



Cornwall
Education
Learning Trust

**Speech and Lanugage
Degree Apprenticeship
Recruitment Pack
£24,310 - £27,692 FTE**

Exceptional Educational Experience



Dan Morrow
Trust Leader



Rich Baker
Deputy Trust Lead

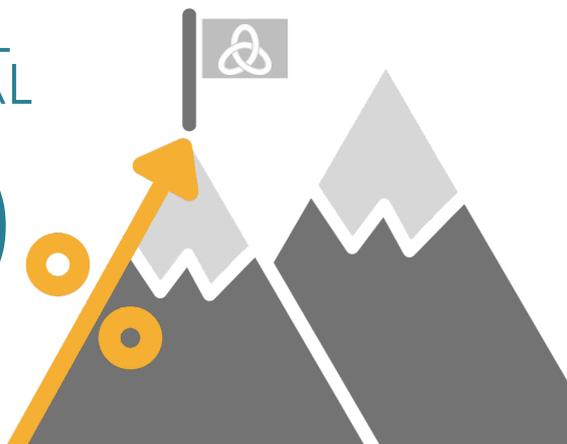
Welcome

At Cornwall Education Learning Trust (CELT), our mission is clear: to provide every learner with an **exceptional educational experience**. One that enables them to thrive, achieve and succeed in life. We believe in a **100%** mindset, that every learner, in every classroom, in every school, deserves the very best we can offer. For us, 100% means no compromise: no learner left behind, no community overlooked, and no opportunity wasted. Our strategic goals reflect this ambition. We are committed to empowering and growing our people, building an ambitious all-through entitlement, forging exceptional relationships with our communities, transforming provision through meaningful partnerships, and leading an ethical, effective and innovative organisation. These are not just aspirations; they are promises that shape the way we work and the culture we are building together.

Joining CELT means becoming part of a values-driven trust where collaboration, innovation, and care for people are at the heart of all we do. If you share our 100% mindset, are passionate about education, and want to make a tangible difference to learners and communities across Cornwall, we would be delighted to welcome you to CELT.

Dan Morrow
Dan Morrow
Trust Leader

EXCEPTIONAL
EDUCATIONAL
EXPERIENCE
100





Welcome from our Chair of Trustees

Our values are at the heart of everything we do. We believe in the power of **Collaboration**, building strong relationships and working together as one team to achieve our collective goals. We are committed to **Empowerment**, creating a culture where initiative, innovation and trust flourish, and where every individual feels valued, respected and motivated.

As a Trust, we are grounded in promoting **Leadership**, sharing a moral and ethical purpose to improve the lives of others and make a lasting difference for our learners and communities. And we embrace **Transformation**, approaching change positively so that we can all become our best selves and do our best work.

These values guide every decision we make and every action we take. They are the foundation of our Trust and the reason we can offer such exceptional opportunities for our learners and staff. If you choose to join CELT, you will be part of a values-driven organisation where people are supported to grow, contribute, and thrive.

Sally Foard
Chair of Trustees



Sally Foard
Chair of Trustees





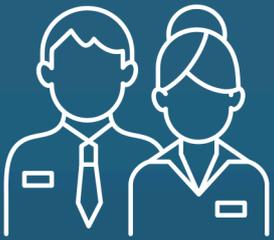
Cornwall Education Learning Trust

Our Family of Schools

Our family of schools have the privilege of educating 9000 learners across mid-Cornwall. We are passionate about collaborating and ensuring 100% of our learners have an exceptional educational experience.



9000
LEARNERS



1200
CELT STAFF



16
SCHOOLS



BSc Speech and Language Therapy apprenticeship

Purpose of the role

This is an exciting opportunity to train as a qualified Speech and Language Therapist through a fully funded 4-year BSc degree apprenticeship, combining academic study with rich, work-based experience across our family of schools. You will work across our primary and secondary schools, Area Resource Bases (ARBs), and specialist provisions, supporting children and young people with a wide range of speech, language and communication needs.

