



**Maiden Erlegh Trust
Job Description**

Role	Speech and Language Therapist	School/Department	Oak Tree School
Grade	Grade 8, Spinal Points 30 to 34 or Band 6	Reports to	Assistant Headteacher
Purpose	To develop, deliver and embed a high-quality in-house speech, language and communication provision that supports pupils' communication development, access to learning and participation in school life through specialist assessment, intervention and collaborative practice across the school community.		
Scope	Staff responsibilities:		Financial Accountability:
	Staff responsibilities: None. The postholder will operate within the school environment and may support communication and training activity across the Trust where required confirm cross-Trust deployment expectations.		No budgetary responsibility.
Key accountabilities	<p>Teaching and Learning outcomes are strengthened through the design, implementation and evaluation of specialist speech and language therapy assessment and intervention programmes that support pupils to access learning, communicate effectively and participate fully in school life to support improved communication access and learning engagement.</p> <p>High-quality, safe and evidence-based speech and language therapy provision is established and delivered within the school environment, ensuring interventions are responsive to pupil needs and aligned with educational priorities.</p> <p>Effective collaboration with teachers, teaching assistants, families and external professionals ensures that communication strategies are embedded consistently across learning environments and home-school partnerships.</p> <p>Clinical and professional standards are maintained through accurate record keeping, evaluation of intervention outcomes and adherence to recognised professional frameworks and Trust procedures.</p>		



	<p>Professional development, training and collaborative practice are promoted across the school and Trust, strengthening staff understanding of communication needs and effective inclusive strategies.</p>
<p>Relationships</p>	<p>The postholder will build positive, professional relationships with a wide range of stakeholders, including Trust and school leaders, colleagues across Maiden Erlegh Trust, students, parents and carers, plus external partners. These relationships are central to creating a collaborative, supportive environment that enables shared success and strong outcomes for all.</p>
<p>Supporting Maiden Erlegh Trust</p>	<p>The postholder may occasionally support other Maiden Erlegh Trust schools, promoting collaboration, professional growth, and the sharing of effective practice. This cross-Trust work provides opportunities to learn from colleagues, contribute to improvement initiatives, and strengthen our community.</p>
<p>Main duties and accountabilities</p>	<p>Teaching and Learning</p> <ul style="list-style-type: none"> • Establish and develop a speech and language therapy provision within the school to support pupils with communication needs. • Provide safe, holistic and evidence-based speech and language therapy assessment, intervention and support within a school setting. • Undertake specialist assessments and implement appropriate therapy interventions for pupils, including providing advice and guidance to parents and carers. • Devise, implement and evaluate speech and language therapy plans and classroom-based communication programmes in consultation with pupils, teachers, teaching assistants, families and carers while respecting diversity and individual needs. • Develop and implement Augmentative and Alternative Communication approaches to meet the communication needs of pupils. • Work collaboratively with teachers and support staff to embed communication strategies within classroom practice to support inclusive learning and participation. <p>Assessment</p> <ul style="list-style-type: none"> • Assess pupils’ speech, language and communication needs using recognised assessment approaches and professional judgement. • Evaluate the effectiveness of therapy interventions and adapt programmes accordingly to support pupil progress to support effective communication outcomes. • Contribute professional advice and reports to inform education



planning processes where appropriate confirm contribution to EHCP or equivalent review processes.

Behaviour Management and Student Wellbeing

- Support staff in understanding the relationship between communication needs, behaviour and emotional wellbeing to promote effective support strategies to support positive behaviour and wellbeing.
- Work collaboratively with pastoral and inclusion staff to ensure communication needs are understood and supported across the school environment to support safe and inclusive provision.

Pastoral and Inclusion

- Liaise with the SENCO, Headteacher, pastoral staff, external agencies, students and parents to coordinate communication support and ensure joined-up provision.
- Provide advice, information and guidance to parents and carers to support communication development beyond the school environment to strengthen home-school communication support.
- Contribute to the development of inclusive practice by supporting staff to understand and respond effectively to pupils' communication needs.

