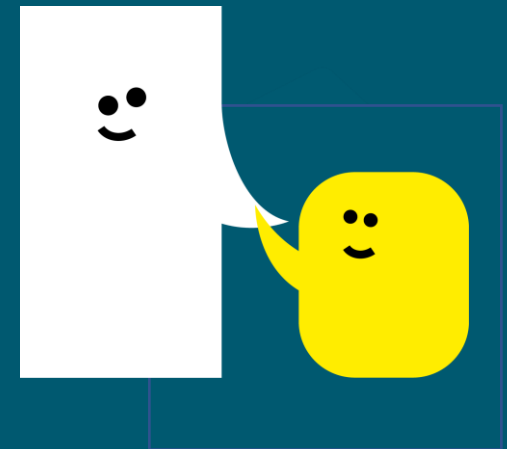


Clinical Lead

Recruitment Pack for Candidates
February 2025



A Speech and
Language UK school



About Meath



A Speech and
Language UK school

Meath, a Speech and Language UK School (www.meathschool.org.uk) based in Ottershaw, Surrey is a day and residential non-maintained primary special school for up to 75 pupils aged 4 to 11 years, where Speech and/or Language Disorder and associated difficulties is the primary need, including children with high functioning Autism.

Our most recent Ofsted report (2023) is highly positive about the work of the school and the progress which our children make. “Pupils are happy and safe, and they enjoy being in school. They comment that ‘everyone can have friends here’.”

“The values of ‘talk, learn, grow’ are at the heart of all that the school does. Every aspect of learning is centred around equipping pupils to become confident and independent communicators.”

“The harmonious collaboration between the therapy and education teams forms the core provision. Therapy programmes are seamlessly intertwined throughout all lessons, and every pupil benefits from this enrichment.”



A Speech and
Language UK school

About Speech and Language UK



At **Speech and Language UK**, we want every child to face the future with confidence. For 1.9 million children in the UK, learning to talk and understand words feel like an impossible hurdle. Without the right help, this can destroy their world. They feel disconnected from their family. Unable to make friends. Unfairly punished for not following instructions they don't understand. What does the future hold for them?

We must reach children earlier, to make sure every child has the skills to face the future. We design innovative tools and training for thousands of nursery staff and teachers. We give families the confidence and skills to help their child. And we put pressure on politicians to prioritise support for children. Too many children are left waiting to be understood. Help us bring speech and language skills into the spotlight so they can all flourish.

For more information about Speech and Language UK, its work and values go to or follow-us on Twitter @SpeechAndLangUK



Principal's Welcome

It is with great pleasure that I welcome you to share the experience we have at Meath. We are a school dedicated to ensuring every child learns to communicate, gets a positive learning experience and feels a sense of belonging and security to be themselves and flourish by overcoming their barrier to learning. Our school is emersed in the total communication approach, so whatever the communication need, there is a way to get past it.

We at Meath, take great pride in the work we do and the progress we see of individual children. We believe that we open doors and support children to be strong independent communicators and learners. We offer a way to ensure they are heard and can give their valued voice and opinion by whatever means.

We want to prepare children for the next stage of their education and give them the tools to independently access the learning and education which will provide them with greater life choices and experiences. We want every child to **TALK, LEARN,** and **GROW,** we want them to 'talk' through any means possible, learn and empower them to grow as independent citizens. Our collaborative and immersive environment allows children to be effective communicators and learn various means to have their voice heard. We work as a multi-disciplinary team to ensure the best expertise is shared and taught so that we drive progress forward and ensure we are providing the most evidence-based approach to our practice.

Majella Delaney
Principal

**“Meath School
has been amazing
– we’ve got our
little boy back!
He’s made lots of
friends, and he’s
understanding so
much more.”**



The Role

We are looking for an enthusiastic forward thinking Speech and Language Therapist who wants to develop their career, skills and knowledge in a specialist educational setting from Reception to end of Key Stage 2. You will have some management responsibilities and manage a defined caseload of pupils. You will enjoy the chance to work within a well resourced department with a small but complex caseload, where intensive therapy with pupils is encouraged. You will work with small groups and with individual children. If you believe you can help our learners to fulfil their potential at school, at home and in their communities and are looking for a fresh challenge, then this role may be just what you are looking for. We offer supervision, frequent CPD, strong collaborative practice and peer support.



