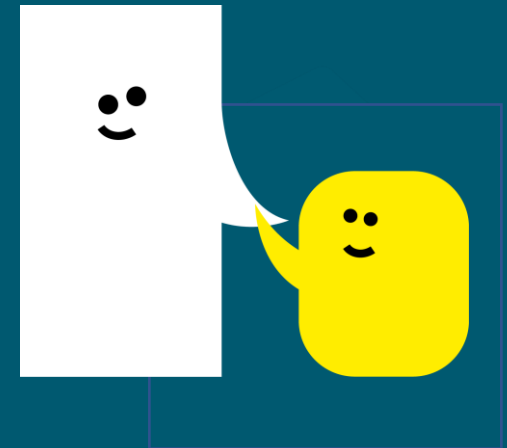


# Specialist Speech and Language Therapist

Recruitment Pack for Candidates  
October 2024



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](http://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

Thank you for your interest in becoming a Speech and Language Therapist at our Ofsted 'Outstanding' school in Surrey. We are part of the leading children's communications charity, Speech and Language UK. We are located between Woking and Chertsey in delightful grounds close to Runnymede.

We are a multi-disciplinary team that includes Teachers, Learning Support Assistants, Speech and Language Therapists, Educational Psychologist and Occupational Therapists who all offer our pupils a fully integrated approach to our children's education, communication skills and overall health and wellbeing. We work closely with our residential team and Speech and Language UK's onsite Assessment Centre.

Child contact time is maximised so that our pupils achieve the best possible outcomes at Meath School through a holistic approach. You will be school based and will be responsible for assessing, planning and delivering individualised intervention programmes for a defined caseload. You will work with children individually or in small groups in specialist therapy spaces and within classroom based sessions to enable them to access the curriculum and promote meaningful engagement in school based tasks



# 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 and counselling support
- 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
- Cycle to Work Scheme
- Plenty of onsite parking
- Discounted staff lunches
- Tickets for Good discounts for sports, events and shows
- 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:

Specialist Speech and Language Therapist

## Working Pattern:

Permanent, Full Time (35 hours a week), Working 42 weeks per year (term time plus 3 weeks to be used flexibly throughout the year) with 10 weeks paid holiday.

Part time applications will also be considered.

## Salary:

£38,048 - £41,896 per annum dependent on experience



A Speech and  
Language UK school

## **JOB DESCRIPTION – Specialist Speech & Language Therapist**

**BASE:** Meath School

**RESPONSIBLE TO:** Head of Therapy. Through the line management structure ultimately responsible, within school, to the Principal.

### **Job Summary**

To manage effectively a caseload of pupils with speech, language and communication difficulties within a school setting. To contribute to the development of the school and of Speech and Language UK.

### **Principle Duties and Responsibilities**

#### **1. PUPIL RELATED ACTIVITIES**

1. Adhere to national and local standards and guidelines relating to Professional Practice (RCSLT Communicating Quality Live) and maintain professional registration through the Royal College of Speech and Language Therapists and Health Professions Council.
2. Be aware of and adhere to current legislation.
3. Be responsible for collecting own work statistics e.g. amount of contact time, outcome measurements etc as required.
4. To participate in pre admission assessments as required.
5. Be responsible for a defined caseload in terms of assessment and differential diagnosis; devising; delivering and evaluating programmes; writing reports for Annual Review; 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. Carry out oro-motor skills programmes under the guidance of a SLT dysphagia specialist.
7. Participate in / be responsible for the planning and implementation of AAC (including VOCAs), calling upon specialist staff for advice as appropriate.
8. Work autonomously with a complex caseload in collaborative, intensive and innovative ways.
9. Work autonomously within the school environment, utilising a knowledge of curriculum and of literacy strategies appropriate to pupils ages.
10. 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.
11. Seek second opinions, and/or make referrals within or outside Speech and Language UK when necessary, according to school/local policy.



12. 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.
13. 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.
14. Contribute to outreach and extended service delivery on behalf of the school.

## **2. SPEECH AND LANGUAGE THERAPY DEPARTMENT**

1. Work with volunteers and assistants as appropriate, deploying time and allocating duties within the multidisciplinary team context.
2. Be responsible for student placements (following two years post qualification experience).
3. Contribute to curriculum development and, if required be responsible for SLT input to a defined curriculum area.
4. 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.
5. Access support from designated colleagues, when necessary.

## **3. SCHOOL/SERVICE**

1. Attend and contribute to staff meetings and Inset.
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 supervision, school trips.
6. Assist with hosting visitors when required.
7. Contribute to whole school development plan.
8. Mentor colleagues from other professional groups new to the school

## **3 ORGANISATION WIDE**

1. Contribute to local, organisational and national audit and quality measurements.
2. Contribute to the development of effective collaborative working practice.
3. To participate in research as required by the School/service or organisation.

4. Contribute to Speech and Language UK events (e.g. staff events, professional development) and provision of services (e.g. outreach, training and information) at alternative locations.
5. To act as an ambassador for Speech and Language UK, supporting and communicating the vision and goals of the organisation.

#### **4 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 speech and language disorders 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 signing.
5. Participate and contribute to one's own performance appraisal and supervision sessions.

#### **5 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. Ensure that all policies and procedures relating to the protection of children in Speech and Language UK's Services are followed at all times.
4. 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.
5. Safeguard at all times confidentiality of information relating to children, staff and Speech and Language UK's work.
6. Refrain from smoking in any area of Speech and Language UK premises not designated as a smoking area.
7. Behave in a manner, which ensure the security of Speech and Language UK property and resources.
8. Abide by all relevant Speech and Language UK Policies and Procedures.

