Paediatric Speech and Language Therapist – Education

Band 6 Specialist Speech and Language Therapist Term Time Only or Full time: 37 hours per week

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

Location: London Borough of Sutton and 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 welcome you to apply to join our team.

We are recruiting for a Band 6 Specialist Speech and Language Therapist, and this post is likely to be based at Sherwood Manor, a state-of-the-art, brand new specialist setting for secondary aged autistic learners.

About us:

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

- 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 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 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 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 (including competencies) and training

The ideal candidate will have:

- Experience with low and high-tech AAC assessment and intervention (including with those who have complex access needs for the Sherwood Park Role)
- 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.

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

i) Starting salary of £ per annum (Cognus Band X)
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
x) Opportunities for visa sponsorship subject to availability

Read more - Why work for us? Cognus Recruitment Information

We also offer the following benefits for this post:

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

All applicants must hold current registrations with the **Health Care Professionals Council (HCPC)** and be a member of **The Royal College of Speech and Language Therapists (RCSLT).**

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, outlining your suitability by **midnight on 6th December 2026**.
For an informal conversation about the role, please contact Tamara Rainsley, Principal Speech and Language Therapist: 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.

JOB DESCRIPTION

POSITION:	**Paediatric Speech and Language Therapist**
DIVISION:	**Cognus Therapies**
BUSINESS UNIT:	**Speech, Language and Communication Needs Service**
REPORTS TO:	**Highly Specialist Speech and Language Therapist and Therapy Lead**
RESPONSIBLE FOR:	**Overseeing provision for pupils with speech and language needs in Specialist SEN provisions ranging from early years – post-16** **Liaising with Head Teachers, SENDCos, staff and parents to promote best outcomes in a transdisciplinary manner**
GRADE/PAY:	**Band 6, Speech and Language Therapist - £46,000.01 to £54,637.68 FTE per annum inclusive of HCAS (or pro rata for term time plus 2 - 4 weeks)**
LOCATIONS:	**London Borough of Sutton and Sherwood Foundation School**

JOB SUMMARY:

- Working within a multidisciplinary Cognus 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 Sherwood Foundation School with children and young people with Speech, Language & Communication Needs (SLCN) including a possible cohort of autistic individuals, complex physical disabilities and SLCN; to independently 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 within the borough.

PRINCIPAL ACCOUNTABILITIES:

Specific Duties:

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

- Completion of baseline and transition assessments to identify the strengths, needs, outcomes and provision for students with complex communication profiles
- Completion of ECHNA assessments of students who are not yet placed in school, within your allocated Cognus days (identifying the strengths, needs, outcomes and provision for students who have complex communication presentation)
- 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
g.	Leads others by setting a positive example in line with company values and acts as a role model.	E, S, T
h.	Experience as a paediatric speech and language therapist	E, S
i.	Adherence to RCSLT and HCPC policies and procedures	E, S,
j.	Is decisive with problem-solving skills.	E, S,
k.	Is committed to safeguarding and protection of children.	E, S, I
l.	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