What we offer

Meath, a Speech and Language UK School is a fantastic place to work, with benefits including;

- Annual salary reviews
- Employee assistance programme providing a confidential helpline
- Supportive and paid sick leave, if needed
- 1 wellbeing day to be taken during term time each year
- A team of Mental Health First Aiders in school
- A supportive culture that aims to promote positive mental health and wellbeing of staff
- Life events celebrated
- Staff appreciation gestures throughout the year
- A friendly, passionate and enthusiastic team dedicated to getting the best outcomes for our young people
- Free optional flu jab in the Winter
- Contributory pension scheme
- Life assurance cover
- Enhanced maternity and paternity leave
- Free eye test
- Interest-free annual season ticket loan and bike loan
- Plenty of onsite parking
- Discounted staff lunches
- Access to hundreds of exclusive perks, discounts and wellness resources through Perkbox
- A comprehensive induction programme so you can hit the ground running
- Continued professional development and training opportunities, and regular professional support





Job Description

Job Title: Clinical Lead

Working Pattern: Starting in April - 16 months maternity cover; Full Time (working term time only and up to three weeks during school closure period) Part time/job share applications will be considered.

Term time only, all school holidays paid

Annual Salary: £46,246 - £51,048

(T5.1 – T5.5)

Job Description

JOB TITLE:	Speech and Language Therapy Clinical Lead
RESPONSIBLE TO:	Head of Therapy and, through the line management structure, ultimately responsible, within school, to the Headteacher.
RESPONSIBLE FOR:	A small team of Speech and Language Therapists within the department
LOCATION:	Meath School

JOB SUMMARY

To co-ordinate the organisation and work of a team of Speech and Language Therapists, in consultation with the Head of Therapy. To develop the work of the Speech and Language Therapists within the department and within the Therapy team, in the context of the School Development. To support the SLTs working in the school, maintaining effective communication between them and the Head of Speech and Language Therapy

Principle Duties and Responsibilities

PUPIL RELATED ACTIVITIES

1. Adhere to national and local standards and guidelines relating to Professional Practice (Communicating Quality II), and maintain professional registration through the Royal College of Speech and Language Therapists and Health Professions Council (HPC).
2. Be aware of and adhere to current legislation.
3. Be responsible for collecting work statistics e.g. amount of contact time, outcome measurements etc as required.
4. To participate in the school's assessment service as required.
5. Be responsible for a defined caseload in terms of assessment and differential diagnosis; devising; delivering and evaluating programmes; contributing to IEPs, annual reviews, transition plans and statements of educational need as appropriate.
6. Participate in/be responsible for the planning and administering of eating and drinking skills programmes, calling upon specialist staff for advice as appropriate.
7. Work autonomously with the complex caseload in collaborative, intensive and innovative ways.
8. Work autonomously within the school environment, utilising knowledge of curriculum and of literacy strategies appropriate to pupils' ages.
9. Be a reflective practitioner. Considering and evaluating alternative and innovative approaches to the management of pupils with speech and language impairments and participating in research as required.

Speech and Language UK

Unit A The Cube Building, 17-21 Wenlock Road, London, N1 7GT | Tel: 020 7843 2510 | speechandlanguage.org.uk

Speech and Language UK is the operating name of I CAN Charity, a registered charity in England and Wales (210031) and Scotland (SC039947), which is a company limited by guarantee registered in England and Wales (00099629). Registered address: 17-21 Wenlock Road, London, N1 7GT.

