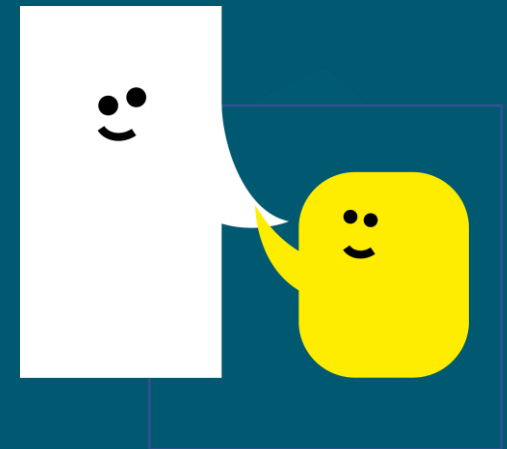


Senior Specialist Speech and Language Therapist

Recruitment Pack for Candidates
June 2024



A Speech and
Language UK school



About Meath



A Speech and
Language UK school

Meath, a Speech and Language UK School (www.meathschool.org.uk) based in Ottershaw, Surrey is a day and residential non-maintained primary special school for up to 75 pupils aged 4 to 11 years, where Speech and/or Language Disorder and associated difficulties is the primary need, including children with high functioning Autism.

Our most recent Ofsted report (2023) is highly positive about the work of the school and the progress which our children make. “Pupils are happy and safe, and they enjoy being in school. They comment that ‘everyone can have friends here’.”

“The values of ‘talk, learn, grow’ are at the heart of all that the school does. Every aspect of learning is centred around equipping pupils to become confident and independent communicators.”

“The harmonious collaboration between the therapy and education teams forms the core provision. Therapy programmes are seamlessly intertwined throughout all lessons, and every pupil benefits from this enrichment.”



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About Speech and Language UK



At **Speech and Language UK**, we want every child to face the future with confidence. For 1.9 million children in the UK, learning to talk and understand words feel like an impossible hurdle. Without the right help, this can destroy their world. They feel disconnected from their family. Unable to make friends. Unfairly punished for not following instructions they don't understand. What does the future hold for them?

We must reach children earlier, to make sure every child has the skills to face the future. We design innovative tools and training for thousands of nursery staff and teachers. We give families the confidence and skills to help their child. And we put pressure on politicians to prioritise support for children. Too many children are left waiting to be understood. Help us bring speech and language skills into the spotlight so they can all flourish.

For more information about Speech and Language UK, its work and values go to or follow-us on Twitter @SpeechAndLangUK



Principal's Welcome

It is with great pleasure that I welcome you to share the experience we have at Meath. We are a school dedicated to ensuring every child learns to communicate, gets a positive learning experience and feels a sense of belonging and security to be themselves and flourish by overcoming their barrier to learning. Our school is immersed in the total communication approach, so whatever the communication need, there is a way to get past it.

We at Meath, take great pride in the work we do and the progress we see of individual children. We believe that we open doors and support children to be strong independent communicators and learners. We offer a way to ensure they are heard and can give their valued voice and opinion by whatever means.

We want to prepare children for the next stage of their education and give them the tools to independently access the learning and education which will provide them with greater life choices and experiences. We want every child to **TALK, LEARN,** and **GROW,** we want them to 'talk' through any means possible, learn and empower them to grow as independent citizens. Our collaborative and immersive environment allows children to be effective communicators and learn various means to have their voice heard. We work as a multi-disciplinary team to ensure the best expertise is shared and taught so that we drive progress forward and ensure we are providing the most evidence-based approach to our practice.

Majella Delaney
Principal

“Meath School has been amazing – we’ve got our little boy back! He’s made lots of friends, and he’s understanding so much more.”



