

Band 7 Highly Specialist Speech and Language Therapist and Clinical Lead for Deafness

Full time: 37 hours per week – permanent contract (or the option of Term Time Only + additional weeks)

Salary: £51,501.25 - £56,151.25 per annum inclusive of High-Cost Area Supplement (HCAS) (Cognus Pay Band 4)

Location: London Borough of Sutton and Cognus 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 7 Clinical Lead for Deafness in the London Borough of Sutton. This is an exciting opportunity for collaborative work with other professionals, including speech and language therapists, occupational therapists, assistants, teaching staff, teachers of the deaf, a deaf tutor as well as local parent groups, to design and deliver innovative therapy interventions following evidence-based practice to support pupils' needs as well as work on aspects of service developments for the whole service.

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.

This post will require you to work in our two deaf bases within the local area (one primary, and one secondary), a minimum of two days per week and will include delivering additional mainstream contacts as well as outreach work to deaf children and young people in different settings in the local area.

The post holder will be expected to complete 1 day of service development and then 4 days of clinical work across our educational settings.

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 £51,501.25 - £56,151.25 per annum (Cognus Band 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 with the completed [application form](https://www.cognus.org.uk/work-with-us/current-vacancies/cognus-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 5pm Friday 25th July 2025**. Shortlisted candidates will be informed separately for interviews.

For an informal conversation about the role, please contact Tamara Rainsley, Principal Speech and Language Therapist, at 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 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

POSITION:	Band 7 Highly Specialist Speech and Language Therapist and Clinical Lead for Deafness
DIVISION:	Therapies
REPORTS TO:	Therapy Lead Speech and Language Therapist
GRADE/PAY:	£51,501.25 - £56,151.25 per annum inclusive of High-Cost Area Supplement (HCAS)
RESPONSIBLE FOR:	<ul style="list-style-type: none"> Assessing and treating own caseload as part of multi-disciplinary team. Leading in specialist area; contributing to development of specialist service and related policies. Supervising students and other staff working in own specialist area, providing clinical supervision as required. Leading on clinical audits

JOB SUMMARY

- To take the lead role in the overseeing speech and language therapy support for pupils within own clinical area of specialism.
- Delivery of speech and language therapy.
- To contribute to multi-agency meetings and Annual Reviews, including tribunals as and when required.
- To provide clinical supervision as required.
- To lead on service development in own area of specialism and support the team to transition and develop a tiered Universal, Targeted and Specialist model of therapies delivery in the local area.

PRINCIPLE ACCOUNTABILITIES:

Duties to include:

- Developing strong working relationships with Head Teachers and SENDCos and staff in assigned educational establishments as well as key stakeholders.
- Developing strong working relationships with the Hearing and Vision Education Service (HaVES).
- Deal with any problems which may arise in order to maintain good working relationships.
- Coordinate the speech and language therapy team provision within the assigned establishment/s including arranging appropriate therapy packages, deciding length of input and discharge arrangements.
- To lead on training of teachers and Learning Support Assistants (LSAs) to enable them to deliver carry-over work, embed therapy and to raise the



profile of speech and language therapy needs in the context of wider training when appropriate.

- Maintain effective and proactive working with partner agencies to enable transition and support for specific pupils.
- To support supervisees to transition and develop a tiered Universal, Targeted and Specialist model of therapies delivery in the local area.
- Work and liaise with stakeholders and the team to achieve national and local targets/ outcomes.
- Take responsibility for the embedding of legislative change and key developments relating to improved outcomes for pupils with SLCN.
- Participate in the evaluation of the effectiveness of intervention and models of service delivery, maintaining up-to-date knowledge of relevant clinical practice and research within the area of specialism and making recommendations on procedural improvements to enhance team performance.
- To be accountable for the achieving of clearly specified and measurable progress for pupils within these establishments and to provide outcome data.
- Work with Cognus Occupational Therapists to provide a joint working approach.
- To provide clinical supervision to students and other staff working in own specialist area in line with Cognus Therapies supervision policy.
- To complete clinical audits to review and monitor quality of practice of supervisees.
- Contribute to multi-agency meetings and Annual Reviews, including tribunals as and when required.
- Participate in department in-service training. To pursue an active programme of continuing professional development including feedback on any courses or conferences attended
- To meet regularly with clinical and managerial supervisor for CPD, performance management and clinical and service development.

Maintain own case load to include:

- Maintain full, accurate and timely records including case notes and reports, and ensure that these are delivered within agreed service standards.
- Preparation and delivery of individual therapy programmes based on initial assessment and current evidence-based practice
- Evaluation and recording of pupil progress and maintaining of records to the requirements of Cognus Limited



- To facilitate appropriate management of caseload including negotiating appropriate therapy packages, length of input and discharge arrangements.
- The post holder may also be required to work flexibly in local schools and colleges across the 4 to 25 age range, delivering complex service activities and managing caseloads to ensure intended outcomes are delivered within agreed service standards.

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
d.	Excellent organisational and management skills.	E, S
e.	Experience in delivering clinical supervision.	E, S
f.	Evidence of / experience of required specialism.	E, S
g.	Excellent communication skills including making and delivering presentations to large audiences.	E
h.	Ability to negotiate and troubleshoot, is methodical and persuasive.	E
i.	Leads others by setting a positive example in line with company values and acts as a role model.	E, S
j.	Minimum of 5 years' experience as a paediatric speech and language Therapist.	E
k.	Adherence to the RCSLT and HCPC policies and procedures.	E, S
l.	Is decisive with advanced problem-solving skills.	E, S, T
m.	Qualification in British Sign Language (Level 1 and Level 2).	E
n.	Is committed to safeguarding and protection of children.	E, S, I
o.	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

KEY:		D	Desirable	I	Evaluated at interview
E	Essential	S	Shortlisting criteria	T	Subject to test

