



Alfriston School

Sports College

Penn Road, Knotty Green, Beaconsfield,
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July 2026

Role: Speech and Language Therapist
Salary: Bucks Pay Range 5-8 ISN 26-45 Pro Rata, £34,319-£52,869
Depending on Experience
Contract Type: Permanent, Term Time Only (39 Weeks)
Hours: Full or Part Time
Start Date: September 2026

Alfriston School is seeking a passionate Speech and Language Therapist (SaLT) to join our dedicated multidisciplinary team. This is a unique opportunity to make a meaningful difference in the lives of young people aged 11–18 with complex learning needs, supporting them to communicate, engage and thrive as they prepare for adulthood.

About the Role

As our part of our Speech and Language Therapy team, you will deliver a high-quality, evidence-based and flexible therapy service that is fully integrated into school life. You will work collaboratively with teachers, families and external professionals to provide holistic, personalised support.

Key aspects of the role include:

- Assessing, diagnosing and supporting students with a range of speech, language and communication needs
- Managing a varied caseload and delivering individual and group interventions
- Embedding communication strategies across the curriculum
- Contributing to and reviewing EHCPs and producing high-quality clinical reports
- Participating in a commissioned therapies service, including outreach to other settings

What We're Looking For

We are looking for a therapist who is:

- A qualified Speech and Language Therapist with HCPC registration and RCSLT membership
- Experienced in working with young people with SEND, particularly complex and co-occurring needs
- Skilled in assessment, intervention planning and outcome measurement
- Confident working both independently and as part of a multidisciplinary team
- Passionate about inclusive practice and enabling every pupil's voice to be heard

If you are driven by a desire to make a real impact and want to be part of a school where communication truly matters, we would love to hear from you.

To Apply: Please visit our website www.alfristonschool.com to apply via MyNewterm today! If you would like to make an informal visit please also contact Mrs Ellie Davison, via recruit@alfristonschool.com who will be delighted to arrange this for you.



Join Our Team at Alfriston School – Where Passion Meets Purpose

Are you looking for a meaningful role where you can make a real difference in the lives of young people with special educational needs?

Alfriston School is an outstanding Special Academy for girls aged 11–18 with moderate learning difficulties and speech, language, and communication needs and we're looking for caring, committed professionals to join our team.

Why Work at Alfriston?

Outstanding Facilities: Work in a purpose-built environment featuring interactive classrooms, class sets of laptops and iPads, specialist performing arts and music spaces (including a dance and recording studio), and extensive indoor and outdoor sports facilities - including our architect-designed swimming pool tailored for students with sensory needs.

Staff Wellbeing is a Priority:

At Alfriston, we believe that supporting our students starts with supporting our staff. We are deeply committed to staff wellbeing and have a range of measures in place to promote a healthy work-life balance, including:

- Access to confidential wellbeing support
- Time and space for self-care built into the school's culture
- Personalised support for managing the emotional demands of working in special education
- A strong, caring team ethos where your voice is valued and respected

A Supportive and Collaborative Culture:

You'll be joining a team of passionate, specialist educators and support staff who care deeply about our students – and about each other. We foster a collaborative and inclusive environment where everyone is encouraged to grow, share, and succeed.

Staff Benefits Include:

- A warm and welcoming workplace culture
- Structured professional development and progression pathways
- Onsite parking
- Excellent transport links (Chiltern Line and M40 nearby)
- Discounts on hiring school facilities
- Close to Beaconsfield's shops, cafes, and amenities

At Alfriston, we know that happy, well-supported staff deliver the best outcomes for students. If you're looking to join a school where your wellbeing is prioritised and your work truly matters, we'd love to hear from you.

Apply today – and be part of something extraordinary.





