

JOB DESCRIPTION

POST	Speech & Language Therapist
CONTRACT	3 days per week (term time only plus INSET)
GRADE	Grade 6 point 18 (£31,537 pro-rata) £16,403.66 actual salary (equivalent to NHS Band 5)
LOCATION	Belmont Special School - occasionally the post-holder may be required to cover at other schools within the MAT,

JOB PURPOSE

This is an exciting opportunity for development as early-career therapist to gain experience working within a specialist setting, alongside a growing communication team.

Belmont School offers an existing SALT infrastructure and a track record of innovation. We have a whole-school ethos that values multidisciplinary collaboration, relational practice and communication as the foundation for learning.

Key Responsibilities:

- Plan and deliver evidence-based therapy programmes (individual, group, or classroom-based).
- Support the implementation of Alternative and Augmentative Communication (AAC) systems, including high and low-tech solutions.
- Monitor and review therapy outcomes, updating goals and strategies accordingly.
- Liaise closely with teaching staff, SENCOs, and support staff to integrate communication strategies into the classroom environment.

Collaborative Working:

- Provide advice and training to school staff to promote communication-friendly environments.
- Work closely with parents and carers to support carryover of strategies in the home setting.
- Participate in multidisciplinary reviews, EHCP processes, and team meetings.
- Contribute to the development and review of school communication pathways and SALT provision.

Service Development & Training

- Deliver training sessions to school teams
- Support with EHCP processes, multidisciplinary reviews, and service audits.
- Contribute to developing whole-school communication pathways and SALT strategy.

Professional Development & Supervision:

- Engage in regular supervision with Lead SALT.
- Participate in team CPD and external training to develop clinical skills.
- Maintain HCPC and RCSLT registration and adhere to relevant clinical and professional standards.

Administration & Safeguarding

- Maintain accurate records, reports, and SALT documentation in line with statutory and safeguarding requirements.
- Actively contribute to the school's child-centred ethos, ensuring the highest standards of care and inclusivity.

**SPEECH & LANGUAGE THERAPIST
Person Specification**

Criteria	Essential	Desirable
Qualifications & experience	<ul style="list-style-type: none"> • HCPC-registered SALT with RCSLT membership • Degree-level SALT qualification • Experience (through placements or employment) working with children or young people with SEN • Commitment to safeguarding and inclusive education 	<ul style="list-style-type: none"> • Experience in an SEN school setting • Experience of AAC and specialist communication approaches • Training delivery to staff • Familiarity with EHCP and multidisciplinary teamwork • a willingness to work towards, and pass, (during the 6-month probation period) a qualification not held
Skills & knowledge	<ul style="list-style-type: none"> • Excellent communication and interpersonal skills including observation, listening and empathy skills • Knowledge of and ability to produce evidence-based programmes of intervention for pupils • Skills and expertise in understanding the needs of all pupils. • Knowledge of a range of appropriate therapeutic interventions • Knowledge of how to help adapt and deliver support to meet individual pupil needs • Knowledge of the principles of clinical governance/audit • Good analytical, reflection and problem-solving skills • Good presentation skills both written and verbal including the ability to write clinical notes and reports 	<ul style="list-style-type: none"> • experience of working with pupils with special educational needs (Including both Severe and Profound and Multiple Learning Difficulties) • an interest in continual professional development
Personal Qualities	<ul style="list-style-type: none"> • High expectations regarding pupils' communicative potential • Enjoyment of working with children with special needs • Ability to use own initiative 	

	<ul style="list-style-type: none"> • Ability to demonstrate good standard of empathetic skills and self-awareness 	
Special Conditions	<ul style="list-style-type: none"> • holidays are expected to be taken outside term time • the postholder may be expected to support, and work, at other schools within the Trust • Driving licence and business insurance, ability to travel to all Trust sites • able to work flexible hours on a planned basis • satisfactory medical clearance 	