



THE MERCIAN TRUST

Speech and Language Therapist Apprenticeship Application Pack

THE MERCIAN TRUST

ALD - ALDRIDGE SCHOOL

GRB - Q3 ACADEMY GREAT BARR

LAN - Q3 ACADEMY LANGLEY

NLS - NEW LEAF SCHOOL

OAK - OAKWOOD SCHOOL

QHS - QUEEN MARY'S HIGH SCHOOL

QMG - QUEEN MARY'S GRAMMAR SCHOOL

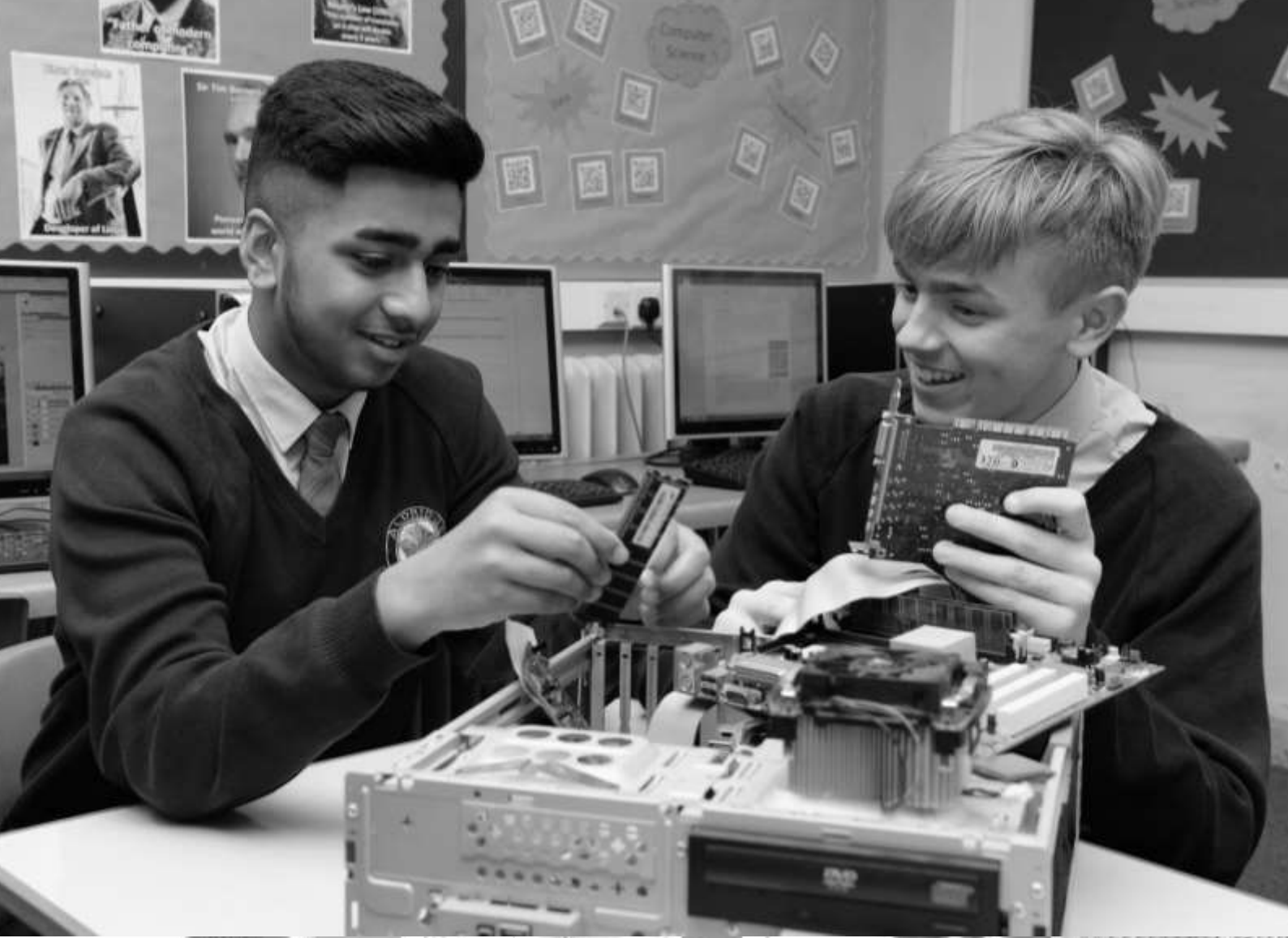
RUS - RUSHALL PRIMARY SCHOOL

SOA - SHIRE OAK ACADEMY

TLS - THE LADDER SCHOOL

TPN - Q3 ACADEMY TIPTON

WSS - WALSALL STUDIO SCHOOL



STRATEGIC PLAN 2025-2030

The Mercian Trust’s Strategic Plan for 2025–2030 marks an important transition from our pioneering chapter to a confident, maturing stage of development. Rooted in our commitment to social mobility and social justice, the strategic plan sets out a bold and innovative vision for the next five years—one that builds on our distinctive identity and shared values across a diverse family of schools.