Speech and Language Therapist

Reporting To: Deputy Headteacher for Inclusion and Belonging

Job Description

Main Purpose of Job

- To deliver a high-quality, flexible and evidence-based Speech and Language Therapy (SaLT) service for pupils aged 11–18 with complex learning needs, supporting communication, independence and preparation for adulthood.
- To work as part of a multidisciplinary team to provide high quality, holistic support for pupils and their families throughout their time at Alfriston School, fostering collaborative working with education staff, external professionals and families.
- To assess, diagnose and deliver speech and language therapy for pupils with learning disabilities and associated speech, language and communication needs, including individual interventions, scheduled social communication groups integrated into the curriculum, and specialist short- and long-term interventions identified by the SaLT team.
- To implement a balanced, integrated model of therapy (universal, targeted and specialist), embedding communication strategies and other therapeutic approaches across the curriculum and wider school life.
- To manage a defined caseload, deliver therapy programmes, contribute to Education, Health and Care Plans (EHCPs), and apply effective approaches to teaching and learning for pupils with complex and comorbid diagnoses including neurodivergence, language disorders and moderate learning disorders (MLD) within an educational setting.
- To deliver and participate in specialist training so that staff can support pupils to achieve their full potential.
- To reflect Alfriston's core values of Ambition, Respect, Representation, Integrity, Belonging and Curiosity, ensuring all pupils are empowered to communicate, participate and thrive.

Clinical Responsibilities

- Assess, diagnose and provide evidence-based intervention for speech, language and communication needs.
- Manage a defined caseload, set targets, monitor progress and outcomes, and adapt provision accordingly.
- Deliver individual and group interventions, including social communication programmes, and lead and support social groups and interventions as part of the integrated curriculum, including supporting therapy assistants in their delivery where appropriate.
- Use a functional, outcomes-focused approach to support independence and preparation for adulthood.
- Demonstrate expertise in assessing, diagnosing and managing communication difficulties in students aged 11–18, providing care plans and interventions tailored to individual needs.
- Contribute to and review EHCPs, including preparing high-quality SaLT reports for annual reviews and ensuring all legal and professional standards are met.
- Adhere to HCPC and RCSLT standards and Alfriston School policies, including clinical supervision, record keeping and professional practice.
- Make day-to-day clinical decisions, prioritise workloads, and seek guidance from the Deputy Headteacher for Inclusion and belonging as appropriate.
- Participate in clinical supervision and reflective practice, and work collaboratively with the multidisciplinary team to deliver integrated, holistic support for pupils.

- Deliver targeted training to education staff, support the integration of therapeutic strategies into daily practice, and monitor the effectiveness of that training.
- Communicate complex information effectively and sensitively with pupils, families and professionals, ensuring understanding and empathy.
- Maintain accurate, compliant and risk-assessed records, and address complaints sensitively while keeping senior staff informed.
- Contribute to service development, quality improvement and innovation by evaluating new intervention methods, participating in audits and reporting on service outcomes.
- Reflect on personal performance, participate in appraisals, and continue to develop knowledge and skills in speech, language and communication development.
- Collaborate with multi-agency services, including health and social care partners, and education staff to raise communication standards across the school.

Integrated Practice in Education

- Embed SaLT strategies in daily teaching and learning across the school.
- Work collaboratively with teachers, pastoral staff and therapists to deliver a joined-up approach and reduce barriers to learning and engagement.
- Train and coach staff to develop communication-friendly classrooms and inclusive environments.

Commissioned Therapies Service

- As part of Alfriston School's commissioned therapies provision, deliver Speech and Language Therapy services to external schools and provisions as commissioned.
- Undertake travel to other settings where required.
- Complete assessments, therapy programmes and reviews for commissioned pupils.
- Produce high-quality written reports and recommendations for external stakeholders.
- Maintain accurate records and meet agreed service-level expectations and timelines.
- Represent Alfriston professionally, modelling high standards of clinical and educational practice.

Communication

- Communicate effectively with young people, families and colleagues, adapting communication styles and strategies to meet individual needs.
- Build strong, respectful and trusting working relationships with pupils, families, colleagues and external professionals.
- Present complex concepts and information in a clear, accessible and audience-appropriate manner.
- Attend meetings including annual reviews, parent consultations and multidisciplinary team meetings, in consultation with the Deputy Headteacher for Inclusion and Belonging and other members of the Senior Leadership Team as applicable.
- Participate in school meetings related to curriculum, organisation or administration as required by the Headteacher.
- Support school events and activities, such as Parents' Evenings, as directed by the Headteacher.

