

**WE ARE
HIRING**



Join Our Team

If you're passionate about making a difference in the lives of children with ASD then join us at Forest Bridge School and be part of a community that values understanding, respect, and genuine growth.

Together we can make a difference!



Elizabeth Farnden
Headteacher



Position available: Therapies Lead (member of the Middle Leadership Team)

Please contact the Headteacher' to arrange a visit to the school.

Email: head@forestbridgeschool.org.uk

Why work at Forest Bridge School

Working at Forest Bridge School offers a unique and rewarding opportunity for professionals in the field of special education. Located in the charming town of Maidenhead, just 20 miles outside of London, we are dedicated to providing a nurturing and supportive environment for children with autism spectrum disorder. Since opening in 2015, the school has prided itself on its multi-disciplinary approach to learning, incorporating a carefully designed in house curriculum.

At Forest Bridge School, we embrace each child's unique journey through Applied Behaviour Analysis, guided by a profound respect for their individuality, strengths, and the distinct stages of their development. We believe in nurturing a child's core self, allowing them to express who they are without the need to mask. Our approach is family centred and community oriented, creating a supportive environment that extends beyond our school walls. We delve deeply into understanding each child's medical, mental health needs, and neurodiverse needs, ensuring our strategies are tailored specifically to them.

We operate on a foundation of transparency and mutual respect, valuing the dignity of every child. Our team works collaboratively, rejecting traditional hierarchies to foster personal connections and equal partnership. Our professionals embody empathy and adaptability, committed to learning from each child's progress to continually refine our practice.

Forest Bridge School is committed to professional development, collaborative work, and the well-being of both its staff and students. We provide dynamic, high-quality specialist training and professional development pathways for all staff, ensuring a listening, responsive, and supportive culture.

Our vision is to be a leading provider of education for children and young adults with autism, combining ABA, evidence-based therapy, and effective personalised curriculums to enable pupils to fulfil their potential, prepare for adulthood, and lead happy lives.

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JOB DESCRIPTION

Job Title:	Therapies Lead
Salary:	NHS Band 7-8A, depending on experience
Location:	Maidenhead, Berkshire
Responsible To:	Headteacher, Head of Therapies, members of the senior leadership team (SLT) and Governors
Responsible For:	Provide clinical and operational leadership for the therapy's services; responsible for the development, optimisation and innovation of therapy services to effectively influence and support the successful delivery of the school's objectives and priorities alongside the Head of Therapies
Key Relationships/ Liaison with:	Headteacher, members of SLT, Therapies, ABA supervisors Teachers, Tutors, Parents

Job Purpose

As a member of the middle leadership team and qualified therapeutic practitioner, you will support the Head of Therapies by:

- Managing, delivering, and monitoring high-quality therapeutic services (including Speech and Language, Occupational, and Art, Music and Drama therapies)
- Working within a multidisciplinary team liaising with teachers, behaviour analysts, and other professionals.
- Managing a caseload within your area of specialism for 4 days a week, as part of the multidisciplinary team providing advice, information, support and training to staff.

The duties and responsibilities in this job description are not restrictive and the post-holder may be required to undertake any other duties that may be required from time to time in line with the role. Any such duties should not however substantially change the general character of the post. It is anticipated that this job description will change over time in accordance with the needs of the role. The role holder will be consulted on any proposed amendments.

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JOB DESCRIPTION

Main Duties and Responsibilities

Leadership

Support the Head of Therapies in the strategic development of therapy services

- Promote and consistently model the schools' vision, values and professional behaviours within the therapy team and other middle leaders
- Assist in preparing materials for meetings and attend relevant meetings as required
- Promote a culture of unity and collaboration within the therapy team
- Enhance multidisciplinary collaboration between therapy teams, teaching staff and ABA teams
- Monitor capacity and demand, working with the Head of Therapies to allocate resources to have the most impact
- Support implementation of the Forest Bridge School Curriculum within therapy services
- Support SLT in leadership of school and deputise in the absence of Head of Therapies

Clinical Practice and Service Management

- Ensure high-quality, evidence-based therapeutic services are delivered consistently by your own practise specialism and throughout the wider therapy team
- Provide direct therapy to pupils within your practise specialism identified in their Education, Health and Care Plans (EHCP)
- Assist in developing and implementing clinical pathways for assessment, intervention, and discharge
- Provide clinical consultation and support complex clinical decision-making under the guidance of the Head of Therapies
- Monitor and assess the impact of therapeutic services on pupil progress, using data to inform future planning

Professional Development and Training

- Support the planning and delivery of training sessions, including staff INSET and parent information sessions
- Maintain HCPC registration
- Engage in regular supervision and professional development
- Keep up to date with current practice and research
- Participate in staff training
- Take responsibility for ongoing personal and professional development
- Contribute to school development initiatives
- Provide mentorship and support to junior therapists
- Establish and maintain a CPD framework for the therapy team
- Assist in research and development initiatives within therapy services

Professional Standards

- Work to promote the school as a valued, professional asset within its community, outward facing to external stakeholders and through social media
- Ensure that all actions are in the interests of the pupils and the school
- To work to and exhibit the values of the school and maintain standards of behaviour in accordance with school policies, procedures, and practices.

