassadors and would love to show you around.

For over one hundred years it has been our privilege to serve the local community in this part of Rotherhithe. Over time the community has changed in many ways as, indeed, has the school. For the past ten years we have worked for, and achieved, outcomes consistently above national expectations for all the children in our care. We aim to be outstanding across not only academics but ensuring our children get the best offer for their personal development too. We want children from Redriff to have the capacity and the desire to be future leaders: of our community, of our country and of our world.

We wish them to be wise as well as clever, compassionate as well as ambitious. To achieve this, we employ some of the most dedicated and talented staff in London. We see every child as an individual within the community and we have high expectations of behaviour, of effort and of working in partnership with parents and carers. As a school community we have a set of values and we promote and exemplify these in everything we do. It is our aim to live and work in ways that are aspirational, adventurous, individual, enlightened and compassionate. If you share these values and want to work with us, we would wish you to apply to become part of Redriff.

We work in partnership with The City of London Academies Trust which support both primary and secondary highly successful schools and we are proud to have the Corporation of London as our sponsors. The Corporation is one of the oldest and most prestigious institutions in Britain, boasting over one thousand years of history.

The children of Redriff, our children, deserve the very best start in life that we can give them.

Working with you, we aim for all of our children's years at Redriff to be one of the happiest, most productive and fulfilling times of their lives.



Joanna James
Headteacher

SALT - Job Description

Post: Speech and Language Therapist

Accountable to: Headteacher, Deputy Head Inclusion, Assistant Head Inclusion, Resource Base Manager, SENDCo

Grade/Range: JE10 scalepoints 41-45

Salary: FTE £53,109 - £57,177. Actual salary: £27,864 - £29,999

Working Pattern: 3 days per week, term time only with the possibility of adding a 4th day based at another local Trust school

Location: Redriff Primary School

Disclosure level: Enhanced

Responsible for: Leading Speech and Language provision across the school. Delivering the Speech and Language Provision across the school.

Main Purpose To lead the Speech and Language Therapy Provision across Redriff Primary School including the Resource Base for children who have an EHCP and those on the SEN register with a communication and language need. The post holder will provide clinical input to a defined caseload of clients who present with speech, language and/or communication difficulties. The post holder will work independently on a daily basis with support from a designated supervisor i.e. SENDCo. You will provide assessment for current and prospective pupils as needed. You will contribute to training of professional staff and others as required. You will provide written documents as needed at a professional standard.

Key Accountabilities

Professional / Clinical

The Speech & Language Therapist will:

- Be responsible for assessment, diagnosis, planning, implementation and evaluation of treatment / intervention programmes for service users according to professional standards whilst adhering to trust policies and procedures.
- The post holder will be responsible for ensuring they have access to regular supervision and organise this themselves.
- Devise appropriate intervention/care plans for clients and provide suitable and timely intervention.

demonstrating clinical effectiveness by the use of evidence based practice and outcome measures while being able to adapt practices to meet individual pupils' need.

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- Provide therapy care plans to be carried out by Speech and Language Therapy assistants and/or Learning Support Assistants/Teaching Assistants while retaining overall responsibility for the clients.
- Provide feedback, guidance, advice and training to parents/family members, carers and members of the multidisciplinary team in all aspects of speech, language and communication acquisition.
- To be the lead Speech and Language Therapist for the school and take responsibility for ensuring the needed provision is delivered to all clients across the school by organising your own time efficiently and directing other Speech and Language Therapists/ Teaching Assistants.
- Provide written reports and undertake appropriate liaison with parent/carers, members of the multi-disciplinary team and voluntary organisations.
- Collaborate with service user, family, carers and other staff in goal setting and treatment / intervention planning.
- Document all assessments, diagnoses, treatment / intervention plans, clinical notes, relevant contacts and summaries in accordance with professional standards.
- Liaise with Educational Psychologists and Assistant Psychologists and other relevant professionals as appropriate over cases.
- Be responsible for maintenance of standards of own practice.
- Foster close working relationships with colleagues and other relevant professionals in maximising the service user's potential.
- Actively engage in own performance management.
- Provide support and information in relation to SLCN to service users and relevant others
- Participate in teams as appropriate, communicating and working in collaboration with the service user and other team members as part of an integrated package of care.
- Attend and participate in relevant meetings and case conferences as appropriate, supported by a Senior Therapist.
- Maintain professional standards in relation to safeguarding, confidentiality, ethics and legislation.
- Maintain professional competence in line with principles of best practice and clinical governance.
- Operate within the scope of Speech & Language Therapy practice as set out by the Royal College of Speech & Language Therapists.
- Participate in and develop activities which support health promotion.
- Develop the school's outreach offer and participate in outreach work to other schools as and when needed.
- To attend and contribute to multidisciplinary team meetings.

