**Post-16 Specialist Speech and Language Therapist – school/ college based**

**Cognus Therapies Team**

Band 6, Specialist Speech and Language Therapist, £33,509.70 - £40,665.78 FTE plus supplements

The Speech Language and Communication Needs Service (SLCNS) is part of Cognus Therapies, a team of speech and language therapists, occupational therapists, teachers, practitioners, SaLTAs and OTAs who have historically supported pupils in Sutton schools and colleges at primary, secondary and POST-16 level, under the title of Sutton Education Services.   
   
Due to an exciting expansion of the team we are seeking enthusiastic therapists to join our friendly and supportive multi-disciplinary team. Depending on experience you will have the opportunity to work with learners with SLCN, ALD, SLCN with ASD in local colleges and learning settings. Clinical Supervision, and time for Professional Development are provided. The SLCN Service forms part of the Cognus Limited provision for special educational needs within the London Borough of Sutton.

We have both permanent posts available, term time plus 2-4 weeks or full time.

Location: Based at [24 Denmark Road, Carshalton, SM5 2JG](https://maps.google.com/?q=24+Denmark+Road,+Carshalton,+SM5+2JG&entry=gmail&source=g), but required to work at various settings.   
   
The post will be line-managed by the Cognus Therapies team manager and all posts will receive Clinical Supervision. Full support, training and CPD is provided.   
   
Therapists must have a current registration with HCPC to apply for this vacancy. Own transport an advantage but not essential.

To arrange an informal visit or for more information, please contact Patsy Winkley, Cognus Therapies Team Manager on 07534 526080 or by email: [patsy.winkley@cognus.org.uk](mailto:patsy.winkley@cognus.org.uk)

An offer of employment is subject to successful completion of recruitment formalities including DBS check at an enhanced level.  These checks must be completed prior to commencement of employment.

Closing date 18/12/20 Interviews by arrangement

JOB DESCRIPTION

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| POSITION: | **Specialist Speech and Language Therapist** |
| DIVISION: | **Cognus Therapies** |
| BUSINESS UNIT: | **Speech, Language and Communication Needs Service** |
| REPORTS TO: | **Team Manager** |
| RESPONSIBLE FOR: | * Overseeing POST-16 provision for pupils with speech and language needs in local colleges and learning settings * Liaising with Heads of Settings, SENDCos, staff and parents to promote best outcomes |
| GRADE/PAY | Salary:  Specialist Speech and Language Therapist, £33,509.70 - £40,665.78 FTE per annum or pro rata for term time plus 2-4 weeks |

1. **JOB SUMMARY:**

* Working within a multidisciplinary team of peripatetic speech therapists and occupational therapists the post holder will have the opportunity to work in local colleges and learning settings across the 16 years to 25 years age range.
* Advising and supporting a range of settings with 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 young people with SLCN.

**2. PRINCIPAL ACCOUNTABILITIES:**

**To personally undertake a case load of referrals to include:**

* visiting and assessing young people with SLCN
* delivery of specialist programmes on an individual and/or small group basis
* offering advice to parents and carers as well as teaching staff
* to produce detailed assessments and reports for young people with SLCN
* to maintain young people files to a high standard

**Specific Duties:**

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

* Appropriate differentiation of and access to the curriculum.
* Promotion of effective inclusion of young people into all aspects of the curriculum.
* Specialist strategies and approaches to support learning and social and emotional development.
* To collaborate with teaching staff to develop an Individual Education Plan/Provision Map where appropriate.
* As part of the therapies team to plan, deliver and evaluate training sessions for schools and educational providers.
* To contribute to professional advice regarding the statutory assessment and annual review process both in Sutton and in out-of-borough settings if necessary.

To maintain effective liaison with all partners e.g. parents, professionals in Education, Health, Social Care and other Services with particular regard to Safeguarding and best practice:

* To attend team meetings as required.
* Liaison with SALT (NHS clinic) as required.
* Engage in clinical and managerial supervision.
* To track, monitor and analyse data to provide evidence of the impact of intervention and use this to plan further programmes of intervention.
* Liaison with parents/ carers and learning settings to find collaborative strategies to overcome barriers to learning and attend multi-agency meetings as required.

To promote robust Transition arrangements for pupils with SLCN including:

* Collaboration with a range of partner agencies to create effective Transition support for specific young people.

To contribute to collaborative working between all specialist SEN teams by:

* Effective liaison with the Team Manager.
* Contributing to Team meetings.
* Identifying needs and seeking advice within the framework of specialist teams and wider agencies as appropriate.
* Embedding legislative change and key developments relating to improved outcomes for children and young people with SLCN.

**3. GENERAL:**

**3.1 PROCESSING OF DATA:**

1. 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/ young people and vulnerable service users; maintaining sickness and other absence records and taking decisions as to your fitness for work.
2. 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.

**3.2 CONFIDENTIALITY AGREEMENT**:

1. During the course of your employment, you will have access to and knowledge of Company confidential information and trade secrets.
2. 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.
3. 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.
4. 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.

**3.3 SAFER RECRUITMENT:**

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/ young people (occupational health assessment). These checks must have been completed prior to commencement of employment.

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.

##### 4. COMPETENCIES:

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.

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| No | Description | Criteria |
|  | Educated to degree level or equivalent. | E, S |
|  | Relevant qualifications including registration with HCPC | E, S |
|  | Ability to prioritise and deliver results to high standards. | E, S, I |
|  | 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/ young people. | E, S, I |
| l. | Honours and upholds the Company’s Equal Opportunity Policy, Dignity at Work Policy, Safeguarding and Protection of children/ young people, Health and Safety and Data Protection Policy at all times. | E, S, I |

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