The Role

We are looking for an experienced, enthusiastic forward thinking Senior Specialist Speech and Language Therapist who wants to develop their career, skills and knowledge in a specialist educational setting from Reception to end of Key Stage 2. You will enjoy the chance to work within a well resourced department with a small (10 -12 children) but complex caseload, where intensive therapy with pupils is encouraged. You will work with class groups, smaller groups and with individual children. You will support SLT colleagues to develop their skills through line management of Speech and Language Therapist/s or Speech and Language Therapy Assistant. You will have responsibility for leading across school projects and areas of development. You will be involved in training and outreach. If you believe you can help our learners to fulfil their potential at school, at home and in their communities and are looking for a fresh challenge, then this role may be just what you are looking for. We offer supervision, frequent CPD, strong collaborative practice and peer support.

Speech and Language UK's Meath school is an outstanding special school committed to the highest quality integrated education, therapy and care. You will work collaboratively as part of strong and supportive multi-disciplinary team of Teachers, Therapists, Learning Support Assistants and Residential Care Officers. Meath School is a non-maintained day and residential school for pupils aged between 4 – 11 years, who have severe and complex speech, and language disorders (including high functioning ASD) with associated learning and/or behavioural difficulties.



What we offer

Meath, a Speech and Language UK School is a fantastic place to work, with benefits including;

- Annual salary reviews
- Employee assistance programme providing a confidential helpline
- Supportive and paid sick leave, if needed
- 1 wellbeing day to be taken during term time each year
- A team of Mental Health First Aiders in school
- A supportive culture that aims to promote positive mental health and wellbeing of staff
- Life events celebrated
- Staff appreciation gestures throughout the year
- A friendly, passionate and enthusiastic team dedicated to getting the best outcomes for our young people
- Free optional flu jab in the Winter
- Contributory pension scheme
- Life assurance cover
- Enhanced maternity and paternity leave
- Free eye test
- Interest-free annual season ticket loan and bike loan
- Plenty of onsite parking
- Discounted staff lunches
- Access to hundreds of exclusive perks, discounts and wellness resources through Perkbox
- A comprehensive induction programme so you can hit the ground running
- Continued professional development and training opportunities, and regular professional support





Job Description

JOB TITLE: Senior Specialist Speech and Language Therapist

RESPONSIBLE TO: Head of Therapy. Through the line management structure ultimately responsible, within school, to the Principal.

JOB SUMMARY

To manage effectively a caseload of pupils with speech, language and communication difficulties within a school setting. To line manage SLT / SLTAs. To contribute to the development of the school and of Speech and Language UK.



A Speech and Language UK school

- i Bill Harrison Assessment Centre
- ii Training delivered to external clients
- iii Assessment / therapy delivered to other schools.

SPEECH AND LANGUAGE THERAPY DEPARTMENT

1. Be responsible for day to day line management of up to three SLT department members (which may include the SLT Assistant), carrying out performance management and monitoring work allocation as necessary.
2. Work with volunteers and assistants as appropriate, deploying time and allocating duties within the multidisciplinary team context.
3. Contribute to curriculum development and, if required be responsible for SLT input to a defined curriculum area.
4. Act in an advisory capacity on a range of relevant clinical areas as required
5. Develop or maintain special interest in a limited number of relevant areas (clinical and/or curricular) agreed with the line manager, and to collate and disseminate relevant information, and lead in these areas across the school.
6. Access support from designated colleagues, when necessary.

SCHOOL/SERVICE

1. Attend and contribute to staff meetings and Inset.
2. Work as part of a multi-disciplinary team to enable access to the National Curriculum, at appropriate key stages, through planning, delivery and support and contributions to behaviour plans.
3. Contribute to the development and maintenance of effective joint working practices between various staff groups.
4. Contribute to developing and sustaining an appropriate communication environment within the school or service.
5. Contribute to the life and working practices, environment and ethos of the school/service e.g. lunchtime supervision, school trips.
6. Assist with hosting visitors when required.
7. Contribute to whole school development plan.
8. Mentor colleagues from other professional groups new to the school

MANAGEMENT RESPONSIBILITIES

1. Day to day responsibility for management of SLTs/ SLT assistant.
2. To supervise, monitor and appraise SLTs/ SLT assistant.

ORGANISATION WIDE

1. Contribute to local, organisational and national audit and quality measurements.
2. Contribute to the development of effective collaborative working practice.

