The Special Partnership Trust

A community which aspires together

Delivered by:

An ambitious, inspirational partnership of outstanding learning.

Achieved by:

An integrated Trust with strong leadership at all levels in delivering outstanding educational outcomes, empowering pupils, parents, and staff to strengthen our community even further.

JOB DESCRIPTION

Job Title:	Speech & Language Therapist / Communication Specialist
Salary:	£36,136 FTE per annum / £29,797 pro rata
Base:	To Be Confirmed

Main Purpose of Job:

To lead and develop high-quality communication provision across the school, ensuring all pupils access an effective, consistent and ambitious Total Communication approach.

The role will:

- Secure strong speech, language and communication outcomes for pupils with complex needs within a specialist setting
- Develop, implement and quality assure AAC (Augmentative and Alternative Communication) and Total Communication approaches
- Design and oversee individual speech and language plans
- Build staff confidence and expertise, ensuring consistent, high-quality communication practice across all settings
- Support families and staff to access, implement and sustain effective communication systems

This role may be undertaken by:

- A qualified Speech & Language Therapist, or
- A specialist practitioner with expert knowledge and exceptional practice in Total Communication and AAC

Main Duties and Responsibilities:

Assessment, Planning and Review

- Assess pupils' speech, language and communication needs using appropriate tools and professional judgement
- Develop high-quality, individualised communication plans, including AAC strategies where appropriate
- Ensure plans are practical, clearly communicated and consistently implemented by staff
- Monitor, review and evaluate pupil progress, adapting provision to maximise impact
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AAC and Total Communication Leadership

- Lead the development of a whole-school Total Communication approach
- Model and embed effective use of AAC systems (e.g. symbols, communication aids, signing, visual supports)
- Ensure communication systems are consistent, functional and generalised across environments

- Advise on the selection, implementation and review of AAC tools and technologies
- Lead support for families in accessing funding for AAC devices, including providing professional advice and contributing written evidence to support applications and reviews

Delivery and Provision

- Deliver targeted speech, language and communication interventions where appropriate
- Ensure interventions are evidence-informed and aligned to individual plans
- Support teaching and support staff to deliver interventions and daily communication strategies with fidelity
- Promote communication-rich environments across classrooms and wider school contexts

Workforce Development and Line Management

- Line manage a specialist Teaching Assistant supporting speech, language and communication provision
- Set clear expectations, monitor performance and support professional development
- Provide coaching, modelling and feedback to ensure high-quality and consistent practice
- Build staff confidence and competence in delivering communication strategies
- Contribute to whole-school CPD and targeted training linked to communication and interaction

Collaboration and Partnership

- Work in partnership with external Speech & Language Therapy services and other professionals
- Liaise effectively with families/carers to support communication strategies at home
- Support families in navigating and applying for funding for AAC devices, including contributing to applications, reports and reviews
- Contribute to EHCP processes, annual reviews and multi-agency planning
- Ensure consistency of communication approaches across school and wider contexts

Quality Assurance and Impact

- Monitor and evaluate the effectiveness of communication provision across the school
- Ensure communication plans and interventions are delivered consistently and effectively
- Use evidence to inform improvements to provision and practice
- Contribute to school self-evaluation and development planning in relation to communication and interaction
- Support leaders to demonstrate impact of provision for pupils with complex communication needs

General – applicable to all Trust roles:

- Prioritise pupils' needs and demonstrate clear impact on outcomes
- Work as part of the Trust team, including support across sites where required
- Adhere to Trust values, policies and procedures
- Maintain ongoing professional development
- Undertake any other duties appropriate to the role

Person Specification:			
	Essential	**Desirable**	**Recruiting method**
Education and Training	Recognised qualification in Speech & Language Therapy **OR** Significant specialist training and demonstrable expertise in **Total Communication and AAC** Commitment to ongoing professional development Safeguarding training (or willingness to complete)	Autism-specific training Training in AAC systems (e.g. PECS, Makaton, high-tech AAC) Knowledge of communication and intervention frameworks	Application Interview
Skills and Experience	Proven experience supporting children with speech, language and communication needs Strong knowledge and application of Total Communication approaches Experience developing and implementing AAC strategies and systems Ability to create clear, effective and usable communication plans Experience of working with and supporting staff teams Excellent communication and interpersonal skills	Experience in a specialist SEND setting Experience training or coaching staff Experience contributing to EHCP processes and reviews	Application/ Interview
Specialist Knowledge and Skills	Strong understanding of speech, language and communication development Knowledge of a range of AAC approaches and tools		Application/ Interview

	Understanding of the relationship between communication, behaviour, learning and regulation Commitment to inclusive practice and equal opportunities Awareness of safeguarding responsibilities		
Behaviours and Values	Professional, reflective and solution-focused Committed to improving outcomes for pupils with complex needs Collaborative and supportive in developing others High expectations for both pupil outcomes and staff practice		Interview

Special Conditions related to the post:

The Trust is committed to safeguarding, promoting the welfare of children and to ensuring a culture of valuing diversity and ensuring equality of opportunities.

Successful applicants must be suitable to work with children and will need to undertake the following before commencing employment:

- Enhanced Disclosure & Barring Service (DBS) Certificate with barred list information
- Receipt of two satisfactory employer references one of which must be from your current or most recent employer
- Satisfactory verification of relevant qualifications
- Satisfactory health check

All new employees will be required to undertake mandatory training required by the Trust.

Trust Benefits:

Our Trust is committed to providing employee benefits that motivate and reward our employees. Our benefits include:

- A competitive salary
- Attractive terms and conditions including holidays
- Eligibility to join the local government pension scheme/Teachers pension scheme
- Family friendly policies
- Local and national discount schemes and initiatives
- Continued professional development support
- Flexibility to work across the Special Partnership Trust, the largest SEN provider in the county
- Support for the wellbeing of staff