

Paediatric Band 7 Highly Specialist Speech and Language Therapist Clinical Lead for Sherwood Foundation School, Sherwood Manor Campus

Term Time Only or Full time: 37 hours per week

Salary: Cognus Pay Band 4, £53,046.29-£57,835.79 (1 FTE) including HCAS

Location: London Borough of Sutton, Sherwood Foundation School, Sherwood Manor Campus

Are you looking for a job in paediatric practice?

Do you want to be part of a large trans-disciplinary team of dedicated teaching staff, occupational therapists, speech & language therapists and wellbeing practitioners helping children aged 4-19 years with complex needs?

Do you have a passion for working with children, a growth mindset and are confident, enthusiastic, calm, and adaptable? We have an exciting opportunity for a Band 7 Highly Specialist Speech and Language Therapist to join our therapy team at Sherwood Manor and are seeking an enthusiastic speech and language therapist to join our friendly and supportive team in a leadership capacity. This is an exciting opportunity to be part of a dynamic team providing leadership and supervision to an allocated team of therapists within the service. This role will include own specialist caseload and supporting the team to deliver innovative and evidence-based therapy interventions and an embedded model of therapy in order to best support the pupils' needs.

About us: Sherwood Foundation School is an all-age foundation special school, which consists of three campuses:

- Sherwood Manor Campus in Wallington is for secondary aged students and primarily for autistic learners as well as some with moderate learning difficulties many of whom have additional differences and complexities.
- Sherwood Park Campus in Wallington, which provides for pupils whose primary needs are complex physical and severe learning disabilities.
- Sherwood Hill Campus in Carshalton, which provides for autistic pupils who experience a significant or profound impacts on their learning and/or social and emotional skills, affecting their capacity to cope across daily activities.

Sherwood Foundation 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 and play 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.

We offer:

- A friendly, supportive and collaborative working environment
- The opportunity to deliver a wide range of evidence-based interventions with your caseload and further develop highly specialist assessment and intervention skills
- Onsite support from an enthusiastic and dedicated team of experienced therapy and teaching staff
- Regular supervision, continued professional development and training



The ideal candidate will have:

- Experience with low and high-tech AAC assessment and intervention
- Understanding and experience of play based approaches such as DIR-Floortime
- A passion for neuro-affirming approaches
- An understanding and experience working with students who present as gestalt language processors
- A wish to work with children of all ages with highly complex needs
- A growth mindset
- Confidence, enthusiasm and a passion for learning
- The ability to work as part of an integrated team of professionals

Therapists will be employed by Cognus Limited and be a part of the Cognus Therapies Team who are deliver the provision for special educational needs within the London Borough of Sutton.

Cognus Therapies is a thriving multidisciplinary team of Occupational Therapists, Speech and Language Therapists, and Therapy Assistants who support children and young people in schools, colleges, bases and specialist provisions within the London Borough of Sutton and surrounding boroughs.

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 is an advantage but not essential.

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

- i) Starting salary of **£53,046.29 - £57,835.79 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, 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

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 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 **12th July 2026 at midnight**. Candidates are requested to be available for interview on **tbc**.

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 **Tessa O'Brien, Lead Speech and Language Therapist at Sherwood Hill Campus** at tessa.obrien@cognus.org.uk or **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 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

POSITION:	Highly Specialist Speech and Language Therapist and Clinical Lead
DIVISION:	Cognus Therapies
BUSINESS UNIT:	Cognus Speech and Language Therapy Service
REPORTS TO:	Principal Speech and Language Therapist/Head of Therapies
RESPONSIBLE FOR:	<ul style="list-style-type: none"> • Overseeing and delivering provision for pupils in one or more specialist areas and providing specialist advice to other disciplines • Assessing and treating own caseload as part of a trans-disciplinary and multi-disciplinary team • Clinical supervision for a group of therapists within the team including clinical governance • Leading and contributing to service development and related policies
GRADE/PAY	Band 7 Highly Specialist Speech and Language Therapist and Clinical Lead - £53,046.29 - £57,835.79 FTE per annum inclusive of HCAS <i>Contract for either full time or pro-rata / term time only plus 2 – 6 weeks.</i>
LOCATIONS:	London Borough of Sutton and surrounding areas

JOB SUMMARY:

- To take the lead role in the overseeing and delivery of speech and language therapy support for pupils within own clinical area of specialism.
- 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.
- Working within a multidisciplinary team of speech therapists and occupational therapists, the post holder will have the opportunity to work in local schools and colleges across the 4 years to 25 years age range or with a smaller age range within this.
- Advising and supporting local schools / settings with children and young people with Speech, Language & Communication Needs (SLCN) including a possible cohort with ASD 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 children and young people with SLCN.

PRINCIPLE ACCOUNTABILITIES:

Duties to include:

- Developing working relationships with Head Teachers, SENDCos, teacher and support staff in to promote strong transdisciplinary working including addressing problems as they arise in order to maintain good working relationships.



- Work with Cognus Occupational Therapists and the wider Cognus teams to provide a joint working approach.
- Coordinate the work of the speech and language team within the assigned establishment/s including establishing 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 and to raise the profile of speech and language needs in the context of wider training when appropriate.
- Maintain effective and proactive working with partner agencies including social and respite services to support holistic care for the students.
- To support the wider team with continued development and maintenance of a tiered Universal, Targeted and Specialist model of therapies delivery in the local area.
- Work 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
- Provide clinical supervision for a group of Speech and Language Therapists / Speech and Language Therapy Assistants (SaLTAs) / students within the team
- 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 the Therapy Leads and take ownership of service development and improvement
- To help identify learning needs within the therapy team and provide opportunities for regular CPD and upskilling
- To support the Head of Therapies in managing the Therapies budget and maximising outcomes from public money, modelling this stewardship to the wider team in financial decision-making
- To support Therapies traded income targets and, where possible, proactively seeking traded opportunities to support income generation and sustainability of the service. The specific traded projects will be agreed and delivered with oversight by your line manager.

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.



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 children and 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 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.
- 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.

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.	A qualification or extensive experience in delivering clinical supervision.	E, S
F.	Excellent communication skills including making and delivering presentations to large audiences.	E, S, T
G.	Ability to negotiate and troubleshoot; is methodical and persuasive.	E
H.	Leads others by setting a positive example in line with company values and acts as a role model.	E, S
I.	Minimum of 5 years' experience as a paediatric speech and language therapist	E
J.	Adherence to the RCSLT and HCPC policies and procedures	E, S
K.	Is decisive with advanced problem-solving skills.	E, S, T
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
N.	Experience working with high and low-tech AAC, including assessing, prescribing and monitoring its effectiveness towards student outcomes	E, S
O.	Experience working with autistic students in a neuro-affirmative approach	E

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

