

## **Band 6 Specialist Speech and Language Therapist**

**Full time: 37 hours per week**

**Contract Type: Permanent, full time equivalent (or Term Time Only + 2 weeks)**

**Salary: £43,359.42 - £51,501.25 per annum**

**Location of Role : NESCOL College**

**Location of Office: First Floor, Cantium House, Wallington, SM6 0DZ**

Cognus Limited is a Local Authority Traded Company, which is commissioned by the London Borough of Sutton to provide education services to early years providers, mainstream schools and specialist education settings in Sutton. Wholly owned by the local authority, we deliver a wide range of high-quality services to deliver excellent practice that improve the lives of children, young people, and families in Sutton and beyond.

We are seeking to recruit a Band 6 Specialist Speech and Language Therapist to work in our Post-16 service. This is an exciting opportunity for collaborative work with other professionals, including speech and language therapists, occupational therapists, assistants and teaching staff to design and deliver innovative therapy interventions following evidence-based practice to support learner's needs in line with the Preparing for Adulthood Agenda.

North East Surrey College of Technology (NESCOL) is located in the neighbouring borough of Epsom and Ewell, Surrey and is easily accessible by train links from London Bridge and London Victoria stations. NESCOL prides themselves in offering courses which meet the educational needs of a wide range of students, from foundation to university-level learning, with a focus on employability and boasting a successful Supported Internship Programme with important workplace links in the local area. Therapists work with young people to develop their functional skills as they progress towards independence, having a massive impact on the lives they will go on to lead.

Cognus Therapies is a supportive and dynamic team of speech and language therapists, occupational therapists, teachers, practitioners and senior therapy assistants who support children and young people in schools, colleges, bases and specialist provisions within the London Borough of Sutton and surrounding boroughs. We work with children and young people aged 4 to 25 years of age, across Primary, Secondary and Post-16 provisions. It is a great opportunity to join a team and develop exciting projects to innovate and undertake new ways of working. Cognus Therapies offers multiple opportunities for CPD and provides a robust supervision framework.

All applicants are required to hold a registration with the Health Care Professionals Council (HCPC) and the Royal College of Speech and Language Therapists (RCSLT).

You will give us great commitment and in return we offer an excellent package including:



- i) Salary of £43,359.42 - £51,501.25 per annum (Cognus Band 3 to 4)
- ii) Workplace pension scheme 4% to 8% matched contributions
- iii) 28 days annual leave pro rata (plus Bank Holidays)
- iv) Regular manager support and supervision
- v) Hybrid and flexible working
- vi) Staff benefits package, currently including Employee Assistance Programme, Perkbox and (upon completion of probation) Sovereign Healthcare Cashback plans  
[Cognus reserves the right to adjust these additional discretionary benefits to improve quality of their services provided, maintain affordability for the Company and to ensure benefits remain fit for purpose with staff needs.]
- vii) Staff EDI group and Mental Health First Aiders to support wellbeing and inclusion
- viii) Cognus Coaching Programmes
- ix) An ambitious culture with friendly and supportive colleagues

If you are interested and would like to be considered for this role, please apply to [recruitment@cognus.org.uk](mailto:recruitment@cognus.org.uk) with the completed application form, downloaded from <https://www.cognus.org.uk/work-with-us/current-vacancies/cognus-application-form/>, outlining your suitability. The deadline for receipt is **at noon Monday, 7<sup>th</sup> July 2025**. Candidates are requested to be available for interview in the **week commencing 14<sup>th</sup> July 2025**.

For an informal conversation about the role, please contact Ashlea Stephens, Highly Specialist Speech and Language Therapist and Therapy Lead, at [ashlea.stephens@cognus.org.uk](mailto:ashlea.stephens@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 before the 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 Sutton's Local Safeguarding Partnership.



## JOB DESCRIPTION

<b>POSITION:</b>	<b>Band 6 Specialist Speech and Language Therapist</b>
<b>DIVISION:</b>	<b>Therapies</b>
<b>REPORTS TO:</b>	<b>Highly Specialist Speech and Language Therapist and Therapy Lead</b>
<b>GRADE/PAY:</b>	<b>£43,359.42 - £51,501.25 per annum (1 FTE)</b>
<b>LOCATION OF ROLE:</b>	<b>NESCOT College, Reigate Road, Epsom, KT17 3DS</b>
<b>LOCATION OF OFFICE</b>	<b>First Floor, Cantium House, Wallington, SM6 0DZ</b>

## JOB SUMMARY

- Working within a multidisciplinary team of speech therapists and occupational therapists, the post holder will have the opportunity to work in local colleges and learning settings across the 16 years to 25 years age range.
- Advising and supporting a range of settings with young people with Speech, Language & Communication Needs (SLCN) including a possible cohort with ASD and or PMLD and SLCN; to manage their caseload to ensure that intended outcomes are delivered within agreed service standards.
- Raising awareness of the needs of and strategies available for young people with SLCN.