Our shared mission is to provide every learner with an exceptional educational experience, with a mindset of 100%. Our learners, schools and staff are at the heart of all we do. In this role, you will contribute to that mission by helping to remove barriers to communication, enabling all learners to access an ambitious curriculum, engage fully in school life, and develop the skills needed for future success.

Working alongside teachers, SEND teams and external professionals, you will support the identification of needs, the implementation of targeted interventions, and the development of inclusive, adaptive approaches that promote strong outcomes for all. You will play a key role in ensuring that learners with speech, language and communication needs are fully included, supported and empowered to thrive. Throughout the apprenticeship, you will apply your academic learning directly in practice, supported by experienced staff, educators and university tutors. The role requires a reflective, proactive and compassionate approach, aligned with CELT's commitment to collaboration, inclusion and high expectations, with the aim of developing into an autonomous practitioner who contributes to sustainable, high-quality provision across the trust.

Accreditation and Apprenticeship Standard

This programme meets the nationally recognised standard for Speech and Language Therapist (integrated degree) apprenticeships, as defined by the Institute for Apprenticeships and Technical Education, and is approved by the Health and Care Professions Council (HCPC) and accredited by the Royal College of Speech and Language Therapists (RCSLT).

Through this, CELT is investing in developing high-quality, homegrown expertise that aligns with our commitment to excellence, inclusion and long-term sustainability across our schools. Apprentices will be trained to the highest professional standards, ensuring they are well-equipped to deliver impactful, evidence-informed support that enables every learner to communicate, access learning and thrive.



Entry Requirements

The successful candidate will need to meet the University's strict entry requirements for the degree apprenticeship. This typically includes strong Level 3 qualifications (e.g. A Levels at ABB or equivalent), GCSE English and Mathematics at grade 4/C or above (or equivalent), and evidence of a high standard of English language proficiency.

In addition, applicants must secure employment as a Speech and Language Therapist Apprentice, and meet all safeguarding and health requirements, including an enhanced DBS check and satisfactory occupational health clearance.

Training and Development

The apprenticeship combines university-based study with practical, work-based learning. Teaching is typically delivered through a blend of live online sessions, guided study and self-directed learning, allowing you to apply theory directly to your role within CELT.

The programme is structured in study blocks across the duration of the apprenticeship, with regular opportunities to engage with tutors, complete assignments and deepen your professional knowledge. Alongside this, you will undertake a significant number of supervised placements across a range of settings, including both children and young people and adult services, to develop broad clinical experience.

You will be supported through regular progress reviews involving the university, your line manager and clinical mentors, ensuring strong alignment between your academic development and workplace practice.

Assessment is ongoing throughout the programme, with a combination of assignments and practical evaluations. The apprenticeship concludes with an End Point Assessment, leading to qualification as a Speech and Language Therapist.



Working Pattern and Apprenticeship Requirements

This role is not term-time only and operates on a full-year basis, in line with the requirements of the Speech and Language Therapist Degree Apprenticeship.

The post holder will be required to attend university teaching as directed, complete assignments and assessments, and undertake mandatory placements across a range of settings, including health and community services. These requirements will take place throughout the year and may fall outside of school term dates and normal working hours. Flexibility is therefore essential.

Appointment to this role is conditional upon acceptance onto the degree apprenticeship programme and the post holder must meet and maintain all university entry and progression requirements. The post holder must engage fully with all elements of the apprenticeship, including academic study and clinical placements, and maintain the professional standards required for the role.

The post holder will be required to work across multiple sites, including external placement settings, and must meet all safeguarding and pre-employment checks, including enhanced DBS and occupational health clearance.

Failure to meet the requirements of the apprenticeship programme may impact continuation in the role.

General Responsibilities Applicable to all Staff

- To demonstrate and promote the values and leadership behaviours of Cornwall Education Learning Trust at all times.
- To work effectively with other members of staff to meet the needs of all learners.
- To work with professionalism in line with the Trust's Code of Conduct. To attend staff meetings and Trust-based INSET as required.
- To be responsible for his/her own self-development on a continuous basis, undertaking any training/professional development as appropriate.
- To be aware of and adhere to all applicable Trust policies and procedures.
- To maintain at all times the utmost confidentiality with regard to all reports, records, personal data relating to staff and learners and other information of a sensitive or confidential nature acquired in the course of undertaking duties for the Trust, with due regard to General Data Protection Regulations.

