



## SPEECH AND LANGUAGE THERAPIST JOB DESCRIPTION

### **Post: Speech and Language Therapist**

**Responsible to:** Assistant Headteacher, Inclusion and Culture

### **Purpose**

To lead and deliver high-quality, evidence-based Speech and Language Therapy (SaLT) provision across all three sites of E-ACT Venturers' Academy, ensuring that pupils—regardless of their individual needs—develop the communication skills necessary for learning, social interaction, and lifelong independence.

Working at universal, targeted, and specialist levels, this role ensures that speech, language, and communication support is embedded throughout the curriculum in a multi-disciplinary, whole-school approach. The postholder will work collaboratively with the Psychotherapy and Occupational Therapy teams, teachers, teaching assistants, and leaders at all levels to deliver joined-up, holistic support that maximizes outcomes for pupils.

The role is driven by E-ACT's core values:

- **Thinking Big** – Innovating and applying best practices to develop a communication-rich environment across all academy sites.
- **Doing the Right Thing** – Acting with integrity, compassion, and a pupil-centred approach to inclusion.
- **Showing Team Spirit** – Working in close collaboration with colleagues, pupils, and families to ensure the best possible outcomes.

## Key Accountabilities

- **Speech and Language Therapy Provision:** Deliver high-quality SaLT support at universal, targeted, and specialist levels across the three academy sites, ensuring consistency and effectiveness.
- **Multi-Disciplinary Collaboration:** Work within a highly skilled, multi-agency team—including Psychotherapy and Occupational Therapy colleagues, teachers, teaching assistants, and senior leaders—to meet the holistic needs of pupils.
- **Whole-School Impact:** Ensure that all pupils, regardless of their level of need, receive appropriate support within their daily learning environments.
- **Inclusion & Access:** Embed effective communication strategies throughout the academy to ensure all pupils are able to fully engage with learning and school life.
- **Holistic Development:** Support the wider cognitive, social, and emotional development of pupils, working closely with education, therapy, and leadership teams to maximise progress.

## Main Duties and Responsibilities

Working at Universal, Targeted, and Specialist Levels Across Three Academy Sites

- **Universal Level:**
  - Embed communication-friendly environments across the academy, ensuring that all teaching and learning is accessible to pupils with speech, language, and communication needs (SLCN).
  - Deliver whole-school training to build staff capacity in supporting language and communication development.
  - Work alongside teachers, teaching assistants, and leaders to integrate communication strategies into daily classroom practice.
- **Targeted Level:**
  - Identify and implement targeted interventions for pupils who require additional support, working with teaching staff and support teams to ensure these interventions are effectively delivered.
  - Develop structured therapy programs that are monitored and reviewed in collaboration with teachers and therapists.
  - Provide group-based interventions that enhance social communication, expressive and receptive language, and functional life skills.
- **Specialist Level:**
  - Assess, diagnose, and deliver individualised therapy for pupils with complex communication needs.
  - Work alongside Occupational Therapy and Psychotherapy teams to ensure that pupils receive integrated, multi-disciplinary support.
  - Attend case discussions, EHCP reviews, and safeguarding meetings to advocate for pupils' communication needs.
  - Contribute to the development of highly specialist, evidence-based interventions tailored to pupils with profound communication challenges.

## **Multi-Disciplinary Collaboration**

- Joint Working with Psychotherapy and Occupational Therapy Teams
  - Work in close partnership with Psychotherapists and Occupational Therapists to deliver a holistic model of therapy that supports pupils' social, emotional, and communication needs.
  - Contribute to multi-disciplinary meetings, ensuring that speech and language goals are integrated into wider therapeutic and educational plans.
- Collaboration with Teachers, Teaching Assistants, and Leaders at All Levels
  - Work alongside classroom teachers to adapt learning materials, lesson structures, and communication approaches to support pupils with SLCN.
  - Provide specialist training and coaching to teaching assistants, empowering them to deliver effective communication interventions.
  - Support leaders and senior staff in embedding communication strategies within curriculum planning and school improvement initiatives.

## **Academy-Wide Responsibilities**

- Champion Inclusive Practice: Foster a communication-friendly school environment, ensuring that every pupil is given the tools to succeed.
- Staff Training & Development: Provide high-quality CPD for staff to ensure best practices in speech and language support are embedded academy wide.
- Parental & Community Engagement: Work in partnership with families, equipping them with the knowledge and strategies to support their child's communication skills at home.
- Research & Innovation: Contribute to academy-wide SaLT research projects and the development of evidence-based strategies within the wider E-ACT SEND and inclusion framework.

## **Organisational & Safeguarding Responsibilities**

- Safeguarding & Child Protection: Ensure all interventions align with E-ACT's safeguarding framework, protecting the welfare and well-being of every child.
- Data Protection & Confidentiality: Handle pupil information ethically and securely, in compliance with GDPR and academy policies.
- Health & Safety Compliance: Ensure therapy activities take place in safe and supportive learning environments.
- Equality, Diversity & Inclusion: Ensure that all pupils—regardless of need or background—receive the support they require.

## Why Join E-ACT Venturers' Academy?

At E-ACT Venturers' Academy, we believe in empowering every pupil to communicate, learn, and thrive. By joining our team, you will:

- ✓ Work in a multi-disciplinary, award-winning school that is recognised for its inclusive practice and specialist provision.
- ✓ Lead and develop high-impact interventions at universal, targeted, and specialist levels across all three academy sites.
- ✓ Collaborate with expert professionals across education, psychotherapy, and occupational therapy to deliver joined-up support.
- ✓ Have opportunities for research, innovation, and career progression within a national education trust.
- ✓ Be part of a passionate, committed team working to transform the lives of children with SEND.