10. Seek second opinions, and/or make referrals within or outside Speech and Language UK when necessary, according to school/local policy.
11. Disseminate skills, knowledge and experience through training and offering advice to other staff, parents, carers and significant others about individual and groups of pupils. Demonstrating practical procedures when appropriate.
12. Liaise with staff (usually teachers and speech and language therapists) in other locations regarding individual pupils at transfer into and out of the school/service.
13. To support other schools, and therapists and teachers employed by different organisations in supporting pupils with speech and language difficulties as required.
14. To liaise with mainstream staff working in other schools/organisations to monitor, support, evaluate and adjust pupils' participation in mainstream activities as required
15. to be responsible for identifying staffing needs according to clinical priorities (EHCP needs) and complexities of the students
16. to be able to identify and oversee service and whole school improvement projects, plan, coordinate and evaluate the impact of these
17. to devise / coordinate training packages to offer inhouse or externally
18. To input into the AHT (curriculum) on curriculum development
19. To ensure therapy data and current case studies are kept up to date and evaluated regularly to provide if needed due to inspections/audits/fundraising requirements
20. To manage a system of regular audits identify / coordinate improvements
21. having the ability to support staff through implementing change to service delivery or practices.
22. To work with the Head of Therapy to manage a therapy team budget and feed back to the School Business Manager/Principal about future forecasts

SPEECH AND LANGUAGE THERAPY DEPARTMENT

1. Work with volunteers and assistants as appropriate, deploying time and allocating duties within the multidisciplinary team context.
2. Contribute to curriculum development and, if required be responsible for SLT input to a defined curriculum area.
3. Develop or maintain a special interest in a relevant area (clinical and/or curricular) agreed with the line manager, and to collate and disseminate relevant information.
4. Access support from designated colleagues, when necessary.

SCHOOL/SERVICE

1. Attend and contribute to staff meetings and Inset.

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2. Work as part of a multi-disciplinary team to enable access to the National Curriculum, at appropriate key stages, through planning, delivery and support.
3. Contribute to the development and maintenance of effective joint working practices between various staff groups.
4. Contribute to developing and sustaining an appropriate communication environment within the school or service.
5. Contribute to the life and working practices, environment and ethos of the school/service e.g. lunchtime and break time supervision, school trips.
6. Assist with hosting visitors when required.
7. Contribute to whole school development plan.
8. To carry out highly specialist assessments for pre-admission suitability and attend tribunal as required.
9. To deputise for the Head of Therapy in her absence as appropriate.

ORGANISATION WIDE

1. Contribute to local, organisational and national audit and quality measurements.
2. Contribute to the development of effective collaborative working practice.
3. Contribute to Speech and Language UK events (e.g. conferences, marketing events, staff events) and provision of services (e.g. outreach, training and information) at alternative locations.
4. To undertake a significant and specific area/areas of responsibility for Speech and Language UK/ The School/ The Service, in liaison with the Head of Therapy, for example:
 - i. Lead on Quality Initiatives
 - ii. Lead on CPD within the department
 - iii. Research
5. To plan and deliver training and presentations inside AND outside of the host school as required by the School/service or organisation.
6. To undertake or lead in research as required by the School/service or organisation.
7. To undertake, work for, on behalf of, or with Speech and Language UK's information service as required.
8. To act as an ambassador for Speech and Language UK, supporting and communicating the vision and goals of the organisation.

MANAGEMENT RESPONSIBILITIES

1. Day to day responsibility for management of therapist/s and/or assistants.
2. To supervise, monitor and appraise assistants/therapists.

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3. Supervise newly qualified SLTs.
4. To support line managers with Therapist Induction.
5. To participate in management/steering group meetings.
6. To lead specified meetings.
7. To contribute to timetabling process.
8. To deputise for the Head of Therapy when necessary.
9. To support and participate in recruiting SLTs under the direction of the Head of Therapy.
10. To ensure that all line managed SLTs have appropriate support and supervision.
11. To support the Head of Therapy, as required, in managing absence and performance.
12. To provide leadership, and line management.
13. To support with collection and analysis of data for the department

PERSONAL DEVELOPMENT

1. Maintain an up-to-date knowledge of the impact of speech and language impairment on pupils learning, keeping abreast of relevant initiatives and development within Speech and Language UK and the fields of Speech and Language Therapy and Education.
2. Develop and/or maintain knowledge and competency in dealing with expressive, receptive and pragmatic language disorder in children.
3. Undertake relevant training and development, as required, including behaviour management and child protection training.
4. To gain or maintain proficiency in Sign supported English
5. Participate and contribute to one's own performance appraisal and supervision sessions.