Additional Notes: This Job Description is illustrative of the general nature and level of responsibility of the work to be undertaken commensurate with the grade. It is not a comprehensive list of all the responsibilities, duties and tasks relating to the post. The postholder may be required to undertake such work as may be determined by the line manager from time to time, up to or at a level consistent with the main responsibilities of the job. This Job Description may be amended at any time in consultation with the postholder. The postholder may be deployed to any CELT secondary academy, determined by a school improvement need.



Qualifications and Professional Development

Essential	Desirable
Meets (or is predicted to meet) the university entry requirements for the Speech and Language Therapy degree apprenticeship (e.g. Level 3 qualifications and GCSE English and Mathematics at grade 4/C or above or equivalent)	Additional training or qualifications linked to SEND, communication or child development.
Secure understanding of statutory requirements in safeguarding.	
Commitment to achieving the academic standard required for successful completion of the degree apprenticeship	

Experience

Essential	Desirable
Experience of working or volunteering with children and/or young people	Experience working within a school, ARB or specialist provision
Experience of supporting individuals with additional needs, including communication or interaction needs	
Commitment to achieving the academic standard required for successful completion of the degree apprenticeship	

Knowledge and Skills

Essential	Desirable
Understanding of the importance of communication in learning, development and wellbeing	Knowledge of speech, language and communication development
Understanding of safeguarding and child protection responsibilities	Understanding of SEND, particularly communication and interaction needs

Personal Qualities

Essential	Desirable
Strong communication skills, both written and verbal	
Ability to build positive relationships with children, families and staff	
Reflective and proactive approach to learning and development	
Ability to work collaboratively as part of a team	
Organised and able to manage study alongside workplace responsibilities	
Commitment to CELT's mission of achieving excellence for all learners with a mindset of 100%	



Applying to CELT

We welcome applications via My New Term in the CELT Careers section of our website: www.celtrust.org.

If you would like to arrange a visit or discuss the role further, please contact Amy Daniels, Director of Inclusion at adaniels@celtrust.org

We want every candidate to know exactly what to expect from our recruitment process. All CELT application packs clearly set out key information: salary, interview dates, and application deadlines. All line managers involved in recruitment are trained to recognise and reduce bias, ensuring a fair and consistent experience for every applicant.

More information about our approach can be found in our Recruitment and Selection Policy via the trust website.



Safeguarding

Safeguarding is the golden thread through CELT - safeguarding is everyone's responsibility. We promote an open culture of learning and development where good practice is celebrated and mistakes are used to learn and improve practice and therefore outcomes for our learners.

A whole-school approach to safeguarding means listening to the voices of everyone in the school community. This includes learners as well as parents, carers and school staff.



Amy Daniels
Director of Inclusion

All offers of employment are conditional and subject to satisfactory pre-employment checks including receipt of original qualification documents, references, medical screening, proof of eligibility to work in the UK, Childcare Disqualification check and an Enhanced Disclosure and Barring Service (DBS) check.



Our vision is to build and nurture a talented, diverse team who are proud to deliver exceptional education across our Trust.

We believe in working together, treating everyone fairly, and always learning and growing. We are committed to creating a safe, inclusive, and supportive workplace where every colleague feels valued and inspired to do their best.

By investing in and caring for our people, we unlock their potential – enabling them to make a real difference to our schools, our learners and the communities we serve.

CEL T is committed to developing and empowering staff by ensuring that every colleague has the opportunity to thrive in their current role while being prepared for future opportunities.

Lea Randall

Lea Randall
People Services Lead



Lea Randall
People Services Lead

**Empowering
our people to
support, teach
and lead**



Claire White
Headteacher

I feel privileged to have been part of SW100's cohort 2. I finished the year a different leader to the one I was 12 months before and I've never been more committed to change in our system. It reinforced my belief that teaching truly is the best job in the world.