Job Description

JOB TITLE:	Senior Specialist Speech and Language Therapist
RESPONSIBLE TO:	Head of Therapy and, through the line management structure, ultimately responsible, within school, to the Headteacher.
RESPONSIBLE FOR:	SLT/SLT Assistant
LOCATION:	Meath School

Job Summary

To manage effectively a caseload of pupils with speech, language and communication difficulties within a school setting. To line manage SLT / SLTAs. To contribute to the development of the school and of Speech and Language UK.

Principle Duties and Responsibilities

PUPIL RELATED ACTIVITIES

1. Adhere to national and local standards and guidelines relating to Professional Practice HCPC standards and as per guidance on RCSLT website ,and maintain professional registration through the Royal College of Speech and Language Therapists and Health and Care Professions Council.
2. Be aware of and adhere to current legislation.
3. Be responsible for collecting own work statistics e.g. amount of contact time, outcome measurements etc as required.
4. To participate in the school's assessment service as required.
5. 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 EHCPs as appropriate.
6. Participate in/be responsible for the planning and administering of eating and drinking skills programmes, calling upon specialist staff for advice as appropriate.
7. Work autonomously with a complex caseload in collaborative, intensive and innovative ways.
8. Work autonomously within the school environment, utilising a knowledge of curriculum and of literacy strategies appropriate to pupils ages.
9. Be a reflective practitioner. Considering and evaluating alternative and innovative approaches to the management of pupils with speech and language disorders, and participating in research as required.
10. Seek second opinions, and/or make referrals within or outside Speech and Language UK when necessary, according to school/local policy.
11. Disseminate skills, knowledge and experience through training and offering advice to other staff, parents, carers and significant others about individual and groups of pupils. Demonstrating practical procedures when appropriate.
12. 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.
13. Contribute to outreach and extended service delivery on behalf of the School, for example:

3. Contribute to Speech and Language UK events (e.g. staff events, professional development) and provision of services (e.g. outreach, training and information) at alternative locations.
4. To undertake a significant and specific area/areas of responsibility for Speech and Language UK/ The School/ The Service, in liaison with the Head SLT, for example:
 - i. AAC development
 - ii. Research
5. To plan and deliver training and presentations inside AND outside of the host school as required by the School/service or organisation.
6. To undertake or lead in research as required by the School/service or organisation.
7. To act as an ambassador for Speech and Language UK, supporting and communicating the vision and goals of the organisation.

8. **PERSONAL DEVELOPMENT**

1. Maintain an up-to-date knowledge of the impact of speech and language impairment on pupils learning, keeping abreast of relevant initiatives and development within Speech and Language UK and the fields of Speech and Language Therapy and Education.
2. Develop and/or maintain knowledge and competency in dealing with expressive, receptive and pragmatic language disorder in children.
3. Undertake relevant training and development, as required, including behaviour management and child protection training.
4. To gain or maintain proficiency in Sign Supported English.
5. Participate and contribute to one's own performance appraisal and supervision sessions.

9. **ADDITIONAL REQUIREMENTS**

1. Provide cover for colleagues as directed by your manager.
2. Refrain from acting in a manner that in any way endangers pupils, yourself, fellow employees or the public.
3. Ensure that all policies and procedures relating to the protection of children in Speech and Language UK's Services are followed at all times.
4. Avoid any behaviour, which discriminates against your fellow employees, or potential employees on the grounds of their sex, sexual orientation, marital status, race, religion, creed, colour, nationality, ethnic origin or disability.
5. Safeguard at all times confidentiality of information relating to children, staff and Speech and Language UK's work.
6. Refrain from smoking in any area of Speech and Language UK premises not designated as a smoking area.
7. Behave in a manner, which ensure the security of Speech and Language UK property and resources.
8. Abide by all relevant Speech and Language UK Policies and Procedures.

The list of duties and responsibilities is by no means exhaustive and the postholder may be required to undertake other relevant and appropriate duties as required.