- Maintain accurate and up-to-date clinical records including assessments, outcomes, treatment evaluation, and goals
- Write detailed minutes, reports and contribute to school-based reviews and progress meetings
- Manage own clinical and non-clinical workload efficiently, seeking support when needed
- Participate in continuous professional development activities
- Stay current with research, guidelines, and legislation relevant to practice

Operational Management

- Support the day-to-day running of the therapeutic provision
- Assist in managing the therapies budget in conjunction with the Head of Therapies
- Support recruitment and retention strategies
- Ensure efficient resource allocation across therapy services

Quality Assurance

- Monitor and maintain consistent data collection methods and reporting
- Assist in audit and quality improvement initiatives
- Ensure compliance with professional standards and regulations
- Maintain and monitor robust record-keeping systems
- Support the integration of therapeutic approaches across the curriculum

Other Duties

The duties and responsibilities in this job description are not restrictive, and the post holder may be required to undertake any other duties that may be necessary from time to time in line with the role. Any such duties should not, however, substantially change the general character of the post. It is anticipated that this job description will change over time in accordance with the needs of the role. The role holder will be consulted on any proposed amendments.



Forest Bridge School
Person Specification Therapies Lead

	Essential	Desirable
<p>Qualifications</p> <p>Professional qualification in a relevant therapeutic field such as Speech and Language Therapy, Occupational Therapy, Art Therapy, or Clinical Psychology</p> <p>Current registration with HCPC or other relevant professional body</p> <p>Evidence of continuous professional development</p> <p>Recent Leadership training or equivalent experience</p> <p>Postgraduate qualification in a relevant therapeutic field</p>	<p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p>
<p>Experience</p> <p>At least 2 years of experience mentoring a team of therapists across MDT teams, diverse settings and client profiles</p> <p>At least 5 years of proven experience delivering high-quality therapeutic services</p> <p>Minimum of 2 years of delivering therapeutic services to people with autism.</p> <p>Significant experience in delivering therapeutic services within an educational setting.</p> <p>Experience in managing a multidisciplinary team.</p> <p>Proven ability to develop, implement, and monitor therapy services and programs.</p> <p>Strong understanding of child development and the impact of therapeutic interventions on learning and well-being</p> <p>Experience in training and mentoring staff</p> <p>Competence in writing effective Education Plans, Annual Reviews, EHCP reports, or equivalent documentation</p> <p>Experience working as part of a multi-disciplinary team</p> <p>Experience training staff and presenting to a range of audiences</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>
<p>Knowledge</p> <p>Sound knowledge of child development and current best practise</p> <p>Proficiency in M365 Office tools to the level of training others</p> <p>Understanding of Safeguarding and child protection</p> <p>Ability to manage Therapies budget</p>	<p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p>
<p>Skills and competencies</p> <p>Able to work independently and use own initiative</p> <p>Able to make timely and ethical decisions under pressure and take responsibility when required</p> <p>Strong analytic and problem-solving skills</p> <p>Ability to relate working practices to the school's strategic vision and outcomes for pupils</p> <p>Feels confident and can deliver training and presentations.</p> <p>Able to build and work within a collaborative and cohesive team</p> <p>Able to deal with difficult situations and conversations calmly, professionally and effectively</p> <p>Will use a positive and flexible management and training approach, including demonstration, and will recognise the contributions of others</p> <p>Use clear written and vocal communication, knowing when to use tact and diplomacy and when to be firm to best serve the interests of Forest Bridge's pupils</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p>

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<p>Experience</p> <p>Committed to the principles of ABA, evidence-based practice and continuing professional development</p> <p>Displays high levels of emotional intelligence and has a positive impact on others</p> <p>Support, motivate and inspire both colleagues and pupils by leading through example</p>	<p>✓</p> <p>✓</p> <p>✓</p>	
<p>Other requirements</p> <p>A commitment to undertake further training and professional development</p> <p>An understanding of and commitment to equal opportunities and the ability to apply this to all situations</p>	<p>✓</p> <p>✓</p>	

Benefits

- Competitive salary
- Sociable working hours (no weekends or evenings after 6.30pm)
- A friendly and supportive team
- Staff pensions schemes—LGPS or Teachers pension scheme dependant to role
- Free parking
- Staff wellbeing and support services
- Supervision (dependant on role)
- Staff voice— who organise social events for staff
- Tastecard employee discount scheme
- Sick pay
- Comprehensive induction
- Training for professional development such as CEUs, participation in research.
- Opportunities for career progression. Including Masters, NPQ's , UKsBA & QTS.
- Work From Home opportunities for some roles such as Class Teachers, Therapists, Supervisors, and Senior Leaders.