



Longcause Community Special School



**Specialist Speech, Language & Communication
Therapist**

Candidate Information Pack

Pending Job Evaluation

September 2026

Welcome

Dear Prospective Candidate,

Thank you for your interest in joining Cann Bridge School, Longcause School and Mill Ford School as our Fixed Term Specialist Speech, Language and Communication Therapist.

We are delighted that you are considering this exciting and unique opportunity to work across three maintained specialist schools that share a commitment to enabling every child and young person to communicate, learn, participate and thrive.

Although each of our schools has its own distinct identity, ethos and community, we are united by a common belief: communication is the foundation of learning, independence, relationships and wellbeing. We recognise that many of our pupils experience complex speech, language and communication needs, and we are committed to ensuring that communication is at the heart of everything we do.

This newly created role represents a significant investment in our pupils and our staff teams. Funded jointly by all three schools, the post has been designed to complement the excellent statutory support provided by the NHS Livewell Speech and Language Therapy Service. It offers a unique opportunity to combine direct therapeutic practice with wider strategic impact across three specialist settings.

The successful candidate will play a key role in supporting children and young people with a broad range of communication needs, delivering assessment and evidence-based intervention while helping to develop and embed Total Communication approaches across our schools. Alongside working directly with pupils, you will support and advise staff through modelling, training and resource development, helping to build confidence and expertise throughout our communities.

Whether you are a newly qualified Speech and Language Therapist or an experienced practitioner seeking a new challenge, we believe this role offers an exceptional opportunity to develop specialist expertise in special education. You will be supported by experienced SEND leaders, dedicated school staff, NHS colleagues and specialist clinical supervision, with access to high-quality professional development, mentoring and specialist communication resources.

Across our schools, we are proud of the inclusive and nurturing environments we have created. Our success is built upon strong relationships, collaborative working and an unwavering commitment to ensuring every pupil achieves the very best outcomes possible. We know that exceptional staff make this possible, which is why we place such importance on supporting professional growth, wellbeing and career development.

As you read through this information pack, we encourage you to explore our individual school websites to learn more about our vision and values. We hope you gain a sense of the ambition we have for our pupils and the positive difference this role can make across all three schools.

If you are passionate about improving communication outcomes for children and young people with complex needs and are excited by the opportunity to make a meaningful contribution to our vibrant school communities, we warmly encourage you to apply.

Thank you once again for your interest in the role of Specialist Speech, Language and Communication Therapist. We look forward to receiving your application.

Warm regards,

Shane Baker
Headteacher
Cann Bridge School

Faye James
Headteacher
Longcause School

Claire Wills
Headteacher
Mill Ford School

Our Vision & Values

You can learn more about each schools vision and values on their websites.

The Role

All three schools recognise that communication is the fundamental skill and foundation of learning, underpinning pupils' access to the curriculum, independence and wellbeing.

This is an exciting new role and opportunity for a newly qualified or experienced Speech and Language Therapist to make a meaningful difference to children and young people with complex communication needs across three maintained special schools – Cann Bridge School, Mill Ford School, Longcause School. Cann Bridge School will act as the lead employer, with all terms and conditions of employment managed by the school. The successful candidate will work collaboratively with and be professionally accountable to the Headteachers of all three schools.

The post is funded through each school's Pupil Premium allocation to complement the statutory NHS Livewell Speech and Language Therapy service. Working collaboratively with NHS colleagues, the successful candidate will provide timely assessment and intervention following internal school referrals, ensuring pupils access the right support at the right time.

Alongside direct therapy, the postholder will support the development of Total Communication across the schools by modelling and advising on effective practice, developing resources and strengthening staff confidence.

This role offers excellent opportunities to develop specialist expertise within special education, working alongside experienced SEND leaders, education staff and Speech and Language Therapy colleagues.

Professional Development and Support

The successful candidate will receive:

- Clinical supervision from an experienced specialist SaLT.
- Tailored induction and mentoring.
- Enhanced support for newly qualified therapists.
- Opportunities for joint working, observation and coaching.
- Support from experienced SEND leaders across three schools.
- Opportunities to work alongside NHS Livewell SaLTs.
- Access to specialist AAC and communication resources.
- Opportunities to develop skills in Makaton, AAC and communication technologies.
- Ongoing professional development.