ADDITIONAL REQUIREMENTS

1. Provide cover for colleagues as directed by your manager.
2. Refrain from acting in a manner that in any way endangers pupils, yourself, fellow employees or the public.
3. Avoid any behaviour, which discriminates against your fellow employees, or potential employees on the grounds of their sex, sexual orientation, marital status, race, religion, creed, colour, nationality, ethnic origin or disability.
4. Safeguard at all times confidentiality of information relating to children, staff and Speech and Language UK's work.
5. Refrain from smoking in any area of Speech and Language UK premises not designated as a smoking area.

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6. Behave in a manner, which ensure the security of Speech and Language UK property and resources.
7. Abide by all relevant Speech and Language UK Policies and Procedures.

The list of duties and responsibilities is by no means exhaustive and the post holder may be required to undertake other relevant and appropriate duties as required.

The job description is subject to regular review and appropriate modification.

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Person Specification

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • Registered member of the Royal college of Speech and Language Therapists and HPC 	
Experience	<ul style="list-style-type: none"> • Extensive post qualification experience of working with complex case loads • Experience of line management including supervision and performance appraisal. • Proven experience of working as part of a multi-disciplinary team • Experience of working in an educational setting • Experience of developing and implementing new initiatives 	
Skills and Knowledge	<ul style="list-style-type: none"> • Devising, implementing and monitoring development plans or projects • Knowledge of Sign Supported English • Knowledge of current developments in education • Understanding/knowledge of National Curriculum and SLCN impact on this • Excellent organisational Skills • Writing reports to a high standard • An imaginative and intellectually rigorous approach to therapy planning • The ability to work with individuals & groups of children with complex SLT needs across a range of ages • The ability to provide feedback to staff and parents clearly and sensitively • Relevant specialist clinical knowledge and the capacity to advise staff on a range of clinical areas • Dynamic, creative and flexible approach to tasks and problem solving • Excellent interpersonal skills – including observation, listening and empathy skills • Highly developed problem-solving skills in complex situations • The ability to demonstrate excellent analytical and reflection skills, reflecting on practice with peers and mentors to identify own strengths and development needs and 	

	<p>to facilitate this ability in others</p> <ul style="list-style-type: none">• The ability to recognise own professional boundaries through interpretation of clinical/professional policies• In depth knowledge of audit/research methodologies appropriate to the field• Knowledge of standards of record keeping and ability to audit this in own team• The ability to make a differential diagnosis on the basis of evidence from assessment seeking advice as appropriate	
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How to Apply

For an informal discussion about the role please contact Jennifer Cook, Head of Therapy on 01932 872302 email jennifer.cook@meathschool.org.uk

To find out more about Meath School and Speech and Language UK visit www.meathschool.org.uk and www.speechandlanguage.org.uk

To apply please complete the application form (application pack attached) and send this to School Business Manager at sbm@meathschool.org.uk

The deadline for applications is **9am on Monday, 24 February 2025** with interviews held later that week depending on candidates' availability.

Accessibility Support:

We are committed to ensuring that our recruitment process is accessible to everyone. If you require any adjustments or need to apply in a different format, please contact our People Team at hr@speechandlanguage.org.uk and we will be happy to assist you. We are a [Disability Confident Committed Employer](#).

Safeguarding

We are committed to safeguarding and promoting the welfare of children and we carry out safer recruitment principles, as well as appropriate vetting and verifications on all school staff.

In line with Keeping Children Safe in Education the successful candidate's employment is subject to an enhanced DBS and barred list check.

All shortlisted candidates will be subject to an online search covering content that is in the public domain.

A copy of our Safeguarding policy can be found here: [safeguarding policy](#)



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