Professional Practice and Development

- Work within HCPC and RCSLT standards and school policies.
- Engage in clinical supervision and reflective practice.
- Contribute to service development, quality improvement and innovation.
- Maintain accurate and compliant clinical records.

- Participate in CPD aligned to both clinical excellence and educational impact.
- Stay updated with developments in the field through relevant training, courses and professional development opportunities, participating in CPD aligned to both clinical excellence and educational impact.
- Undertake other reasonable duties as requested by the Headteacher to support the school's needs.
- Actively contribute to the wider life of the school.
- Promote and safeguard the welfare of children and young people at all times.

Safeguarding and General Duties

- Promote and safeguard the welfare of children and young people at all times.
- Undertake additional duties reasonably required by the Headteacher.
- Actively contribute to the wider life of the school.

The school is dedicated to safeguarding and promoting the welfare of children, which is a fundamental principle reflected in all aspects of our recruitment process.

The successful candidate will be required to provide satisfactory references and complete an enhanced Disclosure and Barring Service (DBS) check, along with any other pre-employment checks deemed necessary, before commencing the role.

Alfriston School is committed to safeguarding and promoting the welfare of children which will be reflected throughout recruitment. The selected candidate will be required to undertake reference checks, an enhanced DBS check and internet/social media checks before taking up the post.

Person Specification



	Essential Criteria	Desirable Criteria
Qualifications	A degree in Speech & Language Therapy or equivalent qualification	Evidence of further study and/or qualifications
	Current registration with the Health and Care Professions Council (HCPC)	Membership of SLT Clinical Excellence Network
	Registered member of the Royal College of Speech and Language Therapists (RCSLT)	
Experience	Proven experience of differential diagnosis, formulation of treatment plans, writing assessment reports, providing appropriate intervention and evaluating outcomes.	Experience of working in a multidisciplinary team
	Demonstrable evidence of delivering a clinically effective, efficient professional Speech and Language service to children and their families.	Experience working with external commissioners or outreach services
	Demonstrable evidence of effectively prioritising work and meeting deadlines.	Experience delivering training to staff
	Proven experience in working with young people with Special Educational Needs.	
Level of Knowledge	Sound knowledge of current Speech and Language Therapy research findings and the implications for practice.	Awareness of clinical governance and its relationship to clinical effectiveness
	Good understanding of the difficulties facing children and young people with speech and language difficulties.	Relevant advanced theoretical, practical and procedural knowledge across specialised areas such in AAC, SEMH support and Dysphagia.
	Sound and accurate IT knowledge, eg Microsoft Office, in order to carry out research, analyse documents, produce reports and undertake general administrative processes.	
	Knowledge of evidence-based interventions and outcome measurement	
	Awareness of inclusive and communication-friendly environments	
Interpersonal/ Personal Skills	Strong assessment and problem solving skills with the ability to anticipate problems and resolve issues independently, planning solutions and making sound pragmatic decisions.	
	Ability to work in a child-focused	

	Essential Criteria	Desirable Criteria
	way providing a high quality service with a high level of attention to detail, gaining the trust and confidence of individuals, teachers and parents.	
	Excellent communication skills with the ability to influence the actions of others and communicate information which may be complex and contentious	
	Ability to deliver and lead therapy groups	
	Ability to organise/prioritise work, co-ordinate a variety of tasks in a clear and logical way and meet agreed deadlines.	
Personal Qualities and Skills (Aligned to Alfriston Values)	Ambition • Demonstrates high expectations for all pupils • Committed to improving outcomes and life chances	
	Respect • Builds trusting relationships with pupils, families and colleagues • Values diverse communication styles and needs	
	Representation • Advocates for pupils' voices and ensures they are heard • Champions inclusive practice and equitable access	
	Integrity • Acts professionally, ethically and transparently • Maintains confidentiality and high standards of record keeping	
	Belonging • Contributes to a positive, inclusive school culture • Works collaboratively within teams to foster connection and support	
	Curiosity • Reflective practitioner committed to continuous improvement • Open to new approaches, research, and innovation	