Cognus
No Limits on Learning

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Highly Specialist Speech and Language Therapist and Therapy Lead

Full time: 37 hours per week (open to part-time candidates, 3 days per week minimum)

Salary: £57,877.27 - £63,113.18 FTE

Location: Cognus Office, First Floor, Cantium House, Wallington, SM6 0DZ and education settings in the London Borough of Sutton

We are looking for a band 7 highly specialist speech and language therapist and therapy lead to join our dynamic team at Cognus Therapies, to support our growing therapies team, an increase in statutory provision and implementation of the SEND Reform, in line with our new Experts at Hand model launched in September 2026.

We are seeking an enthusiastic and highly specialist speech and language therapist to join our supportive and innovative team. This is an exciting opportunity to work as a highly specialist speech and language therapist and a therapies line manager, whilst being involved in therapy lead (therapies management) meetings and leading on key areas of service development, in line with your interests and specialisms. We have a network of therapists from SALT and OT in our therapy leads team who are influential and invaluable in the development and transformation of the therapies service. This role has two days protected time for line management, clinical supervision and service delivery, with the rest of the working week focussed upon clinical caseload delivery.

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/ colleges and specialist education settings in Sutton and the surrounding boroughs. 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.

Cognus Therapies are a thriving multidisciplinary team of speech and language therapists, occupational therapists, practitioners and therapy assistants who support children and young people aged 4 to 25 years 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 (DLD), PMLD, Dyslexia, MLD and many more. We encourage all our therapists to develop their specialisms in particular areas of SEND and also have a variety of therapists who work across a wide range of different special educational needs and settings.

Cognus Therapies provide a robust supervision framework with all posts receiving line management and clinical, peer supervision. Regular time is allocated and protected for this, as well as continuing professional development (CPD). 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) (both registrations are paid for by Cognus).

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

i) Starting salary of £57,877.27 per annum (Cognus Pay 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

viii) Cognus Coaching Programmes

ix) An ambitious culture with friendly and supportive colleagues

Read more - Why work for us? Cognus Recruitment Information

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 the **6th December 2026**. Interviews will be scheduled and organised after shortlisting.

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

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 7 Highly Specialist Speech and Language Therapist and Therapy Lead**
DIVISION:	**Therapies**
REPORTS TO:	**Tamara Rainsley, Principal Speech and Language Therapist and Transformation Lead**
GRADE/PAY:	**£57,877.27 - £63,113.18**
LOCATION:	**Cognus Office, First Floor, Cantium House, Wallington, SM6 0DZ**

JOB SUMMARY

- Take a lead role in overseeing and delivering speech and language therapy support for children and young people on your caseload, and area of specialism
- Contribute to therapy lead meetings to support service development for the service
- Contribute to multi-agency meetings, annual reviews and tribunals if required
- To be responsible for line management, and clinical supervision of a group of speech and language therapists within the team
- To lead on service development in own specialist area, and support the team to embed the tiered model (universal/targeted/targeted plus/specialist)
- Support the head of therapies and principal speech and language therapist with service development, and lead on specific workstreams for the wider therapies team
- To hold a caseload in line with area of specialism / clinical interest

PRINCIPLE ACCOUNTABILITIES:

- Developing strong working relationships with Head Teachers and SENDCos and staff in assigned educational establishments.
- Deal with any problems promptly which may arise in order to maintain good working relationships, and propose solutions to these.
- Coordinate the work of the speech and language team within the assigned establishment/s including organising 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 to enable transition and support for specific pupils.
- To support the wider team to further develop a tiered Universal, Targeted, Targeted Plus and Specialist model of therapies delivery in the local area.
- To support the local area implementation of Experts at Hand.
- 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.
- Work with Cognus Occupational Therapists and the wider Cognus teams to provide a joint working approach.
- Provide line management and clinical supervision for a group of Speech and Language Therapists / Speech and Language Therapy Assistants (SaLTAs) / students within the team
- Oversee a group of therapists within allocated hubs including clinical governance.
- To complete clinical audits and observations to review and monitor quality of practice of supervisees and wider team as required, including quality assurance of reports.
- 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 the Therapy Leads and take ownership of service development and improvement
- To meet regularly with clinical supervisors and line managers for CPD, performance management and clinical and service development.
- 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 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 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 as necessary.

No	Description	Criteria
1	Educated to degree level in Speech and Language Therapy or equivalent	E, S
2	Relevant qualifications including registration with HCPC	E, S
3	Ability to prioritise and deliver results to a high standard	E, S
4	Excellent organisational and management skills	E, S
5	Qualification, training or extensive experience in delivering clinical supervision to speech and language therapists and students	E, S
6	Experience in delivering line management and managing difficult conversations	D, S
7	Excellent communication skills including making and delivering presentations	E, S, T
8	Ability to negotiate and troubleshoot, is methodical and persuasive	E, S
9	Leads others by setting a positive example, in line with company values and acts as a role model	E, S, I
10	Minimum of 5 years' experience as a paediatric speech and language therapist	E, S
11	Adherence to the RCSLT and HCPC policies and guidance	E, S
12	Is decisive with advanced problem-solving skills	E, S, T
13	Is committed to safeguarding and protection of children and young people	E, S, I
14	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