## PRINCIPLE ACCOUNTABILITIES:

### **To personally undertake a case load of referrals to include:**

- Visiting and assessing young people with SLCN
- To appropriately identify service provision in line with child and young person's needs at specialist, targeted or universal level of support
- Delivery of specialist programmes on an individual, small group and/ or whole class basis
- Offering advice to parents and carers as well as teaching staff at a targeted or universal level
- Maintaining young people records to a high standard

### **Specific Duties:**

To advise and support college staff on the education of young people with SLCN regarding:

- Screening and prioritising new referrals in order to determine the need and level of therapy provision required in line with service criteria.
- At the point of referral, gathering relevant information regarding previous and current input from health and social care services.



- Carrying out a range of non-standardised and standardised assessments and interpreting a range of factors relating to the young person's condition; focusing on access to education.
- Providing reports to referrers and other agencies involved in the young person's care and advice on appropriate differentiation of and access to the curriculum
- Plan, create and deliver a wide range of tailored interventions and/ or therapy programmes where direct SaLT input is indicated and effectively hand over prescribed programmes through training and modelling with teaching staff, parents and carers
- To maintain effective liaison with all partners e.g. parents/ carers, professionals in Education, Health, Social Care and other Services with particular regard to Safeguarding and best practice
- To monitor and record young person's progress and effectiveness of intervention through goal setting, outcome measurement and evaluation of practice and to communicate these with key stakeholders
- Collaboration with a range of partner agencies to create effective transition support for specific young people
- Promotion of effective inclusion of young people into all aspects of the college curriculum
- To attend and contribute to team meetings as required.

#### **Training and Development Responsibility**

- To be aware of changing trends in treatment and promote Evidence Based Practice; embedding this into own specialist area of work in order to provide the highest standard of care to service users
- Embedding legislative change and key developments relating to improved outcomes for young people with SLCN
- To participate in clinical audit, service development activities and research programmes as required
- To engage with continual professional development as identified through managerial and clinical supervision and appraisal, including attending training and courses as agreed
- To comply with the Cognus Limited mandatory training requirements
- As part of the therapies team to plan, deliver and evaluate training sessions for schools and educational providers.

#### **GENERIC OBJECTIVES:**

Contribute to Cognus Limited's business objectives at the appropriate level by ensuring every child matters and has access to education and learning opportunities, including:

- a) Health and safety
- b) Safeguarding and protection of children
- c) Equal opportunities and management of diversity
- d) Data protection
- e) Outstanding Customer care



**GENERAL:**

**SAFER RECRUITMENT:**

Cognus is committed to safeguarding and protecting the children and young people that it works with. 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. We have a range of policies and procedures in place which promote safeguarding and safer working practices across the organisation.

**PROCESSING OF DATA:**

- a) 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 Barring 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.
- b) 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.

**CONFIDENTIALITY AGREEMENT:**

- a) During the course of your employment, you will have access to and knowledge of Company confidential information and trade secrets.
- b) 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.
- c) 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.
- d) 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.

*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.*



## PERSON SPECIFICATION

*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 as necessary.*

No	Description	Criteria
a.	Educated to degree level or equivalent.	E, S
b.	Relevant qualifications including registration with HCPC.	E, S
c.	Ability to prioritise and deliver results to high standards.	E, S, I
d.	Excellent organisational skills.	E, S, I
e.	Excellent communication skills.	E, S, I
f.	Leads others by setting a positive example in line with company values and acts as a role model.	E, S, T
g.	Experience as a paediatric speech and language therapist.	E, S
h.	Experience working with learners aged 16 and above.	D, I
i.	Adherence to RCSLT and HCPC policies and procedures.	E, S
j.	Is decisive with problem-solving skills.	E, S
k.	Is 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

<b>KEY:</b>	D	Desirable	I	Evaluated at interview
E	S	Shortlisting criteria	T	Subject to test