Education and Training

The Speech & Language Therapist will:

- Participate in mandatory and recommended training programmes in accordance with departmental/organisational guidelines.
- Maintain and develop professional expertise and knowledge by actively engaging in continuing professional development e.g. reflective practice, by attending and presenting at in-service events, training courses, conferences, professional courses or other courses relevant to practice, participating in research etc.
- Engage in the teaching / training / support of others as appropriate

Health & Safety

The Speech & Language Therapist will:

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- 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 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.
- Comply with department procedures with regard to assessment, recommendation and / or manufacturing of all assistive devices.
- Promote a culture that values diversity and respect.

Administrative

The Speech & Language Therapist will:

- Be responsible for the co-ordination and delivery of service in designated schools with support from their supervisor as delegated by the Headteacher.
- Ensure good working practice and adherence to standards of best practice.
- Ensure the maintenance of accurate records in line with best clinical governance, the organisation's requirements and the Freedom of Information Act, and provide reports and other information / statistics as required.
- Engage in service audit and demonstrate the achievement of the service objectives.
- Engage in technological developments as they apply to the service user and service administration.
- Keep up to date with change and developments within the Trust.

Safeguarding Children

COLAT is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment. The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

The person undertaking this role is expected to work within the policies, ethos and aims of the Trust and to carry out such other duties as may reasonably be assigned. The post holder will be expected to have an agreed flexible working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, contractors and community members.

English Duty

This role is covered under part 7 of the Immigration Act 2016 and therefore the ability to speak fluent spoken English is an essential requirement for this role.

SALT – Person Specification

Person Specification

Our Values and Vision

The City of London Academies Trust, sponsored by the City of London Corporation, aims to provide high-quality education for students and pioneer educational innovation. We are driven by the ambition to provide world-class experiences and deliver exceptional educational outcomes for the young people we serve.

All City of London schools and academies draw upon the traditions, institutions, heritage and historical successes of London to furnish each of their diverse communities with life-transforming learning experiences. In doing so, we believe that the young people we serve develop into successful, compassionate young adults, who make a positive contribution to their local, national and global communities.

Our schools are characterised by a common understanding of what makes outstanding schools, based on five key principles which are known as our 'Foundations of Excellence'.

Our Staff

Our staff have high expectations, are consistent and driven to provide the best teaching and opportunities for our students. Teachers work in a well-disciplined environment where they are able to teach creative and engaging lessons, and all staff are given exciting opportunities to develop and learn from exceptional practitioners.

Equal Opportunities

The postholder will be expected to carry out all duties in the context of and in compliance with the academy Equalities policies.

	Essential	Desirable
Qualifications		
A recognised professional degree qualification in Speech and Language Therapy	X	
Registered member of Royal College of Speech and Language Therapists	X	
Registered member of the Health and Care Professions Council (HCPC)	X	
Membership of SLT Clinical Excellence Network		X
Other postgraduate training relevant to the role		X
		X
Experience, Skills and Knowledge		
Relevant experience at undergraduate/postgraduate level	X	
Experience of working with parents, carers and other professionals	X	
Experience of working in a multidisciplinary team		X
Knowledge and skill in providing SLT assessment and intervention relevant to the service users	X	
Knowledge and understanding of the application of relevant SLT diagnostics, theoretical models, and approaches relevant to service users	X	

