

**No Limits on Learning**

## Paediatric Speech and Language Therapist – Education

## Band 5 and Newly Qualified Band 5

**Full Time Equivalent or the option of Term Time Only.**

**Salary – £31,341.32 - £41,701.79 (FTE) including High Cost Area Supplement (HCAS) (Updated January 2024)**

**Location: London Borough of Sutton, Sherwood Park School.**

We are currently expanding the size of our therapies team at Sherwood Park by recruiting speech and language therapists to support the rise of statutory speech and language therapy provision across the London Borough of Sutton. In addition to this, we are looking to increase the number of permanent staff within our team at the school.

We have an exciting opportunity to invite applications from Band 5 therapists and Newly Qualified Band 5 therapists to join our transdisciplinary team of dedicated teaching staff, occupational therapists, speech and language therapists and wellbeing practitioners, helping children aged 4-19 years with complex needs.

Cognus Therapies is owned by the London Borough of Sutton and forms part of Cognus Limited who are the providers for special educational needs services within the borough.

Sherwood Park School is an all-age foundation special school, which consists of two campuses:

* Sherwood Park Campus in Wallington which provides education for pupils whose primary needs are profound and multiple learning disabilities and severe learning disabilities.
* Sherwood Hill Campus in Carshalton, which provides education for pupils where their diagnosis of Autism has a significant or profound impact on their learning and/ or social and emotional skills, affecting their capacity to cope across daily activities.

Sherwood Park School prides itself on its individualised, trans-disciplinary approach to learning; with the child/ young person and their family at the heart of our practice. We are dedicated to using strengths based, relationship focused, person-centred practices to support the learning and growth of our pupils. We aim to create a school culture and learning environment that facilitates the active engagement and participation of our learners, using motivating and meaningful activities that support the development of regulation, communication, social skills, cognitive abilities and life skills in preparation for adulthood.

Therapists would be employed by Cognus Limited and be part of the Cognus Therapies team, who deliver the provision for special educational needs within the London Borough of Sutton. Cognus Therapies consists of speech and language therapists, occupational therapists and therapy assistants working with children and young people aged 4 – 25 years, across schools, colleges and specialist provisions. The wider Cognus service consists of a range of professionals, including Educational Psychologists, Clinical Psychologists, Wellbeing Practitioners and Behaviour Specialists.

Our service offers excellent employment benefits including:

* RCSLT and HCPC registrations paid.
* Access to Perkbox and Sovereign Healthcare Cashback plans.
* Regular support and supervision (NQP receive weekly clinical supervision).
* Access to highly skilled clinical leads to support the therapy team.
* Access to a wide range of clinical resources.
* Access to regular and supportive peer supervision.
* Excellent CPD opportunities (including internal and external training).
* Access to highly skilled clinical supervisors to help you complete your NQP competencies (if newly qualified).
* Flexible working.
* Workplace pension scheme.
* Competitive salary.
* Employee Assistance Programme (EAP).

All applicants will need to hold a registration with the **Health Care Professionals Council (HCPC)** and the **Royal College of Speech and Language Therapists (RCSLT)** upon starting as a Speech and Language Therapist with Cognus Therapies.

If you are applying via the Cognus website and would like to be considered for this role, please complete the Cognus application form, with a covering note outlining how you meet the person specification and noting any relevant experience (of no more than two sides) and send it to [recruitment@cognus.org.uk.](mailto:recruitment@cognus.org.uk.)

If you are applying via NHS Jobs and would like to be considered for this role, please complete the application form via NHS Jobs.

For an informal conversation about the role, please contact Tamara Rainsley (Principal Speech and Language Therapist) by email: [tamara.rainsley@cognus.org.uk](mailto:tamara.rainsley@cognus.org.uk)

*All offers of employment are subject to successful completion of recruitment formalities which includes an enhanced DBS check. These checks must have been completed prior to commencement of employment. We expect our staff to have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by the Company and the Local Safeguarding Children’s Board.*

We have several other roles we are recruiting to at different levels within Cognus. Please get in touch for an informal conversation about these and other opportunities if you or anyone else you know may be interested in working with us.

# JOB DESCRIPTION

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| **POSITION:** | **Paediatric Speech and Language Therapist** |
| **DIVISION:** | **Cognus Therapies** |
| **BUSINESS UNIT:** | **Speech and Language Therapy** |
| **REPORTS TO:** | **Highly Specialist Speech and Language Therapist - Therapy Lead** |
| **RESPONSIBLE FOR:** | * Overseeing and delivering provision for children and young people with speech, language and communication needs at Sherwood Park School * Liaising with Head Teachers, SENDCos, education staff and families to promote best outcomes. |
| **GRADE/PAY** | Band 5, Speech and Language Therapist,  Salary: £31,341.32 - £41,701.79 (FTE) including HCAS (Updated 2024) |

1. **JOB SUMMARY:**
   * Work within a trans-disciplinary team of speech and language therapists, occupational therapists, wellbeing practitioners and school staff.
   * Have the opportunity to work in at Sherwood Park School.
   * Work with children and young people aged 4 to 19 years with complex needs.
   * Manage own caseload with support, to ensure intended outcomes are delivered within agreed service standards.
2. **PRINCIPAL ACCOUNTABILITIES:**

**To personally undertake a caseload to include:**

* Visiting children and young people at Sherwood Park School.
* Completing assessments with children and young people.
* Delivering therapy programmes to individuals, small groups or whole classes.
* Offering advice and support to parents / carers and teaching staff.
* Maintaining all records to a high standard.