Andrew Gasiorowski
IS Manager

I joined Brannel School as an apprentice and now manage the information services team at Poltair School. Working at CEL T has enabled me to progress professionally and has provided opportunities for me to work on strategic projects across the Trust.



Rebecca Blizzard
Assistant Headteacher

From gaining valuable leadership experience as Head of Science I felt ready and supported to become an Assistant Headteacher. I value the range leadership opportunities at CEL T and the strong collaboration amongst colleagues and our family of schools.

Staff Entitlement

As a Trust we understand that we have a responsibility to create a future-focused team that is ready for change and able to support our development. Part of this future planning involves succession planning and dynamic talent management.

Talent management is crucial at both a strategic and an individual level. It is about the value that every individual brings to Cornwall Education Learning Trust. By understanding people's strengths and unique contributions, we can ensure that they receive the development they need to have the maximum impact in their current and future roles.



Personal Growth & Inspiration:

- Exceptional development opportunities through training, mentoring, and networking.
- Complimentary access to Inspiring the South West conferences to fuel your ambition.



Health & Wellbeing:

- Free annual flu jabs, health screenings, and eye tests to keep you feeling your best.
- Discounted gym and leisure centre memberships to support your fitness goals.
- Wisdom app access for mental health support, mindfulness, and resilience.
- Confidential helpline and counselling through Health Assured, available 24/7.



Family & Flexibility:

- Up to 5 days paid emergency leave for dependants when life throws a curveball.
- Family-friendly policies and flexible working arrangements to help you balance work and home.



Perks & Extras:

- Cycle to Work scheme to promote greener commuting and save on bike purchases.
- Generous public sector pension scheme to invest in your future.



CELT CENTRE OF
EXCELLENCE

At CELT, we believe inspiration should flow through our staff as much as our students. Great teaching comes from colleagues who are curious, ambitious and continually developing their practice. Professional learning isn't an add-on – it's part of who we are.

The CELT Centre of Excellence at Penrice Academy brings this vision to life. It offers a place to reflect, learn and plan next steps, supporting colleagues at every stage of their career. Through programmes such as Future Leaders, New and Aspiring Leaders, and the upcoming Flourishing Programme, the Centre provides clarity, connection and opportunity for all roles across CELT.

Our aim is simple: to help every colleague grow, feel valued and thrive. By investing in ourselves, we strengthen our culture and keep inspiration at the heart of our classrooms.

CLICK HERE



"CELT is where teaching talent takes flight, and connection becomes the fuel that propels us forward. With comprehensive support, collaborative communities, mentoring, research-informed practice, and an unwavering focus on equity, CELT creates an environment where both teachers and learners thrive."



Hayley Bissenden

Hayley Bissenden
Director of the
Centre of Excellence





Living and Working in Cornwall

A Life That Feels Different—in the Best Way



Cornwall offers a rare blend of meaningful work, breathtaking surroundings and an exceptional quality of life. Our schools sit at the heart of proud, supportive communities where relationships matter and staff quickly feel part of something bigger.

Community

Cornwall's towns and villages are close-knit, welcoming and full of character. Families are deeply invested in their local schools, and the strong partnership between home and school is a defining feature of life here. When you join us, you're joining a place where people genuinely look out for one another.

Lifestyle

From beaches and rugged coastline to moorland and open countryside, Cornwall's natural beauty is always within easy reach. Shorter commutes and access to the outdoors help create a healthy balance between work and life—and the space to truly recharge.



Infrastructure

Cornwall is ambitious about its future. From major road improvements such as the upgraded A30 to enhanced digital connectivity and the convenience of Cornwall Airport Newquay, the region continues to invest to keep people connected and moving.

Families

Safe communities, excellent schools, and a huge range of activities make Cornwall an exceptional place to raise children. Whether it's beach days, outdoor adventures or creative arts, there's always something to inspire young minds.