Our strategy is anchored in three long-term priorities: purpose, people, and place. We aim to increase opportunities and improve outcomes for all students, recruit and retain exceptional staff, and deepen our engagement with communities and external partners. This is underpinned by a culture of inclusive leadership, continuous improvement, and purposeful innovation—ensuring every school flourishes and every learner experiences “life to the full.” As we move forward, we are thinking in decades, not just academic years, and we are excited for innovative and aspirational leaders to join us in shaping the future of education across Walsall, Sandwell and the Black Country.

THE MERCIAN TRUST
Who we are is not changing...

Solidifying Our Identity

	Our Mantra	Life to the full in pursuit of what is good, right, and true.
	Our Mission	Our social mobility and social justice mission to increase opportunities and improve outcomes.
	Our ambition for students	Children and young people who fulfil their potential , go on to thrive in the world of work and make a positive contribution to the local, national, and international community.

All Trusts' long-term 'expectation'



Strengthening Our Foundations

	<p>Continuously Improving</p>	<p>Ensure continuously improving schools, leaders, teachers, and student-facing support staff. Ensuring continuously improving professional services to and for schools, business support staff, and systems.</p>
	<p>Sustainable and resilient</p>	<p>Build capacity and resilience within sustainable operating models for all our schools, services and partnerships. Maximise use of digital, data and AI to strengthen professional practice and reduce administrative workload.</p>
	<p>A Participant and Contributor</p>	<p>Take responsibility for contributing to system and sector improvement in our local communities.</p>

Our long-term strategy
(not just the next 5 years)



Securing Our Anchors

	<p>Equitable Education</p>	<p>Expertly preparing each student for life and work regardless of social, economic, or personal circumstances. Developing transferable knowledge, understanding, skills, and character in children and young people to enable each to succeed in school, outside of school, and beyond school.</p>
	<p>Distinctive Schools</p>	<p>Developing and sustaining a diverse family of schools that meet the needs, aptitudes and aspirations of all children and young people. Leveraging our distinctive nature and USPs so that pupils, parents and communities choose our schools.</p>
	<p>Leading Improvement & Innovation</p>	<p>Strengthening our capacity to be flexible and agile as we pioneer with purpose and innovate pragmatically for the benefit of children and young people in our region.</p>

How we will be recognised by 2030...



Seeing Our Vivid Vision 2030



Purpose

Increasing Opportunities and Improving Outcomes for students

We will be recognised as a trust of **exceptional schools** of all phases, key stages, and settings by providing a **home for everyone** – the right school place and provision for every child and young person so that they **succeed in school** and move into **sustained, ambitious destinations**.



People

Recruiting, retaining and developing staff and volunteers

We will be recognised for our **purpose-driven people**; an **employer of exceptional staff** supported by dedicated volunteers. Our team **embraces change**, invests in **professional growth** and masters the use of **digital technologies and AI** for the benefit of children and young people.



Place

The communities we serve through our work and our partnerships

We will be recognised for **leading collaboratively in our region** – deeply rooted in the towns of the Black Country. We will be known for our **reciprocal, meaningful partnerships** with parents, alumni, employers, charities and other schools and school trusts **working together** to support children and young people.





OUR TRUST BLUEPRINT FOR LEADERSHIP AND CULTURE

OUR PURPOSE Increasing opportunities, improving outcomes.

OUR MANTRA Life to the full in pursuit of what is good right and true

OUR PRINCIPLES

[P1]
**Social Mobility
and Social Justice**

[P2]
**Belonging and
Inclusion**

[P3]
**Innovation and
Improvement**

[P4]
**Safeguarding and
Wellbeing**

OUR VALUES (WHO WE ARE)

[V1]
We Care

We are:
Kind
Compassionate

We are uncompromising
in our pursuit of:
Excellence
Rigour

[V2]
We are Courageous

We are:
Ambitious for all our
students and staff

We are:
Agile, flexible and bold
in our decision-making
(including taking the
'difficult decisions')

[V3]
We are Candid

We are people of:
Honesty
Sincerity

We welcome:
Clarity
Feedback
Critique

[V4]
We are Accountable

We model:
Leadership
Integrity

We demonstrate:
Objectivity
Openness

OUR PROFESSIONAL BEHAVIOURS

In our work:

We work with accuracy and precision; we are inquisitive and professional
We demonstrate positivity, resilience and determination.