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Knowledge of and ability to apply relevant legislative frameworks and policies relating to care e.g. Mental Capacity Act, Safeguarding, Consent to Treatment	X	
Demonstrate clear clinical reasoning based on evidenced based practice	X	
To use specialist knowledge of standardised assessment and other assessment tools in combination with advanced reasoning skills to record baseline measures and/or differential diagnoses.	X	
Ability to maintain professionalism at all times, especially in complex/challenging situations	X	
Experience of using a range of diagnostic tools and using these to write reports, targets and next steps	X	
Work flexibly and be responsive to change	X	
Ability to work autonomously and cooperatively as part of a multidisciplinary team	X	
To have excellent interpersonal skills including observation, listening and empathy skills	X	
To have good auditory discrimination skills and ability to transcribe speech phonetically	X	
To demonstrate good analytical and reflection skills	X	
Ability to communicate complex, sensitive and emotional information using a variety of modes of communication, being able to adapt methods/style/approach as appropriate, overcoming barriers to understanding	X	
To have a good understanding of the need for accessible information for this service user group	X	
Effective organisational/planning and decision-making skills	X	
Good knowledge of IT skills & technological aids that would benefit this service user group and a willingness to develop IT skills as necessary	X	
Have knowledge and experience of the EHCP process and how to support and deliver this.	X	
Understanding of and ability to apply the principles of risk assessment and risk management	X	
Awareness of clinical governance and its relationship to clinical effectiveness and service user's safety and service user's experience	X	
Makaton sign language training	X	
PECs Training		X
Licensed ELKLAN Tutor		X
Personal Qualities		
Ability to motivate, empower and enable others	X	
Ability to develop strong positive relationships with staff, families, children and other professionals	X	
A commitment to inclusive practice within a mainstream school	X	
Be able to manage a complex caseload of children with varying needs	X	
Ability to stay positive and calm under pressure	X	
Be driven to use evidence based research to inform practice	X	
Be a reflective practitioner	X	
Other		
Commitment to safeguarding and promoting the welfare of children and young people	X	
Willingness to undergo appropriate checks, including enhanced DBS Checks	X	
Motivation to work with children and young people	X	
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	X	

Speech and Language Therapist

Would you like to join an exciting and enthusiastic primary school that is accredited by the National Autistic Society?

Would you like to work with a highly skilled team that provides outstanding education to its children and invests in their staff?

Would you like the opportunity to join a school that is developing his outreach service across Southwark?

Would you like to provide care and support in delivering speech and language provision for some fantastic children across our 'Outstanding' school?

Are you someone who provides the highest possible standards of support to enable children with complex needs to access participate and achieve fully in school and community life?

We are looking for a passionate Speech and Language Therapist who...

- Is driven to improve outcomes for children with Special Educational Needs (SEN) or Special Educational Needs and Disabilities (SEND)
- Has experience of working with children with Autism Spectrum Condition (ASC)
- Has experience of working with children who may have other Special Educational Needs including Downs Syndrome
- Manage a caseload of children alongside another therapist
- Drive and improve our Speech and Language and Communication provision across the school
- Has experience of delivering whole school CPD including Makaton

Redriff Primary School (City of London Academy) is an outstanding school that has been accredited by the National Autistic Society and is a leading centre of excellence for autism. We are looking for Speech and Language Therapists with a background, experience or an interest in working with children with complex needs in a resource base as well as those based in mainstream classrooms. You will be the lead Speech and Language Therapist in the school. You will ensure that all statutory work including Direct and Indirect work detailed on children's EHCPs is delivered, and ensure that any child on the SEN register with a communication need is supported through appropriate support and intervention. You will conduct assessments and use these to decide on further support and next steps for children. You will work to improve our Total Communication approach as a school and enable us to achieve accreditations such as Makaton Friendly status. You will train and support staff by delivering CPD to staff across the school.

You will work closely in a collaborative team led by the Deputy Head and Assistant Head for Inclusion as well as the Resource Base Manager. We are an enthusiastic and friendly team and part of an outstanding school. We have a large multidisciplinary inclusion team including a range of therapists and pastoral support and have a genuine commitment to inclusion and the best inclusive practice.

Please see our latest Ofsted report from November 2023, where it is highlighted that "Pupils with special educational needs and/or disabilities (SEND) are well supported. Everyone looks out for each other and behaviour throughout the school is calm and positive." And "Staff are highly skilled at identifying and meeting pupils' needs, including those with SEND. Throughout the school, staff use a range of approaches consistently to support pupils' learning. For example, staff use different communication systems which enable all pupils to share their answers, points of view and emotions."

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If you are interested in an informal discussion about the post, please email Rosa Eldred via vacancies@redriff.southwark.sch.uk For more information about the school and to download an application pack, please see our website www.redriff.southwark.sch.co.uk. Visits are warmly welcomed. Please contact the school office to arrange a visit.

City of London Academies Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks and a willingness to demonstrate commitment to the standards which flows from City of London Academies Trust vision and values.

Redriff Primary School is based in the heart of an evolving community in South East London and we value the diversity of our workforce. We welcome candidates from all backgrounds to join our team.

The role is covered by part 7 of the Immigration Act 2016 and therefore the ability to speak fluent spoken English is an essential requirement for this role.

City of London Academies Trust supports Equal Opportunities Employment.

City of London Academies Trust Company Registration No. 04504128.

Closing date for applications: 11th October 2024, please note we reserve the right to interview upon receipt of applications



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