

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 	