The job description is subject to regular review and appropriate modification

**Speech and Language UK
Person Specification
Senior Specialist SLT**

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> ▪ Registered member of the Royal college of Speech and Language Therapists and HCPC 	
Experience	<ul style="list-style-type: none"> ▪ Extensive post qualification experience of working with complex case loads ▪ Proven experience of working as part of a multi-disciplinary team ▪ Experience of working in an educational setting 	
Skills and Knowledge	<ul style="list-style-type: none"> ▪ Devising, implementing and monitoring development plans or projects ▪ Knowledge of current developments in education ▪ Knowledge of AAC ▪ Understanding/knowledge of National Curriculum and Language Disorder impact on this ▪ Good organisational skills ▪ Writing reports to a high standard ▪ An imaginative and intellectually rigorous approach to therapy planning ▪ Relevant specialist clinical knowledge and the capacity to advise staff on a range of clinical areas ▪ The ability to work with individuals & groups of children with complex SLT needs from 3 to 11 years ▪ Dynamic, creative and flexible approach to tasks and problem solving 	<ul style="list-style-type: none"> ▪ Knowledge of Sign Supported English / Makaton
Other Factors	<ul style="list-style-type: none"> ▪ Ability to manage and motivate staff and internal & external stakeholders and to work effectively as part of more than one team ▪ A flexible approach to work ▪ Excellent written/oral communication skills to a range of audiences, colleagues, parents and to other professionals ▪ A desire to continue the development of professional skills ▪ Commitment to the ethos and practices of the school and of Speech and Language UK 	

Speech and Language UK
Summary of Terms and Conditions of Employment and Benefits

Job Title:	Senior Specialist Speech and Language Therapist
Start Date:	ASAP
Location:	Meath School, Brox Road, Ottershaw, Surrey, KT16 0LF
Annual Salary:	£40,705- £44,931 per annum
Hours:	Full time (35 hours a week), worked 8.30am to 4.30pm, Monday to Friday
Working Weeks:	Working 42 weeks per year (term time plus 3 weeks to be used flexibly throughout the year)
Annual Leave:	10 weeks per holiday year
Disclosure & Barring Service Check:	The successful candidate's employment is subject to an enhanced DBS and barred list check.
Probation Period:	There is a 6 month probationary period for this post
Pension:	After 3 months, staff employed on a continuing contract, or temporary contract of minimum 6 months, are entitled to join the Speech and Language UK group pension scheme with Aviva. Employer contributions 4.5%, and the minimum employee contribution is 3%. Teachers will be enrolled onto the Teachers Pensions Scheme.
Life Assurance	Life cover for 4 x annual salary. Members of Teachers Pension have life insurance cover as part of that scheme.
Perkbox:	Employee benefit providing hundreds of exclusive perks for staff ranging from discounts on shopping, entertainment and gifts, to gym membership, rewards, confidential employee assistance helpline and wellbeing resources.
Free Annual Flu Vaccination:	Free annual flu vaccination for all Speech and Language UK employees.
Payroll Giving	By joining the payroll giving scheme, you can donate to your chosen charity directly from your pay before tax is deducted.
Season Ticket Loan	Speech and Language UK offers eligible employees an interest free loan for the purchase of a season ticket for travel between home and the School.
Bike Loan	Speech and Language UK offers eligible employees an interest free loan for the purchase of a bicycle for commuting to work.

How to Apply

For an informal discussion about the role please contact Jennifer Cook, Head of Therapy on 01932 872302 email jennifer.cook@meathschool.org.uk

To apply please send the completed application form to sbm@meathschool.org.uk by 9am on **8th July 2024** Interviews will be held at Meath School. We will shortlist and interview whilst this vacancy remains live, so we encourage you to apply early.

Speech and Language UK is committed to safeguarding and promoting the welfare of children. We carry out appropriate vetting and verifications on all staff. Please find details of our safeguarding policy <https://primarysite-prodsorted.s3.amazonaws.com/meath-school/UploadedDocument/287d788d-21c2-40e1-8465-0d84fb30e68d/sgpolicy-2023-2024-updated-march24.pdf>

All shortlisted candidates will be subject to an online search covering content that is in the public domain. In line with Keeping Children Safe in Education the successful candidate's employment is subject to an enhanced DBS and barred list check. Thank you for your interest and we look forward to hearing from you.



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