**Specific Duties:**

* Provide advice and support to school staff.
* Use screening and assessment tools (formal and informal assessments).
* Complete case histories to gather relevant information.
* Write reports based on assessment information.
* Make onward referrals, with support.
* Liaise with all professionals involved.
* Liaise with parents / carers and school staff to work collaboratively.
* Contribute to professional advice regarding statutory assessments (Education, Health and Care Needs Assessments).
* Contribute to professional advice for Education, Health and Care Plan (EHCP) annual reviews.
* Complete duties for both London Borough of Sutton and out of borough (when requested).
* Monitor and record the child or young person’s progress towards their outcomes and targets.
* Attend team meetings.
* Attend clinical supervision.
* Attend managerial supervision.

**Training and Development Responsibility:**

* Promote Evidence Based Practise and embed this into professional activities, e.g., delivery of therapy.
* Embed legislative change and key developments with support from the team.
* Participate in clinical audits, service development activities and research as and when required.
* Engage in CPD activities.
* Comply with the Cognus Limited mandatory training requirements.
* Plan, deliver and evaluate training sessions for educational provisions, with support.

1. **GENERAL**
   1. **PROCESSING OF DATA:**
2. You (“the employee”) consent to the holding and processing of personal data provided by you to the Company (“the Company”) for all purposes relating to your employment, but not limited to administering and maintaining personnel records, paying and reviewing salary and other remuneration and benefits, undertaking performance appraisals and reviews, the compulsory Disclosure and Baring Services check (DBS) details in line with its statutory responsibility to safeguard and protect children and vulnerable service users; maintaining sickness and other absence records and taking decisions as to your fitness for work.
3. You hereby acknowledge and agree that the Company may, in the course of its general and statutory duties as an employer be required to disclose personal data relating to you for legislative purposes during or after the end of your employment. This does not affect your statutory rights under the General Data Protection Regulation 2018.

**3.2 CONFIDENTIALITY AGREEMENT:**

1. During the course of your employment, you will have access to and knowledge of Company confidential information and trade secrets.
2. Disclosure of any of this confidential information and/or trade secrets could have serious financial consequences and/or create serious competitive disadvantages for the Company. There may be material damage, financial or otherwise, deliberate or otherwise, to the Company’s legitimate business interest.
3. Under the terms of this confidentiality agreement, you agree to keep secret and shall not at any time, either during employment or post-employment, use, communicate or reveal to any person any trade secret or confidential information relating to the Company or any Associated Company.
4. You are aware of the Company’s policies in relation to compliance with the General Data Protection Regulation and undertake to act in accordance with these at all times. Any breach of these policies will be dealt with under the Company’s disciplinary procedure and action taken can include dismissal without notice.

**3.3 SAFER RECRUITEMENT**

An offer of employment is subject to safer recruitment practices which include an enhanced DBS check, two professional references acceptable to Cognus Limited, proof of qualifications, proof of right to work in the UK, proof of personal address and employment history covering 5 years and, fitness to work with children (occupational health assessment). These checks must have been completed prior to commencement of employment.

This job description and person specification outlines the summary of key accountabilities and is not an exhaustive list of duties and, is subject to periodical review and changes in line with the business needs.

1. **COMPETENCIES:**

The main duties and responsibilities of the post holder are indicated below although, other duties of an appropriate level and nature will also be required.

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| **No** | **Description** | **Criteria** |
| a. | Educated to degree level or equivalent in Speech and Language Therapy | E, S |
| b. | Relevant qualifications including registration with HCPC and RCSLT | E, I |
| c. | Ability to prioritise and deliver results to a high standard | D |
| d. | Knowledge of relevant assessment tools and therapy interventions | D |
| e. | Excellent organisational skills | E, S, I |
| f. | Excellent ICT skills, e.g., using spreadsheets and recording notes electronically | E, S, I |
| g. | Ability to work collaboratively and in partnership with other professionals | E, S, I |
| h. | Experience of working in educational settings | D |
| i. | Experience as a pediatric speech and language therapist | D |
| j. | Adherence to RCSLT and HCPC policies and procedures | E, S, |
| k. | Committed to safeguarding and protection of children | E, S, I |
| l. | Honours and upholds the Company’s Equal Opportunity Policy, Dignity at Work Policy, Safeguarding and Protection of Children, Health and Safety and Data Protection Policy at all times | E, S, I |

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| **KEY:** | | **D** | Desirable | **I** | Evaluated at interview |
| **E** | Essential | **S** | Short listing criteria | **T** | Subject to test |