Why Join Us?

This is a unique opportunity to develop your career as a Speech and Language Therapist within three highly inclusive maintained special schools. You will combine direct therapeutic practice with staff development, AAC support and communication innovation, helping children and young people with complex communication needs achieve greater independence, participation and success. This role offers an excellent opportunity for therapists seeking experience within specialist education, AAC, Total Communication and multidisciplinary working.

Please find a link to our school safeguarding page www.cannbridgeschool.co.uk/about-us/safeguarding

Our policies and staff code of conduct can be found here www.cannbridgeschool.co.uk/about-us/policies-procedures

Employee Benefits

At Cann Bridge School, we cultivate an environment where both learners and staff can thrive. Our learners benefit from a well-structured curriculum, a supportive staff team, and a purposeful learning environment, all designed to help them grow into confident, well-rounded, and independent young adults. This success is made possible by our talented and dedicated team, who work together to ensure that every child has the opportunity to succeed both academically and personally.

When you join Cann Bridge School, you'll become part of a committed team that values your professional growth.

We offer:

- Bespoke Continuing Professional Development (CPD) tailored to your individual needs and career goals
- Specialist weekly and ongoing training and development to keep you at the forefront of best practices
- Clear Career Progression pathways, providing opportunities for long-term career growth
- Access to the Local Government Pension Scheme or Teacher Pension Scheme for future financial security
- An excellent Employee Assistance Programme, offering physiotherapy, counselling, wellbeing services, and private healthcare options (where applicable) through Education Mutual
- Staff Discounts on a wide range of products and services through the Blue Card and professional student discount scheme
- A comprehensive Staff Health & Wellbeing Offer
- Excellent internal and external communications to keep everyone informed about what is happening
- DSE Eyecare Scheme for those based 80% at a screen
- The opportunity to work with incredible children, young people, and a dedicated staff team

Guidance for Applicants

If, after reading the background information, you feel this is the right opportunity for you, please follow the guidance below to support your application:

- Read and follow the instructions on the application form carefully on MyNewTerm.
- Review both the Job Description and Person Specification thoroughly. If you do not meet the essential criteria outlined in the Person Specification, it is unlikely that you will be shortlisted.
- Use the Person Specification as a checklist to structure your supporting statement. We recommend addressing each point in order, providing clear evidence of your skills, knowledge and experience. Wherever possible, include relevant examples from your professional and personal life.
- Please note: providing false or misleading information at any stage of the recruitment process may result in disqualification or, if appointed, dismissal without notice.
- If you are shortlisted for interview, you will be asked to bring relevant documentation with you. Full details will be provided in your interview invitation letter.

All applicants must complete the application form on MyNewTerm. We do not accept CVs or letters of application. Using a standard application form ensures a fair and consistent process for all candidates. The shortlisting panel receive all applications anonymised.

Please ensure all relevant sections of the application form are completed in full and provide as much detail as possible, as this will be used to determine whether you are shortlisted for interview.

Check the application deadline carefully. Late applications cannot be considered, and it is your responsibility to ensure your submission reaches us on time. Please note the closing date is for guidance only. Successful applicants will be invited to interview at the earliest available opportunity. Cann Bridge School reserves the right to close the vacancy early if a suitable candidate is found.

We look forward to receiving your application.

Short Privacy Notice for Job Applicants

This notice explains what personal data we will hold about you, how we collect it, and how we will use and may share information about you during the application process. We are required to notify you of this information, under data protection legislation.

Please ensure that you read this notice as well as our privacy notice which can be found at www.cannbridgeschool.co.uk/about-us/gdpr which details how we use your information.

Why Do We Collect This Information?

Once you have submitted an application form, the School uses this information in order to take a decision on recruitment and to take steps to enter into a contract.

What Information Do We Collect?

We collect the following information from the application form in order to take a decision as to recruitment:

- References
- Qualifications and education history
- Employment records, including work history, job titles, training records, professional memberships, details of gaps in employment
- Supporting statement aligned to job description and specification
- Right to work and immigration status

Other personal data is captured and recorded as per the Privacy Notice.

