

## **Band 6 Specialist Speech and Language Therapist SEMH and Youth Justice 1-year fixed term (maternity leave cover)**

**Start Date:** 22<sup>nd</sup> July 2026

**Hours of Work:** 0.8 (FTE), 4 days a week with the Social Care team, with the option of an addition 0.2 (FTE), 1 day a week with Cognus Limited, working within their education speech and language therapy team.

**Salary:** Cognus Pay Band 3 to 4, £44,660.21 to £53,046.29 (1 FTE) including High Cost Area Supplement (HCAS). Please note this salary will be pro rata'd if working 0.8 FTE.

**Locations:** The Quad and Willow Rise, London Borough of Sutton

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 recruiting a speech and language therapist for a fixed term maternity leave cover. The successful applicant will be part of the Therapeutic Hub within Children's Social Care. The Therapeutic Hub is a MDT comprising SaLTs, psychotherapists, counsellors and specialist social workers. They provide support and specialist services to children and families who are working with the London Borough of Sutton Social Care team. The successful applicant will be managed by a senior SaLT within the Therapeutic Hub.

You will be employed by Cognus Therapies team. We are a thriving multidisciplinary team of speech and language therapists, occupational therapists, practitioners and therapy assistants who support children and young people aged 4 – 25 years in mainstream schools, colleges, and specialist settings within the London Borough of Sutton and surrounding boroughs. 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, and we share an office with Education Psychologist colleagues, EHCP coordinators, Behaviour Specialists, the Autism Service and more.

The 0.8 FTE role is a seconded role into the LBS Therapeutic Hub, the work covers 3 Children's homes, the Youth Justice Service and a children from Early Help to Children Looked After. The candidate would also receive access to CPD, line management and development opportunities through the Cognus Therapies team as well as through Children's Social Services.

As the secondment is for 4 days a week, there is the additional option of joining the Cognus Therapies education team for 1 day a week to increase this post to full time.

The role would include the following:

- Direct and indirect work with the child and/or young person
- Direct work with families, parents and carers
- Consultations with social workers and social care staff



- Assessment clinics for Youth Justice
- Working in our children's homes, and providing training, support and advice, as well as sometimes work with individual children and young people
- Participation in formulation meetings
- Creation and updating of communication passports for children and young people and families
- Supporting young people to prepare for court proceedings

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)**.

Own transport an advantage but not essential.

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

- i) Salary from £44,660.21 to £53,046.29 per annum FTE (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, life insurance, employee benefits platform and (upon completion of probation) health care *[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
- x) Opportunities for visa sponsorship subject to availability

We also offer the following benefits for this post:

- Access to highly skilled clinical leads
- Access to a wide range of clinical resources
- Access to regular and supportive peer supervision
- RCSLT and HCPC registrations paid

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](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 midnight on 5th June 2026.**

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 Lisa Ogden, Consultant Speech and Language Therapist [lisa.ogden@cognus.org.uk](mailto:lisa.ogden@cognus.org.uk). To find out more about Cognus Limited, visit our website: [www.cognus.org.uk](http://www.cognus.org.uk). Check out the Cognus Therapies X page: @CognusTherapies





Working in partnership with  
London Borough of Sutton

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 Sutton's Local Safeguarding Partnership.

We are an equal opportunity employer and value diversity at our company. We do not discriminate on the basis of race, religion, colour, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status.

**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

<b>POSITION:</b>	Band 6 Specialist Speech and Language Therapist
<b>DIVISION:</b>	Cognus Therapies
<b>BUSINESS UNIT:</b>	Speech and Language Therapy
<b>REPORTS TO:</b>	Highly Specialist Speech and Language Therapist
<b>RESPONSIBLE FOR:</b>	<ul style="list-style-type: none"> <li>• Direct working with children and young people under the LBS Social Care team (assessment, therapy, reviews etc)</li> <li>• Liaison with families, parents, carers and the MDT</li> <li>• Working across The Quad and LBS children's homes</li> </ul>
<b>GRADE/PAY</b>	Band 6 Paediatric Speech and Language Therapist. <b>£44,660.21 to £53,046.29 FTE per annum inclusive of HCAS (FTE).</b>
<b>LOCATIONS:</b>	London Borough of Sutton and surrounding areas

### **JOB SUMMARY:**

- Working within a multidisciplinary team across Social Care and education
- Advising and supporting LBS Social Care and LBS children's homes to support children and young people in their services
- Providing a trauma-informed service and raising awareness of this
- Continuing a specialism within SEMH

### **PRINCIPAL ACCOUNTABILITIES:**

#### **Day to day work and specific duties**

- Direct and indirect work with the child and/or young person
- Direct work with families, parents and carers
- Consultations with social workers and social care staff
- Assessment clinics for Youth Justice
- Completion of informal and formal assessments
- Working in our children's homes, and providing training, support and advice, as well as sometimes work with individual children and young people
- Participation in formulation meetings
- Creation and updating of communication passports for children and young people and families
- Maintaining case notes, reports and records to RCSLT standards
- Providing support and liaison for cases that cross over between the LBS Social Care service and the Education services, for therapies
- Collaborate with partner agencies to support transitions
- To attend to team meetings as required
- Provide clinical supervision to staff members

#### **Training and Development**

- To be aware of changing trends in evidence-based practice, within the SEMH and trauma-informed fields
- Embedding legislative change and key developments relating to improved outcomes for children and young people with SEND and SLCN
- Participate in audits, service development activities and research as required
- Participate in peer supervision activities



- Engage in CPD as identified through line management, clinical supervision and appraisals
- Comply with Cognus Limited and LBS Social Care mandatory training requirements
- Plan and provide trainings to stakeholders

### **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:**

During the course of your employment, you will have access to and knowledge of Company confidential information and trade secrets.

- a) 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.
- b) 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.



c) 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.

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.	Knowledge and experience of working in a trauma-informed context, and/or relevant training in trauma-informed practice	E, S, I
g.	Knowledge and experience in SEMH	E, S, I
h.	Leads others by setting a positive example in line with company values and acts as a role model	E, S, T
i.	Experience as a paediatric speech and language therapist	E, S
j.	Adherence to RCSLT and HCPC policies and procedures	E, S,
k.	Is decisive with problem-solving skills	E, S,
l.	Is committed to safeguarding and protection of children	E, S, I
m.	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	Short listing criteria	T	Subject to test