Trust Culture

- Promote effective communication and collaborative working across multidisciplinary teams within the school and the wider Trust.
- Design and deliver training and guidance for school and Trust staff on speech, language and communication needs and effective support strategies confirm Trust-wide training expectations.
- Contribute to school and Trust activities, meetings and events as directed by the Director of Inclusion and Safeguarding.

Other

- Maintain accurate records of speech and language therapy interventions in line with Trust guidance and appropriate management information systems.
- Participate in service development activity, including audit, review and improvement of therapy provision.
- Participate in supervision, appraisal and continuing professional development to maintain high standards of clinical and



	<p>professional practice.</p> <ul style="list-style-type: none"> • Maintain professional registration and adhere to HCPC and RCSLT professional and clinical standards. • Work with financial budgets where required to support the efficient delivery of therapy services confirm level of financial responsibility. • Advise schools on the safe maintenance and storage of speech and language therapy equipment. • Undertake other reasonable duties consistent with the responsibilities of the role as directed by the Headteacher or Director of Inclusion and Safeguarding.
Other requirements and responsibilities	<ul style="list-style-type: none"> • Enhanced DBS clearance required. • The postholder must comply with all Trust and school policies and procedures, including those relating to safeguarding, equality, health and safety, data protection and professional conduct. • All staff are expected to safeguard and promote the welfare of children and young people and to follow the Trust's safeguarding policies and procedures at all times.

**Maiden Erlegh Trust
Person Specification**

Role	Speech and Language Therapist	School/Department	Trust School
Qualifications, training and education	<ul style="list-style-type: none"> • Recognised Speech and Language Therapy degree qualification or equivalent professional qualification in Speech and Language Therapy. • Registration with the Health and Care Professions Council (HCPC) with a licence to practise. • Membership or registration with the Royal College of Speech and Language Therapists (RCSLT). 		
Skills and abilities	<p>Technical skills</p> <ul style="list-style-type: none"> • Knowledge and understanding of assessment tools used within Speech and Language Therapy practice. • Knowledge of a range of appropriate therapeutic interventions for children and young people with speech, language and communication needs. • Knowledge and understanding of the principles of clinical audit and service evaluation. 		



	<ul style="list-style-type: none"> • Knowledge and ability to implement and use Augmentative and Alternative Communication (AAC) approaches to support communication needs. <p>Communication</p> <ul style="list-style-type: none"> • Ability to communicate effectively with children and young people with communication needs. • Strong interpersonal and team-working skills to work collaboratively with colleagues and multidisciplinary teams. • Ability to communicate effectively with parents and carers regarding a pupil’s therapy provision and strategies to support communication development. • Effective written and verbal presentation skills to communicate professional advice and guidance clearly. <p>Organisation and planning</p> <ul style="list-style-type: none"> • Strong organisational skills and the ability to prioritise workload effectively. • Ability to plan and reflect on professional practice and therapeutic interventions. <p>Pastoral and inclusion</p> <ul style="list-style-type: none"> • Understanding of the needs of children and young people with SEND, including Autism Spectrum Disorder (ASD), Attention Deficit Hyperactivity Disorder (ADHD) and Social, Emotional and Mental Health (SEMH) needs. • Ability to support inclusive practice for pupils with communication and interaction needs within an educational setting. <p>Personal qualities</p> <ul style="list-style-type: none"> • Resilience and the ability to remain calm under pressure and in challenging situations. • Willingness to work flexibly and adapt to changing priorities. • Ability to use initiative and exercise sound professional judgement. • Analytical and reflective approach to professional practice.
<p>Requirements specific to the role</p>	<p>All staff and volunteers are expected to be committed to safeguarding, equality and promoting the welfare of children and young people.</p> <p>To ensure awareness of local safeguarding policies and procedures and to report any concerns or information received as required</p>

Maiden Erlegh Trust retains the right to implement changes in job descriptions and person specifications to reflect changes in the demands of the post. Where this is necessary this will be done in consultation with you.



MAIDEN ERLEGH TRUST

Signed: Post holder	
Date:	