How we may share the information

We may also need to share some of the above categories of personal information with other parties, such as HR consultants and professional advisers. Usually, information will be anonymised but this may not always be possible. The recipient of the information will be bound by confidentiality obligations. We may also be required to share some personal information as required to comply with the law.

How long we keep your information

We keep the personal information that we obtain about you during the recruitment process for no longer than is necessary for the purposes for which it is processed. How long we keep your information will depend on whether your application is successful and you become employed by us, the nature of the information concerned and the purposes for which it is processed. Full details of how long we retain personal data are set out in our Data Retention Policy.

Recruitment Timeline

- Application closing date: Midday Monday 21st September
- Candidate shortlisting: Afternoon Monday 21st September
- Interviews: Friday 25th September at Cann Bridge School

If you have any questions or would like to learn more, please call Cann Bridge School or email hr@cannbridge.co.uk.

Job Description: Fixed Term Specialist Speech, Language and Communication Therapist

Cann Bridge School is committed to creating a diverse workforce. We'll consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage, or civil partnership.

Job details

Position: Fixed Term Specialist Speech, Language and Communication Therapist

Location: This post is based across three Plymouth City Council maintained special schools:

- Cann Bridge School – 2 days per week
- Longcause School – 2 days per week
- Mill Ford School – 1 day per week

Regular travel between sites is required.

Salary: NJC Grade F SCP 22-25 (£33,699 - £36,363 FTE), pro rata to 35 hours per week, 39 weeks per year.

Contract type: Fixed Term (1 year initially)

Hours: 35 hours per week, 39 weeks per year (term-time)

Employer: Cann Bridge School (Lead Employer)

Reporting to: The Headteacher at each participating school whilst working on that site (Headteacher - Cann Bridge School, Headteacher - Longcause Community Special School, Headteacher - Mill Ford School)

Line Management: Line management will be provided by the Inclusion & Pastoral Care Lead at Cann Bridge School, acting on behalf of the three schools.

Professional Supervision: Professional and clinical supervision will be provided by a specialist Speech and Language Therapist commissioned jointly by the three schools.

Responsible for: N/A

Start Date: October 2026 or as soon as possible

Main purpose

The successful candidate will support improved communication outcomes by:

- Contributing to communication development across the three schools.
- Promoting and embedding Total Communication approaches across the whole school/s.
- Developing staff confidence and skills in meeting communication needs.
- Delivering high-quality assessment and evidence-based therapy.
- Providing timely targeted intervention following school referrals.
- Supporting effective use of AAC and communication technologies.
- Evaluating and reporting the impact of interventions.

Duties and responsibilities

Supporting Communication Across the Schools

- Promote and support a Total Communication approach.
- Support pupils using AAC, Makaton, PECS, Objects of Reference, visual supports and communication books.
- Support staff to create communication friendly environments.
- Contribute to reviewing communication provision and identifying development opportunities.
- Share effective resources and approaches across the schools.
- Work collaboratively with teaching staff to ensure communication approaches support pupils' access to literacy teaching.

Workforce Development

- Deliver training and workshops for teachers, teaching assistants and wider staff.

- Support and advise staff through modelling communication strategies.
- Provide consultation and advice to staff and parents/carers.
- Develop practical resources to improve staff confidence and consistency.
- Support staff to embed communication strategies across the curriculum.

Assistive Technology and AAC

- Support management and development of Grid for Schools licences.
- Create, personalise and edit Grid sets.
- Support staff in using Grid for Schools, Grid for iPad, Communication in Print, Proloquo or equivalent AAC software.
- Maintain up to date knowledge of AAC and communication technologies.

Communication Development Across Schools

- Work collaboratively with Senior Leadership Team/s.
- Contribute to communication audits and identify areas for improvement.
- Advise staff on effective communication approaches.
- Share good practice and resources across schools.
- Evaluate the impact of communication interventions.
- Provide information and reports to support school improvement.

