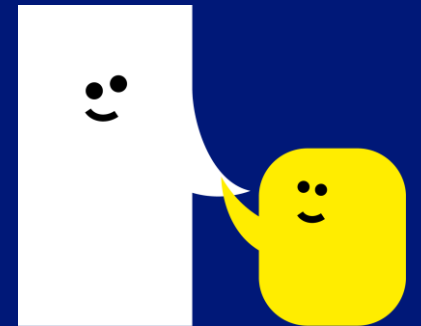


# Speech and Language Therapist

Recruitment Pack  
May 2025



A Speech and  
Language UK school



# About Dawn House



A Speech and  
Language UK school

*"Dawn House has been amazing – we've got our little boy back! He's made lots of friends, and he's understanding so much more."*

Dawn House is set in a beautiful location with acres of well-maintained grounds. We pride ourselves as delivering outstanding, high quality integrated education, therapy, and care. You will work collaboratively as part of strong and supportive multi-disciplinary team of teachers, therapists, teaching assistants and residential care officers, with class groups, smaller groups and with individual children. To succeed we need people like you, who share our dedication and passion to contribute towards the successful futures of our young people.

Dawn House School is a non-maintained day and residential school for pupils aged between 5 – 19 years, who have severe and complex speech, language and communication challenges with associated learning and/or behavioural differences. The School retained its 'Outstanding' rating from Ofsted in June 2023. The 108 pupils at Dawn House, a Speech and Language UK School receive the integrated therapy, education and care that they need to learn and develop independence. They receive full access to the national curriculum (pre 16) and an enriched curriculum that supports the transition to adulthood (post 16).



A Speech and  
Language UK school

# About Speech and Language UK

**Speech and  
Language UK**  
Changing young lives.



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, our work and values go to our website <https://speechandlanguage.org.uk/> or follow-us @SpeechAndLangUK.

To find out more about Dawn House School and Speech & Language UK please visit [www.dawnhouseschool.org.uk](http://www.dawnhouseschool.org.uk) and [Speech and Language UK: Changing young lives](https://speechandlanguage.org.uk/)



# Principal's Welcome

Our vision is to be an outstanding school providing a collaborative, child centred and innovative experience that enables our children to achieve ambitious goals and have endless opportunities. Communication is a fundamental life skill and good communication is key to ensuring children get the best start in life. Supporting speech and language development is at the heart of everything we do at Dawn House School. We give a voice to those that do not always have the words.

We are committed to integrating outstanding education and in-house therapy for all pupils in a highly specialist environment where their speech, language and communication needs do not prevent them from learning. We work hard to ensure that children receive an appropriate curriculum, are happy and engaged, and partake in a range of experiences. All of which is made possible by our hardworking and dedicated staff who work in partnership with parents to meet our children's holistic needs.

Our 'entry to exit' curriculum ensures that throughout their school career, children are preparing for life beyond our school gates and are supported to develop strategies that help them to overcome the barriers to their learning. We ensure that each of our pupils emerge as self-confident, independent individuals, able to manage their own learning and behaviour and equipped with the competencies, skills and strategies to take the next steps into further or higher education and the world of work.

Our students are impressive young people and we are extremely proud of their achievements and of our school. We are always happy to welcome visitors and to share our good practice.

*Jenny McConnell*  
*Principal*





## Job Description

**Job title:** Speech and Language Therapist

**Grade:** Speech and Language pay banding, therapy scale 2.1

**Pay:** £32,645 FTE

**Responsible to:** Deputy Principal

**Responsible for:** Teaching Assistant

**Start Date:** September 2025

**Hours:** Working 35 hours per week. Term time (39 weeks per year) plus an additional 3 weeks during the school closure periods + 10 weeks paid annual leave per holiday year during school closure periods.

**Location:** Dawn House,  
Helmsley Road,  
Rainworth,  
Nottinghamshire,  
NG21 0DQ

**Dawn  
House**

A Speech and  
Language UK school



# Speech and Language Therapist – about the role

Thank you for your interest in our Speech and Language Therapy role at our Ofsted 'Outstanding' school in Nottinghamshire. We are part of the leading children's communications charity, Speech and Language UK. We are located in Rainworth, Mansfield in delightful grounds close to Sherwood Forest which is an inspiring setting to work in.

We are a multi-disciplinary team that includes Teachers, Teaching Assistants, Speech and Language Therapists, Occupational Therapists and a Wellbeing team including an Educational Mental Health Practitioner 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 to support students when they extend their days. We are proud to have gained the Wellbeing Award for Schools accreditation this month for the support for our pupils, staff and parents.

This is a fantastic opportunity for an enthusiastic forward-thinking Speech and Language Therapist who wants to continue (or start) to develop their career, skills and knowledge in an Ofsted rated "Outstanding" specialist educational setting from Primary to Key Stage 5. Our students' primary challenges are speech, language and communication but also have other diagnosis' and sensory challenges too.