In our relationships:

We uphold and embrace fairness, equitability and teamwork.
We collaborate respectfully, and demonstrate commitment to each other.

In our development:

We engage with quality educational research.
We develop ourselves and others through tailored professional learning.

In our approach:

We are outward looking with a pioneering spirit.
We navigate change with a commitment to serve our local communities.

The Mercian Trust

The Mercian Trust is one of the largest and leading regional Trusts in the West Midlands with 12 schools and over 10,000 students. We are making strategic investments of time, focus, and resources into realising our Vivid Vision for 2030, alongside the development of our strategic foundations and anchors. This is all set alongside our identity and mission to increase opportunities and improve outcomes for children and young people. Our Vivid Vision for Purpose, People and Place outlines our ambitious plans for our students, our staff and our local communities.

The Mercian Trust was incorporated in January 2018 and currently governs nine secondary schools, comprising selective grammar schools, large comprehensive schools, an alternative provision free school and a 14-19 specialist studio school. In 2021, the Regional Schools Commissioner approved the merger between The Mercian Trust and Q3 Academies Trust. The formal merger transfer was completed on 1st May 2022 when all nine academies of the two Trusts became part of the same family of schools governed by The Mercian Trust. In summer 2025, our first Primary School and our first Special School joined our Trust, along with a Pupil Referral Unit bringing our family of schools to twelve.

- Aldridge School (11-18)
- Q3 Academy Great Barr (11-18)
- Q3 Academy Langley (11-16)
- New Leaf School (Pupil Referral Unit)
- Oakwood School (Special School)
- Queen Mary's High School (11-18, selective)
- Queen Mary's Grammar School (11-18, selective)
- Rushall School (Primary School)
- Shire Oak Academy (11-18)
- The Ladder School (Alternative Provision)
- Q3 Academy Tipton (11-18)
- Walsall Studio School (14-19)

The Members of The Mercian Trust include The Vine Trust and the Queen Mary's Foundation. Both are charitable organisations focussed on improving the futures of local young people.

Trust ethos & values

Our name is rooted in history and expresses a geographical identity and ambition. The ancient kingdom of Mercia encompassed much of what we now recognise as the West Midlands – and crucially for us it included what we now call the Black Country. It was in Mercia that St Chad established an association of small monasteries which fostered unity through bonds of kinship. Now, a thousand years later, we look to demonstrate the same spirit in our approach. We are a family of schools committed to each other – diverse in nature, proud custodians of our history and success, but together, one charitable trust with a common purpose.

Our Trust exists to equip our students to:

- Realise their potential
- Thrive in the world of work
- Make a positive contribution to the local, national and international community.

Our mission is **increasing opportunities** and **improving outcomes**. Our mantra is *Life to the full* in pursuit of what is **good, right and true**.



Job Description: Speech and Language Therapist

Job Title	Speech and Language and Therapist Apprenticeship
Location	The Mercian Trust Schools
Working hours	37
Salary	£24,796.00

Work Environment

- You will join a well-established, supportive multi-disciplinary clinical team, working collaboratively alongside a range of experienced professionals.
- The role benefits from dedicated office accommodation, alongside opportunities to work across our Trust schools, attending meetings at a variety of locations and engaging directly with settings.
- To support flexible and effective working, you will be provided with appropriate digital equipment, including a work laptop.

Work Dimensions

- Work collaboratively with colleagues in schools and other settings, alongside a wide range of multi-agency clinical professionals and local authority partners.
- Make a direct and meaningful impact through work with children and young people, in close partnership with their families.
- Benefit from structured clinical supervision to support reflective and confident practice.
- Access ongoing continuing professional development to support career progression and professional growth.
- Enjoy access to a wide range of Trust professional staff benefits within a supportive organisation.

Job Purpose

- To work within the Speech & Language Therapy (SLT) Service in a developmental role.
- To provide SLT care (advice, assessment & intervention) to individuals referred to or needing support from the Speech and Language Therapy Service, in a range of school settings and as part of the Multidisciplinary Clinical Team (MDCT).
- To complete the Higher Education Institute (HEI) apprenticeship programme within the agreed timeframe supported by extensive workplace learning and practice.
- To qualify as a Speech & Language Therapist and be eligible for Health Care Professions Council (HCPC) registration.

Main Duties and Responsibilities

Training, Knowledge, Skills and Experience

- To commit to study during the duration of the apprenticeship course working towards competence in-line with Knowledge, Skills & Behaviours (KSB) as outlined in KSB Document in the following areas:
- comprehensive communication and/or Dysphagia assessment of the individual patient both adults and children including those with diverse or complex presentations/multiple pathologies; gaining relevant information by clinical examination; observation, questioning and discussion.
- clinical reasoning skills to formulate a clinical diagnosis of their condition and agree personalised objectives.
- formulating and delivering individual communication and/or Dysphagia care plans/programmes based on sound knowledge of evidence-based practice and treatment options using clinical skills.
- evaluating patient progress, to formulate a prognosis and adapt treatment programmes as required.
- making informed clinical decisions including timely discharge planning and onward referral to other services.
- ensuring competent use of SLT resources and to ensure the safe use equipment, including by others through teaching, training and supervision of practice.