Partnership Working

- Build positive relationships with NHS Livewell SaLT services.
- Work collaboratively with NHS colleagues to ensure coordinated support.
- Liaise with Educational Psychologists, Occupational Therapists, teachers, families and other professionals.
- Contribute to multidisciplinary approaches.

Clinical Practice

- Assess pupils' speech, language and communication needs using appropriate formal and informal methods.
- Manage an allocated caseload across the three schools.
- Deliver evidence-based individual and small-group interventions.
- Develop personalised intervention programmes.
- Model therapeutic approaches within classrooms to support staff confidence.
- Monitor, review and evaluate pupil progress.
- Produce reports and recommendations for EHCPs, Annual Reviews and other professional meetings as required.
- Support pupils through key transition points.

Professional Responsibilities

- Maintain HCPC registration and professional standards.
- Maintain RCSLT membership.
- Participate in clinical supervision and CPD.
- Use assessment data and outcome measures to evaluate the effectiveness of interventions and inform future provision.
- Maintain accurate and confidential records.
- Contribute to safeguarding and promoting pupil welfare.
- Undertake any other duties appropriate to the role.

Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school.
- Develop effective professional relationships with colleagues.

Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school.

- Have proper and professional regard for the ethos, policies and practices of the school/s, and maintain high standards of attendance and punctuality.
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities.

Safeguarding

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies.
- Work with the designated safeguarding lead (DSL) to promote the best interests of learners, including sharing concerns where necessary.
- Promote the safeguarding of all learners in the school/s.
- Commitment to safeguarding and promoting the welfare of children and young people.
- Ability to form and maintain appropriate professional boundaries with children and young people.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the postholder will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.

Person Specification: Fixed Term Specialist Speech, Language and Communication Therapist

Criteria	Qualities Essential	Qualities Desirable	Method of Assessment
Qualifications and training	- Degree (or recognised qualification) in Speech and Language Therapy. - HCPC registration or eligibility upon qualification. - RCSLT membership (or willingness to obtain).		Application form
Experience	- Experience (through placements or employment) supporting children and young people with SLCN. - Experience of assessment and intervention. - Experience working collaboratively within multidisciplinary teams. - Competent use of ICT for report writing, record keeping and communication.	- Experience working in special schools. - Delivering staff training. - Parent/carers consultation. - Supporting AAC implementation. - Developing communication resources. - Measuring outcomes and demonstrating impact. - Experience of AAC software and communication technologies.	Application form Interview process
Skills & Knowledge	- Understanding of speech, language and communication needs. - Knowledge of evidence-based assessment and intervention. - Understanding of AAC approaches. - Knowledge of Total Communication. - Understanding of safeguarding responsibilities. - Able to build positive relationships with children, families and professionals. - Communicate complex information clearly. - Work collaboratively within a multidisciplinary team. - Support and advise education staff in meeting pupils' communication needs. - Organise and prioritise workload effectively. - Use evidence and data to evaluate impact. - Produce clear written reports. - Adapt approaches to meet diverse communication needs. - Ability to travel independently between Cann Bridge School, Longcause School and Mill Ford School during the working day.	Knowledge of: - PECS - Makaton - Communication in Print - Grid for Schools / Grid for iPad - Proloquo or equivalent AAC software - SEND Code of Practice - Autism and complex communication needs - SLD / PMLD	Application form Interview process
Personal qualities	- Passion for improving communication outcomes. - Commitment to inclusion and Total Communication. - Creativity and willingness to learn. - Flexibility and resilience. - Excellent interpersonal skills. - Commitment to collaborative working. - Desire for ongoing professional development. - Ability to work under pressure and prioritise effectively, ensuring a work-life balance - Commitment to maintaining confidentiality at all times		Application form Interview process

	• Commitment to safeguarding and equality and diversity, ensuring that personal beliefs are not expressed in ways that exploit the position • Empathetic and patient, with a strong understanding of the challenges faced by learners with special needs. • Good organisational skills • Aware of own strengths and areas for development with a commitment to own professional development.		
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This job description may be amended at any time in consultation with the postholder.

Last review date: August 2026

Line manager's signature: _____

Date: _____

Postholder's signature: _____

Date: _____