As a Speech and Language Therapist, you will be working within an enthusiastic and highly skilled team working closely with Teachers and Teaching Assistants. You will enjoy the chance to work in different ways, working 1:1, with small groups and in the classroom, developing a clinical specialism and working to support a specific curriculum area of interest e.g. Food Technology/Maths/English etc. If you believe you are an outstanding Speech and Language Therapist who would enjoy working with our friendly and supportive team and would help our pupils to achieve their full potential, this role may be just what you are looking for.



# What we offer

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

- Salaries regularly benchmarked against market rates
- Employee assistance programme providing a confidential helpline
- Supportive and paid sick leave, if needed
- 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
- Access to hundreds of exclusive perks, discounts and wellness resources through Perkbox
- Use of the swimming pool
- A comprehensive induction programme and opportunities to shadow therapists and other staff to gain a good understanding of different roles in school
- Continued professional development and training opportunities, and regular professional support
- Staff tea and toast breakfast catch-ups
- Good attendance perks, long service and employee of the month awards
- A friendly, passionate and enthusiastic team dedicated to getting the best outcomes for our young people



# Our organisational values

## We are brave

Too many children are struggling with talking and understanding words – we have a duty **to be brave in creating new solutions and speaking out** to change their futures.

## We are kind

Every child and family we work with and everyone who works here has unique circumstances – showing kindness and empathy to each other **allows us to help and understand each other better.**

## We are curious

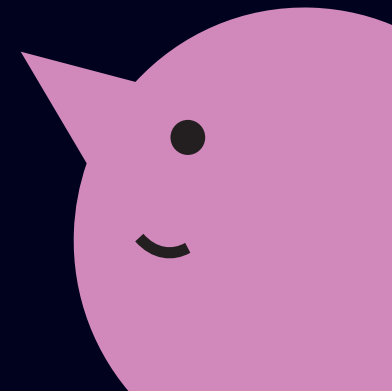
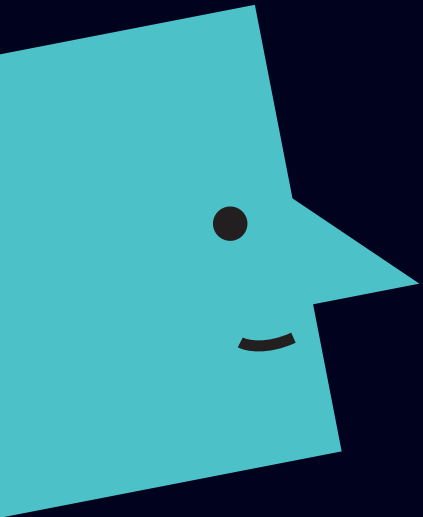
Being curious about what works **to change children's futures and make our charity work better** will mean we can change more young lives sooner.

## We are practical

We create practical solutions that can **change children's futures in the real world today** – because children shouldn't have to wait for change.

## We are collaborative

So many children's futures are at risk, no one organisation or one team can make enough of a difference alone – **we have to collaborate and work together.**







## Job Description

<b>JOB TITLE:</b>	Speech and Language Therapist, Dawn House School
<b>RESPONSIBLE TO:</b>	Head of Therapy and through the line management structure ultimately responsible, within school, to the principal.
<b>ACCOUNTABLE TO:</b>	Principal
<b>LIAISON WITH:</b>	Classroom Teachers, Therapists, Teaching Assistants

## JOB SUMMARY

To effectively manage a caseload of pupils with Speech, Language and Communication challenges 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:

- 1.1 Call upon specialist staff for advice as appropriate.
- 1.2 Adhere to national and local standards and guidelines relating to Professional Practice (RCSLT guidelines) and maintain professional registration through the Royal College of Speech and Language Therapists and Health and Care Professions Council.
- 1.3 Be aware of and adhere to current legislation.
- 1.4 Be responsible for collecting own work statistics e.g. amount of contact time, outcome measurements etc., as required.
- 1.5 To participate in pre-admissions assessment as required.
- 1.6 Be responsible for a defined caseload in terms of assessment and differential diagnosis; devising; delivering and evaluating programmes; contributing to core team meetings with different professionals, annual reviews, transition plans and Education, Health and Care Plans as appropriate.
- 1.7 Work autonomously with the complex caseload in collaborative, intensive and innovative ways.
- 1.8 Work autonomously within the school environment, utilising knowledge of the National Curriculum, recent educational initiatives and of literacy strategies appropriate to pupils' ages
- 1.9 To support in the management of dysphagia under the supervision of the dysphagia trained therapist.
- 1.10 Work as part of a collaborative, multidisciplinary team, working within an education context.

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Non-Maintained School | DfE No. 891/7022



- 1.11 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.
- 1.12 Seek second opinions, and/or make referrals within or outside Speech and Language UK when necessary, according to school/local policy and in collaboration with the Head of Therapy.
- 1.13 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.
- 1.14 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.