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

The job description is subject to regular review and appropriate modification

**PERSON SPECIFICATION – Meath Specialist Speech and Language Therapist**

| CRITERIA             | ESSENTIAL   | DESIRABLE  |
|----------------------|---|--|
| Qualifications       | <p>Registered member of the Royal College of Speech and Language Therapists</p> <p>Recognised Speech and Language Therapy Degree or equivalent</p> <p>Registered member of Health and Care Professions Council</p>  | Relevant CPD portfolio   |
| Experience           | <p>Minimum 2 years experience in working with a paediatric caseload, ideally with severe and complex speech, language and communication needs</p> <p>Experienced in working as part of a multidisciplinary team</p> <p>Experienced in sharing information, offering training to colleagues, other professionals and parents</p> <p>Experienced in administering and analysing a range of formal and informal assessments</p> <p>Experienced in managing a case load</p> <p>Experienced in writing reports for parents and professionals</p> | <p>Experience of specialist practice including dysphagia, AAC</p> <p>Experience of working within a school setting</p>   |
| Skills and Knowledge | <p>Knowledge and understanding of severe and complex speech and language disorders</p> <p>Excellent interpersonal skills including the ability to interact positively with colleagues, parents and children</p> <p>Highly developed communication skills including clear, concise verbal and written communication in English</p>   | <p>Knowledge and understanding of autistic spectrum disorders</p> <p>Knowledge of Sign Supported English signing system/Makaton</p> <p>Knowledge of current educational practices, and the National Curriculum</p> |

|               |  |  |
|---------------|--|--|
|               | <p>Good organisational skills and the ability to prioritise</p> <p>Ability to keep detailed and contemporaneous records</p> <p>Ability to write reports to a high standard</p> <p>An intellectually rigorous, creative and imaginative approach to therapy planning and delivery</p> <p>Ability to work flexibly</p> <p>Ability to work independently with children, making clinical decisions about intervention approaches for pupils who show a wide range of disorders and difficulties</p> <p>An ability to deliver therapy to groups of children</p> |  |
| Other Factors | <p>Ability to work effectively as part of therapy department and class team</p> <p>Ability to convey information clearly and concisely to colleagues, other professionals and parents</p> <p>A commitment to, and enthusiasm for Continuing Professional Development</p> <p>A commitment to the overall aims and ethos of Speech and Language UK and Meath School</p>  |  |

**Speech and Language UK**  
**Summary of Terms and Conditions of Employment and Benefits**

|  |   |
|--|---|
| <b>Job Title:</b>                              | Specialist Speech and Language Therapist  |
| <b>Start Date:</b>                             | ASAP  |
| <b>Location:</b>                               | Meath School, Brox Road, Ottershaw, Surrey, KT16 0LF  |
| <b>Annual Salary:</b>                          | £36,064 to £39,712 per annum dependent on experience  |
| <b>Hours:</b>                                  | Full time (35 hours a week), worked 8.30am to 4.30pm, Monday to Friday, working term time plus three additional weeks during the school closure period  |
| <b>Annual Leave:</b>                           | 10 weeks per holiday year   |
| <b>Disclosure &amp; Barring Service Check:</b> | The successful candidate's employment is subject to an enhanced DBS and barred list check   |
| <b>Probation Period:</b>                       | There is a 6 month probationary period for this post  |
| <b>Pension:</b>                                | After 3 months, staff employed on a continuing contract, or temporary contract of minimum 6 months, are entitled to join the Speech and Language UK group pension scheme with Aviva. Employer contributions 4.5%, and the minimum employee contribution is 3%. Teachers will be enrolled onto the Teachers Pensions Scheme. |
| <b>Life Assurance</b>                          | Life cover for 4 x annual salary. Members of Teachers Pension have life insurance cover as part of that scheme.   |
| <b>Perkbox:</b>                                | Employee benefit providing hundreds of exclusive perks for staff ranging from discounts on shopping, entertainment and gifts, to gym membership, rewards, confidential employee assistance helpline and wellbeing resources.  |
| <b>Free Annual Flu Vaccination:</b>            | Free annual flu vaccination for all Speech and Language UK employees.   |
| <b>Payroll Giving</b>                          | By joining the payroll giving scheme, you can donate to your chosen charity directly from your pay before tax is deducted.  |
| <b>Season Ticket Loan</b>                      | Speech and Language UK offers eligible employees an interest free loan for the purchase of a season ticket for travel between home and the School.  |
| <b>Bike Loan</b>                               | Speech and Language UK offers eligible employees an interest free loan for the purchase of a bicycle for commuting to work.   |

# How to Apply

If you are interested in the position please contact Jennifer Cook, Head of Therapy, to discuss the role further. You can contact Jennifer via email [jennifer.cook@meathschool.org.uk](mailto:jennifer.cook@meathschool.org.uk) or through the school office on 01932 872302.

To apply please send a completed application form to [sbm@meathschool.org.uk](mailto:sbm@meathschool.org.uk). Interviews will be held at Meath School.

**Closing date: 9.00am, Monday 18<sup>th</sup> November 2024**

Speech and Language UK is committed to safeguarding and promoting the welfare of children. We carry out appropriate vetting and verifications on all staff. Please find details of our safeguarding policy <https://primarysite-prodsorted.s3.amazonaws.com/meath-school/UploadedDocument/287d788d-21c2-40e1-8465-0d84fb30e68d/sgpolicy-2023-2024-updated-march24.pdf>

All shortlisted candidates will be subject to an online search covering content that is in the public domain. In line with Keeping Children Safe in Education the successful candidate's employment is subject to an enhanced DBS and barred list check.

Thank you for your interest and we look forward to hearing from you.





[meathschool.org.uk](http://meathschool.org.uk)

[Speechandlanguage.org.uk](http://Speechandlanguage.org.uk)

Follow us @SpeechAndLangUK



A Speech and  
Language UK school