Delivery

To commit to study during the duration of the apprenticeship course working towards competence in-line with Knowledge, Skills & Behaviours (KSB) as outlined in KSB Document in the following areas:

- gain informed consent from each patient/family member/carer prior to assessment and treatment.
- to have increasing responsibility for developing current knowledge of evidence-based practice ensuring own competency to practice. This includes attendance at tutorials, webinars and other training as required, both virtually and in person.
- undertake clinical and professional development through means identified during appraisal process, tripartite meetings and academic requirements of HEI.
- develop an individual learning plan, maintain Continuous Professional Development records/portfolio which reflect personal development and provide evidence of how learning is applied to practice.
- be an active member of the in-service training programmes by attendance at, leading and participation in, in-service training programmes, tutorials, individual training sessions, external courses (where applicable), peer review and personal study.
- undertake regular measurement, data collection and evaluation of your work and current practices using reflective practice, evidence-based practice projects, audit and outcome measures either independently or with supervision.
- be responsible for organising and planning own caseload to meet service and patient priorities. Re-adjusting these plans as situations and demands change; this may include adapting to a new working environment.
- work with senior staff to support, and coordinate SLT students and SLTAs daily to ensure they meet Trust and professional standard guidelines.
- support observation opportunities within the MDCT as required.
- identify opportunities to improve and develop the SLT service in order to provide the best patient care within resources available and make recommendations for change.
- work professionally in all aspects of own work and study.
- assess and manage clinical risk within the limits of own scope of practice and within professional boundaries.
- seek supervision through appropriate support mechanism and take responsibility for own learning and development and well-being.
- work within Trust policy, HEI regulations, RCSLT & HCPC guidelines and to have a good working knowledge of national and local standards. Monitor own and others quality of practice, as appropriate.
- set a high personal standard of work, study and professional attitude and encourage others to do likewise.
- maintain assessment, treatment and discharge records/reports and follow guidelines, protocols and procedures in accordance with professional (RCSLT & HCPC), legal and departmental standards.
- maintain accurate, legible, comprehensive, and contemporaneous documentation, in line with the RCSLT & HCPC Standards, Trust policies and legal requirements.
- be committed to a team approach to provide continuity and efficiency of service provision.
- be the first point of contact in dealing with minor complaints from staff, patients and carers/visitors in line with Trust Policy.
- be aware of Health and Safety aspects of your work and implement any policies, including prompt recording and reporting of incidents to senior staff, using the Trust incident reporting system.

Team and People Development

To commit to study during the duration of the apprenticeship course working towards competence in-line with Knowledge, Skills & Behaviours (KSB) as outlined in KSB Document in the following areas:

- communicate with patients and carers to share clinical diagnosis and facilitate understanding of a mutually agreed treatment programme.
- communicate effectively with patients, relatives or carers on a group or individual basis adapting communication methods to meet their needs.
- communicate effectively with other relevant professionals about patient care using appropriate methods and systems.

- assess individual patients’ understanding of proposed treatment modalities and can work within a legal framework with patients who lack capacity to consent to intervention, in line with Trust policy in gaining consent.
- engage with HEI as per HCPC learners/students code of conduct.
- foster good working relationships and be a role model within the workplace as well as in the HEI context.
- be an advocate for the profession and the Apprenticeship route and be involved in and actively promote Speech & Language Therapy Profession career choices/routes.
- have an awareness of, and where appropriate be involved in Public Health and Preventive work and be able to recognise how this impacts on communication, and eating, drinking and swallowing difficulties, prognosis and outcomes.



KEY INFORMATION – HOW TO APPLY

Post	Speech and Language Therapist
Responsible to	Clinical Lead
Contract and Salary	£24,796.00
Closing Date	Friday 29th May 2026, 9.00am
Interview Dates	TBC
Start Date	January 2027
Informal Confidential Conversations	To speak to someone about this post, please contact Lin Koo, Executive PA to the CEO on 01922 211388 Ext. 1211 or email Lin.Koo@merciantrust.org.uk
How to apply	<p>Please complete the Online Application Form via our Mercian website. Please ensure your supporting statement outlines the following:</p> <p>Please note – your ability to communicate a wide range of information with appropriate examples and evidence clearly and concisely in your supporting statement will be assessed as part of the shortlisting process.</p>