

**WE ARE
HIRING**



Join Our Team

If you're passionate about making a difference in the lives of children with ASD then join us at Forest Bridge School and be part of a community that values understanding, respect, and genuine growth.

Together we can make a difference!



Elizabeth Farnden
Headteacher



Position available: Therapies Lead (member of the Middle Leadership Team)

Please forward your CV and covering letter to devra.farhi@harrishill.co.uk

Why work at Forest Bridge School

Forest Bridge School, a highly regarded special free school in Maidenhead, Berkshire, for children and young people with a primary diagnosis of autism, is seeking an innovative and experienced Therapies Lead for September 2026; however, a later start would also be considered.

The school delivers an integrated approach that combines ABA (Applied Behaviour Analysis), evidence-based therapy, and personalised curriculum pathways to maximise pupil outcomes and preparation for adult life. The school's motto is "Through Adversity to the Stars" and is recognised for innovation, high expectations, and transformational outcomes for children and young people with autism.

Job Title:	Therapies Lead
Salary:	NHS Band 7-8A, depending on experience
Location:	M Maidenhead, Berkshire
Responsible To:	Headteacher, Head of Therapies, members of the senior leadership team (SLT) and Governors
Responsible For:	Provide clinical and operational leadership for the therapy's services; responsible for the development, optimisation and innovation of therapy services to effectively influence and support the successful delivery of the school's objectives and priorities alongside the Head of Therapies
Key Relationships/ Liaison with:	Headteacher, members of SLT, Therapies, ABA supervisors Teachers, Tutors, Parents

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The Role

The Therapies Lead will provide both clinical and operational leadership for the school's therapy services, working in partnership with the Head of Therapies. This includes oversight and support of the Speech and Language Therapy (SaLT), Occupational Therapy (OT), and Creative Arts Therapy teams, encompassing Music Therapy, Drama Therapy, and Art Therapy, to meet the needs of pupils with complex learning needs in association with and in addition to autism spectrum disorder.

The Therapies Lead, in partnership with the Head of Therapies, will play a key role in the ongoing development, evaluation, and innovation of therapy provision, ensuring services and pathways are effective, evidence-informed, and aligned with the school's strategic priorities, vision, ethos, and teaching and learning practices. The Therapies Lead will contribute to whole-school improvement and be a member of the school's middle leadership team. The position entails one day per week for leadership responsibilities and four days per week for maintaining a clinical caseload, providing direct therapeutic support to pupils, and contributing to the delivery of high-quality, integrated, multidisciplinary practice across the school.

Key Responsibilities

- To provide clinical and operational leadership, as well as strategic direction, to a team of highly motivated clinical lead therapists, working collaboratively to develop and optimise therapy services.
- With the Senior Leadership Team (SLT), work to deliver well-led, high-quality and cost-effective services.
- To provide coaching and mentoring to therapy clinical leads to develop leadership capabilities
- To lead and continuously improve therapy referral pathways, working with classroom leaders to ensure timely access to services and effective management of pupil transfers and discharges.
- To oversee demand and capacity management within therapy services, ensuring the effective utilisation of resources and service provision.
- To provide expert therapeutic advice to the Senior Leadership Team, ensuring alignment with professional standards, school policies, governance requirements, and relevant national guidance.
- To support high-quality, evidence-based therapy provision through effective multidisciplinary collaboration across therapy and education teams.
- Act as an effective line of communication between the therapies team and leadership team

- To be responsible for the smooth and appropriate performance and delivery of agreed targets and their development in conjunction with the Forest Bridge School Curriculum (FBSC)
- To work with the SLT to assess the impact of therapeutic interventions on pupil progress and use data to inform educational planning, target setting, and school development.
- To ensure that all therapy practice is provided within legal, professional and ethical boundaries as set out by the professional bodies and the Health and Care Professionals Council and in conjunction with the school's professional and ethical standards
- To be responsible for the overall therapies budget and financial performance in conjunction with the appropriate member of SLT

We are looking for a candidate who has:

Essential

- A master's degree in a relevant therapeutic discipline (e.g., speech and language therapy, occupational therapy, or art psychotherapy) or equivalent demonstrable experience and expertise working at the master's level.
- 1-2 years implementing therapeutic services in a school setting
- HCPC-registered
- Experience with SEN, particularly children and young people with autism
- Extensive post-qualification clinical experience in Speech and Language Therapy, Occupational Therapy, Music Therapy, Art Therapy, or Drama Therapy, including experience working with children and young people with complex needs
- Experience in managing other professional groups
- Skilled in designing and delivering service strategies that enhance pupil therapeutic pathways and improve therapy outcomes.
- Experience collaborating with other service providers
- A background delivering training
- A successful track record of working with children across a wide range of developmental and learning levels, from early learners to advanced communicators.

- Demonstrable interest in education and ABA
- Formal presentation skills and being able to present complex information to a variety of audiences
- Ability to act as an advisor and expert to senior leadership members and staff
- Understanding of multidisciplinary therapy issues and current evidence-based practice developments.

Desirable

- Previous experience of operational management and leadership in therapy services
- An understanding of the Ofsted framework/inspections
- Financial and budgetary management skills
- An understanding and some basic theoretical knowledge of behaviour analysis

If you are inspired by the opportunity of working in a school which combines a multidisciplinary approach and personalised programmes to help every pupil thrive, please forward your CV and covering letter to devra.farhi@harrishill.co.uk or by clicking the 'Apply' button.

For a confidential discussion or candidate information pack, please contact Devra Farhi at 020 7820 7308 for further details.

