

JOB DESCRIPTION

Speech and Language Therapist

Team: Great Minds Projects Team

Reporting to: Great Minds Clinical Lead / Director of Clinical Services

Salary: £44,101 - £49,447 (TCES Clinical Band 2)

Location: Hybrid working. Central Services will be the nominal office base, with home working available and travel to TCES school sites, the National Online School and external project settings as required.

Contract and hours: Permanent, full-time

Working pattern: Hybrid and flexible in line with service need

About Great Minds Therapy & Training Services

Great Minds Therapy & Training Services, sister to the TCES Group, delivers specialist therapy, training and whole-system support across the UK, helping children and young people feel safe, understood and ready to thrive.

We support individuals facing barriers to education, including those with SEND, complex needs and Emotionally Based School Avoidance (EBSA), many of whom have experienced extended time away from learning.

Through integrated therapeutic support, expert training and partnership with schools and families, we strengthen wellbeing, rebuild engagement and create inclusive environments where young people can succeed

Job Purpose

This new role sits within the Great Minds Projects Team and has been created to support the development and delivery of new therapeutic education projects. The post-holder will work as a Speech and Language Therapist, bringing specialist clinical skills to pilot projects, training, consultation, direct interventions and additional cover across TCES and the National Online School when required.

The role would suit a therapist who is flexible, practical and interested in working across a broad range of settings. It offers the chance to be part of a developing projects team, supporting new services as they emerge and building experience across direct clinical work, whole-school approaches, training, assessment, consultation and service development.

Main duties and responsibilities

- Provide specialist speech and language therapy assessment, formulation, intervention and advice for children and young people linked to Great Minds Projects, TCES schools and the National Online School.
- Support the delivery of new Great Minds pilot projects, including therapeutic education offers, consultation packages, training programmes and clinical intervention pathways.
- Work flexibly across home working, Central Services, TCES school sites, NOS and external project settings according to project and service needs.
- Deliver direct individual and group interventions, as well as universal and targeted support for school teams and families.

July 2026

- Provide additional clinical cover across TCES and NOS schools when required, including short-term assessment, intervention, advice, report writing and staff consultation.
- Develop and deliver training for school teams, families, professionals and external partners on areas linked to speech and language therapy practice, SEND, regulation, communication, sensory needs, participation and therapeutic education.
- Contribute to project planning, evaluation and review, including gathering feedback, reviewing outcomes and supporting continuous improvement.
- Work closely with education colleagues, families, the multi-disciplinary clinical team and external professionals to develop practical recommendations that can be embedded in day-to-day provision.
- Maintain clear, timely and confidential records in line with professional standards, GDPR and TCES policies.
- Represent Great Minds professionally with families, schools, local authorities, partner organisations and other stakeholders.

This post offers a varied and rewarding opportunity to join Great Minds at an important stage of growth. The role will involve direct clinical work, consultation, training, project delivery and cover across TCES and NOS when needed. It would suit a therapist who enjoys variety, is comfortable working in developing services and wants to build broad experience across therapeutic education, project work and specialist clinical intervention.

Since job descriptions cannot be exhaustive, the post-holder may be required to undertake other duties which are broadly in line with the role and level of responsibility.

The post-holder is expected to observe and comply with all Great Minds policies and regulations, including safeguarding, Keeping Children Safe in Education, health and safety, equality and diversity, data protection and professional codes of conduct.

PERSON SPECIFICATION

Education and qualifications

- Recognised professional qualification in Speech and Language Therapy.
- Current HCPC registration.
- Membership of the relevant professional body would be desirable.
- Evidence of continued professional development relevant to children and young people, SEND, safeguarding, sensory processing, communication, regulation, trauma-informed practice or therapeutic education.

Knowledge and experience

- Experience of working with children and young people with SEND, SEMH needs, autism, ADHD, communication needs, sensory needs, trauma histories or other barriers to learning and participation.
- Experience of delivering assessment, intervention, advice and consultation within education, community or specialist settings.
- Confidence working as part of a multi-disciplinary team and contributing to shared plans, risk discussions and safeguarding processes.
- Experience of training, coaching or supporting school staff would be desirable.
- An interest in helping to shape new projects and adapting clinical practice to different settings and service models.

Skills and abilities

- Ability to provide clear, practical recommendations that can be used by children, families, school staff and other professionals.
- Strong communication skills, including the ability to explain specialist clinical information in accessible language.
- Good written skills, including clinical records, reports, guidance documents and project documentation.
- Ability to work independently while remaining connected to supervision, line management and wider team processes.
- Flexible and confident working across online, school-based and project-based contexts.
- Commitment to safeguarding, equality, diversity and inclusive practice.

Other

- Commitment to leading on safeguarding and promoting the welfare of children and young people.
- Able to promote and celebrate diversity and equal opportunities.
- Commitment to Great Minds Values.