## PERSON SPECIFICATION

Whether you are a 3 year old in nursery learning to explore the world around you, an 18 year old preparing to go to university, a new teacher understanding the demands of the job, a Head Teacher leading the learning in your academy, a member of the regional team ensuring efficient and effective operations or a trustee scrutinising and challenging the CEO, we want every single person within E-ACT to be driven by three core values:

- We want everyone to **think big** for yourselves and for the world around you;
- We want everyone to **do the right thing** in everything you do, even when this means doing something that's hard, not popular or takes a lot of time;
- We want everyone to show strong **team spirit**, always supporting and driving your team forward

We really believe that if we all do the right thing, support our teams and we all think big, believe big, act big, then the results will be big too!

**This means that if you want to be part of E-ACT, you need to be able to embrace and embody these values in all that you do.**

## OUR VALUES

Thinking Big	<ul style="list-style-type: none"><li>• Show energy, enthusiasm and passion for what you do</li><li>• Demand the highest quality in all that you do, and in the work of your team</li><li>• Willing to champion new ideas and think beyond the status quo</li><li>• Show an ability to think creatively and 'outside of the box' in your area of expertise, continually seeking improvements in what you do to make the organisation better</li><li>• Be open to new ideas and change where it will have a positive impact on the organisation</li></ul>
--------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

	<ul style="list-style-type: none"> <li>• Show a willingness to embrace different ideas and ways of thinking to improve E-ACT</li> <li>• Ability to ‘look outside’ – to continually learn about innovations in your field, new ways of doing things, and bring that learning into your work</li> <li>• Commitment to self-development, and developing your wider Team</li> <li>• Ability to self-reflect on yourself, your performance, and to think about how this could be improved further</li> <li>• Ability to encourage ideas from others in order to improve the organisation and build your team’s confidence</li> </ul>
<b>Doing the Right Thing</b>	<ul style="list-style-type: none"> <li>• Have integrity and honesty in all that you do</li> <li>• Make decisions that are based on doing the right thing, even when this means that they’re unpopular or will lead to more work</li> <li>• Take responsibility and ownership for your area of work</li> <li>• Have difficult conversations or deliver difficult messages if that’s what’s required to do the right thing by our pupils</li> <li>• Be transparent and open</li> <li>• Be resilient and trustworthy</li> <li>• Stand firm and stay true to our mission</li> </ul>
<b>Showing Team Spirit</b>	<ul style="list-style-type: none"> <li>• Understand how you can have a greater impact as a team than you can as an individual</li> <li>• Understand how you are part of your immediate team but also a much wider organisational team, in working towards our mission</li> <li>• Recognise that everyone is important within E-ACT, and show an ability to build strong working relationships at every level</li> <li>• Recognise and celebrate the success and achievements, no matter how small, of your colleagues</li> <li>• Be generous with sharing your knowledge to help to develop others</li> <li>• Understand and be willing to receive suggestions and input on your area of work from others</li> <li>• Support your colleagues, even when this means staying a little later, or re-prioritising some of your work</li> <li>• Be aware of other peoples’ needs and show an ability to offer genuine support</li> <li>• Show an awareness and respect for peoples’ differences, and recognise how different characteristics and personal strengths build dynamic and great teams</li> </ul>

## KNOWLEDGE, EXPERIENCE & SKILLS

### Requirement

**E** – Essential

**D** – Desirable

### Assessed at

**A** – Application Stage

**I** – Interview Stage

**P** – During the probationary period

		<b>E</b>	<b>D</b>	<b>A</b>	<b>I</b>	<b>P</b>
<b>Organisational Fit</b>	Thinking Big	X		X	X	X
	Doing the Right Thing	X		X	X	X
	Showing Team Spirit	X		X	X	X
<b>Knowledge</b>	Degree in Language Therapy or Equivalent	X		X	X	X
	Membership of the Royal College of Speech and Language Therapists (RCSLT)	X		X	X	X
	Member of the Health Care Professions Council	X		X	X	X
	Understanding on typical and atypical speech, language and communication development.	X		X	X	X
	Knowledge of a wide range of assessment tools and therapeutic interventions	X		X	X	X
	Knowledge of evidence-based practice and outcome-measurement approaches	X		X	X	X
	Knowledge of and compliance with policies and procedures relevant to child protection, health and safety.	X		X	X	X
	Understanding of multidisciplinary working and the role of other professionals	X		X	X	X
<b>Experience</b>	Experience conducting speech, language and communication assessments across age groups	X		X	X	X
	Experience of working with children in an educational setting who have a wide variety of educational needs including Autism Spectrum Condition		X	X	X	X
	Experience planning, delivering and evaluating therapy programmes	X		X	X	X
	Experience working collaboratively with families, carers and external agencies	X		X	X	X
<b>Skills</b>	Ability to analyse assessment findings and develop tailored intervention plans	X		X	X	X
	Effective time-management and organisational skills	X		X	X	X
	Ability to work independently and as part of a multidisciplinary team	X		X	X	X
	Ability to work closely with parents	X		X	X	X

	Ability to model acceptable behaviours and encourage good social skills	X		X	X	X
	Ability to extend children's thinking skills	X		X	X	X
	Skilled in adapting communication style to meet individual needs	X		X	X	X

### **Additional Information**

This job description outlines the key **responsibilities and expectations** but is not exhaustive. The role is subject to **regular review and adjustment** based on **academy needs, pupil development, and Trust-wide priorities**.

**E-ACT Venturers' Academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. An enhanced DBS check is required for all staff.**