Applications close at 9 am on Wednesday, 1st July, with interviews commencing the week of 6th July.

Forest Bridge School is committed to safeguarding and promoting the welfare of all children. The successful applicant will be required to undergo an enhanced DBS check and comply with all safeguarding requirements.

The duties and responsibilities in this job description are not restrictive and the post-holder may be required to undertake any other duties that may be required from time to time in line with the role. Any such duties should not however substantially change the general character of the post. It is anticipated that this job description will change over time in accordance with the needs of the role. The role holder will be consulted on any proposed amendments.

JOB DESCRIPTION

Main Duties and Responsibilities

Leadership and Management

- To provide clinical and operational leadership and strategic direction to a team of highly motivated clinical lead Therapists working together to develop and optimise Therapy services.
- To promote and consistently role model the school's values and support vision and value-based behaviours within the therapy team and middle leadership team
- To provide clinical leadership through professional expertise and perspective
- To provide coaching and mentoring to Therapies clinical leads to develop leadership capability and capacity throughout the team
- With the Senior Leadership Team (SLT), work to deliver well-led, high-quality and cost-effective services
- Act as an effective line of communication between the therapies team and leadership team
- To lead on pupil referrals from a therapies' perspective and work with the classroom leaders (teachers/supervisors) to optimise this as well as the process of a pupil completing the therapeutic services (transferring and discharging)
- To act as a curriculum leader for a designated area.
- To be accountable for monitoring demand and capacity within Therapy services
- To provide expert advice to the SLT on Therapy services as appropriate, responding to local initiatives and policy development within a monitored governance framework, ensuring the advice is consistent and congruent with professional bodies' standards, the school's policies, and other national policies and directives
- To establish and maintain a strong working relationship between the SLT/Teacher/Supervisor and Therapy teams via building good communication and enhancing multidisciplinary collaboration
- To promote a culture where Therapies have a voice and are actively involved in the decision-making processes, positively contributing to strategy, quality improvement of services and targets delivery as set out by the schools teaching disciplines and the Forest Bridge School Curriculum (FBSC)
- To provide visible leadership to Therapy teams across the school and actively contributing to governors when required
- To demonstrate commitment to own ongoing personal and professional development and continual leadership growth
- To be responsible for managing own time appropriately and prioritising tasks accordingly to carry out clinically related administrative duties relevant to the caseload and operation of the school.
- To support the delivery of consistent, high-quality, evidence-based therapies services across the school through collaboration with all relevant disciplines across therapies and teaching disciplines
- To have overall responsibility and accountability for the operational day to day delivery of a full range of therapy services

- To be responsible for the smooth and appropriate performance and delivery of agreed targets and their development in conjunction with the Forest Bridge School Curriculum (FBSC)

Leadership and Management continued

- To ensure that all Therapy practice is provided within legal, professional and ethical boundaries as set out by the Professional Bodies and the Health and Care Professionals Council and in conjunction with the school's professional and ethical standards
- To ensure the service that pupils receive is safe, high quality and results in a positive experience
- To ensure that any complaints relating to Therapy services are dealt with promptly, responded to, and shared learning is distributed across relevant areas
- To present a 'quality of provision' report each year to school senior leaders and governors
- To ensure the needs of all pupils who receive therapeutics services are addressed
- To be part of the wider safeguarding team

Monitoring and Assessment

- Together with the SLT of the school, to contribute to, monitor and review the impact of therapeutic services on pupil progress in designated curriculum areas that therapeutic targets are linked to, through the analysis of data, ensuring the use of information for planning and target setting across those curriculum areas. To contribute as appropriate to the School Development Plan (SDP).
- To ensure (alongside the SLT/other specialists) appropriate assessments are in place and identify supplementary schemes/protocols/resources as needed.
- Ensure outcomes of assessment are used to inform therapeutic provision and are linked to FBSC outcomes.
- To ensure all research involving Therapists is fully compliant with research governance is registered appropriately, the output is monitored and reported, and any outcome is used appropriately
- To ensure clinical data is collected, and reports for Annual Reviews and end-of-term reports on therapy input for each student getting therapy services within the school are written and meet deadlines.

Financial Management and Resources

- To be responsible for the overall Therapies budget and financial performance in conjunction with the appropriate member of SLT (this includes involvement in annual budget setting, taking independent action to ensure that it is operated within allocated resources)
- To be accountable for delivering Therapy services within budget and to agreed specifications

Staff Development

- To take a lead role in identifying group and/or individual training needs and provide support for colleagues within their area of responsibility, promoting a whole school approach
- To act as a role model, mentor or consultant to colleagues as appropriate and encourage collaboration, co-operation and teamwork
- To ensure they keep up to date with current developments in their specific discipline and disseminate information as appropriate
- To support HR on investigations relating to the competence of professional conduct of staff
- To provide leadership, guidance, mentoring to all direct reports, enabling them to manage their resources effectively and deliver high-quality therapeutic services

Benefits

- Competitive salary
- Sociable working hours (no weekends or evenings after 6.30pm)
- A friendly and supportive team
- Staff pensions schemes—LGPS or Teachers pension scheme dependant to role
- Free parking
- Staff wellbeing and support services
- Supervision (dependant on role)
- Staff voice— who organise social events for staff
- Tastecard employee discount scheme
- Sick pay
- Comprehensive induction
- Training for professional development such as CEUs, participation in research.
- Opportunities for career progression. Including Masters, NPQ's , UKsBA & QTS.
- Work From Home opportunities for some roles such as Class Teachers, Therapists, Supervisors, and Senior Leaders.