Cognus
No Limits on Learning

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Band 6 Specialist Speech and Language Therapist

Full time: 37 hours per week (with the option of Term Time Only + additional weeks)/Part-time applications (minimum 3 days per week) welcome

Salary: Cognus Pay Band 3 to 4, £46,000.01 to £54,637.68 (1 FTE) including High Cost Area Supplement (HCAS)

Locations: London Borough of Sutton, required to work at settings across the borough

Cognus Limited is a Local Authority Traded Company, which is commissioned by the London Borough of Sutton to provide education services to early-year 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 improves the lives of children, young people, and families in Sutton and beyond.

We are currently expanding the size of our therapies team by recruiting speech and language therapists to support the rise of statutory speech and language therapy provision and SEND Support services across the London Borough of Sutton. As part on the Government's SEND reform, we are developing a new and exciting 'Experts At Hand' service launching in September 2026.

Cognus Therapies are a thriving multidisciplinary team of speech and language therapists, occupational therapists, teachers, 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. We work with children and young people with a variety of special educational needs, e.g. Autism, Deafness, Down Syndrome, Developmental Language Disorder, PMLD, MLD, Dyslexia and many more and encourage all our therapists to gain experience and expertise across a range of specialisms.

We are seeking enthusiastic speech and language therapists to join our friendly and supportive team. Collaborative working is an important part of the role. This is an exciting opportunity to be part of a dynamic team providing innovative therapy interventions following evidence-based practice and an embedded model of therapy in order to best support the pupils' 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.

Cognus Therapies provides a robust supervision framework with all posts receiving Managerial and Clinical Supervision. Regular time is allocated for Continuing Professional Development.

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:

- Salary from **£46,000.01 to £54,637.68 per annum (Cognus Pay Band 3 to 4)**
- Workplace pension scheme 4% to 8% matched contributions
- 28 days annual leave pro rata (plus Bank Holidays)
- Regular manager support and supervision
- Hybrid and flexible working
- 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.]*
- Staff EDI group
- Cognus Coaching Programmes
- An ambitious culture with friendly and supportive colleagues
- 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

Read more - Why work for us? Cognus Recruitment Information

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

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, which can be downloaded from our website, outlining your suitability.

The deadline for receipt is **midnight on 6th December 2026**. Candidates will be contacted with interview arrangements.

For an informal conversation about the role, please contact Tamara Rainsley, Principal Speech and Language Therapist at tamara.rainsley@cognus.org.uk.

To find out more about Cognus Limited, visit our website: www.cognus.org.uk.
Check out the Cognus Therapies X page: @CognusTherapies

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.

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.

JOB DESCRIPTION

POSITION:	**Band 6 Specialist Speech and Language Therapist**
DIVISION:	**Cognus Therapies**
BUSINESS UNIT:	**Speech and Language Therapy**
REPORTS TO:	**Highly Specialist Speech and Language Therapist and Therapy Lead**
RESPONSIBLE FOR:	**Overseeing and delivering provision for pupils with speech and language needs in mainstream settings and/ or Specialist SEND provisions / bases/ post-16** **Liaising with Head Teachers, SENDCos, staff and parents to promote best outcomes**
GRADE/PAY	**Band 6 Paediatric Speech and Language Therapist** **£46,000.01 to £54,637.68 FTE per annum inclusive of HCAS Contract for either full time or pro-rata / term time only plus 2 – 4 weeks.**
LOCATIONS:	**London Borough of Sutton and surrounding areas**

JOB SUMMARY:

- 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 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 children and young people with SLCN.
- Deliver specialist paediatric speech and Language therapy within mainstream schools using the "Experts at Hand" model, focusing on early intervention, inclusion, and embedding practical strategies into everyday teaching and learning.
- Provide on-demand consultation, advice, and training to education staff—supporting children and young people based on functional need (without requiring diagnosis or EHCP) and working collaboratively with families and multi-agency partners.
- Build capacity and confidence within education settings through time-limited, needs-led support, combining clinical practice, coaching, and system-level input to improve outcomes and demonstrate impact aligned with local SEND priorities.

PRINCIPAL ACCOUNTABILITIES:

To personally undertake a case load of referrals to include:

- Visiting and assessing children and 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 and/or small group basis.
- Offering advice to parents and carers as well as teaching staff at a targeted or universal level.
- Maintaining children's / young people's records to a high standard.

Specific Duties:

To advise and support school staff on the education of children and young people with SLCN including:

- 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 child or young person's condition; focusing on access to education.
- Providing reports to referrers and other agencies involved in the child/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 child or 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 children and young people.
- Promotion of effective inclusion of children and young people into all aspects of the school 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 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 confidential company 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, 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.	Adherence to RCSLT and HCPC policies and procedures	E, S,
i.	Is decisive with problem-solving skills	E, S,
j.	Is committed to safeguarding and protection of children	E, S, I
k.	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

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