## **2 Therapy Team and Department:**

- 2.1 Work with volunteers and assistants as appropriate, deploying time and allocating duties within the multidisciplinary team context.
- 2.2 Be involved in supporting university SLT students on placement as requested.
- 2.3 Contribute to curriculum development and, if required be responsible for SLT input to a defined curriculum area.
- 2.4 Start to develop a special interest in a relevant area (clinical and/or curricular) agreed with the line manager, and to collate and disseminate relevant information.
- 2.5 Access support from designated colleagues, when necessary.
- 2.6 Contribute to therapy SLT development and plan.

## **3 School/Service:**

- 3.1 Attend and contribute to staff meetings and Inset Days.
- 3.2 Work as part of a multi-disciplinary team to enable access to the National Curriculum and government initiatives, at appropriate key stages, through planning, delivery and support.
- 3.3 Contribute to the development and maintenance of effective joint working practices between various staff groups.
- 3.4 Contribute to developing and sustaining an appropriate communication environment within the school or service.
- 3.5 Contribute to the life and working practices, environment and ethos of the school/service e.g. lunchtime supervision, school trips.
- 3.6 Mentor colleagues from other professional groups new to the school.
- 3.7 Assist with hosting visitors and SLT students when required.
- 3.8 Contribute to the whole school development plan.

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#### **4 Organisation wide:**

- 4.1 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.
- 4.2 To act as an ambassador for Speech and Language UK, supporting and communicating the vision and goals of the organisation.

#### **5 Personal development:**

- 5.1 Maintain an up-to-date knowledge of the impact of speech, language and communication challenges 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 and to share this knowledge with the therapy team as appropriate.
- 5.2 Develop and/or maintain knowledge and competency in dealing with complex speech and language challenges in children.
- 5.3 Undertake relevant training and development, as required, including behaviour management and child protection training.
- 5.4 To gain or maintain proficiency in Makaton signing as indicated in the school policy.
- 5.5 To gain and/or maintain proficiency in social, emotional and mental health approaches and strategies.
- 5.6 Participate and contribute to one's own performance appraisal and supervision sessions.

#### **6 Additional Requirements**

- 6.1 Assist and provide cover for colleagues as directed by your line manager.
- 6.2 Safeguard at all times confidentiality of information relating to children, staff, the School and Speech and Language UK's work.
- 6.3 Refrain from smoking in any area of Speech and Language UK premises.
- 6.4 Behave in a manner that ensures the security of Speech and Language UK property and resources.
- 6.5 Abide by all relevant Speech and Language UK and Dawn House Policies and Procedures.
- 6.6 Support the ethos and practices of the school.

This 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.

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



## Person Specification

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> <li>Fully certified and registered member of the Royal college of Speech and Language Therapists and HCPC.</li> </ul>	<ul style="list-style-type: none"> <li>Current CPD evidence</li> </ul>
Experience	<ul style="list-style-type: none"> <li>Experience of working with complex case loads</li> <li>Experience of working as part of a multi-disciplinary team</li> <li>Experience of working in an educational setting</li> </ul>	<ul style="list-style-type: none"> <li>Experience of delivering training/sharing knowledge with other professionals / families</li> </ul>
Skills and Knowledge	<ul style="list-style-type: none"> <li>Knowledge of current developments in education</li> <li>Understanding/knowledge of National Curriculum and how speech, language and communication challenges impacts on this</li> <li>Good organisational skills</li> <li>Writing reports to a high standard</li> <li>An imaginative and intellectually rigorous approach to therapy planning</li> <li>An ability to work individually with children who show a range of disorders and challenges</li> <li>The ability to work with groups of children</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge/experience of working with children with SEMH</li> <li>Knowledge of Makaton signing systems used by the school</li> </ul>
Other factors	<ul style="list-style-type: none"> <li>The ability to work effectively as part of more than one team.</li> <li>Excellent written/oral communication skills to a range of audiences, colleagues, parents and other professionals.</li> <li>A flexible approach to work.</li> <li>Friendly yet professional and respectful approach which demonstrates support and shows mutual respect.</li> <li>Takes responsibility and accountability.</li> <li>Demonstrates a "can do" attitude including suggesting solutions, participating, trusting and encouraging others and achieving expectations.</li> <li>Is committed to the provision and improvement of quality service provision.</li> <li>Adaptable to change.</li> <li>Acts with pace and urgency being energetic, enthusiastic and decisive.</li> <li>Is committed to the continuous development of self and others by keeping up to date and sharing knowledge, encouraging new ideas, seeking new opportunities and challenges, open to ideas and developing new skills.</li> <li>Committed to the needs of the pupils, parents and other stakeholders and challenge barriers and blocks to providing an effective service.</li> <li>Commitment to the ethos and practices of the school and of Speech and Language UK.</li> <li>Commitment to safe guarding and promoting the welfare of young people.</li> </ul>	

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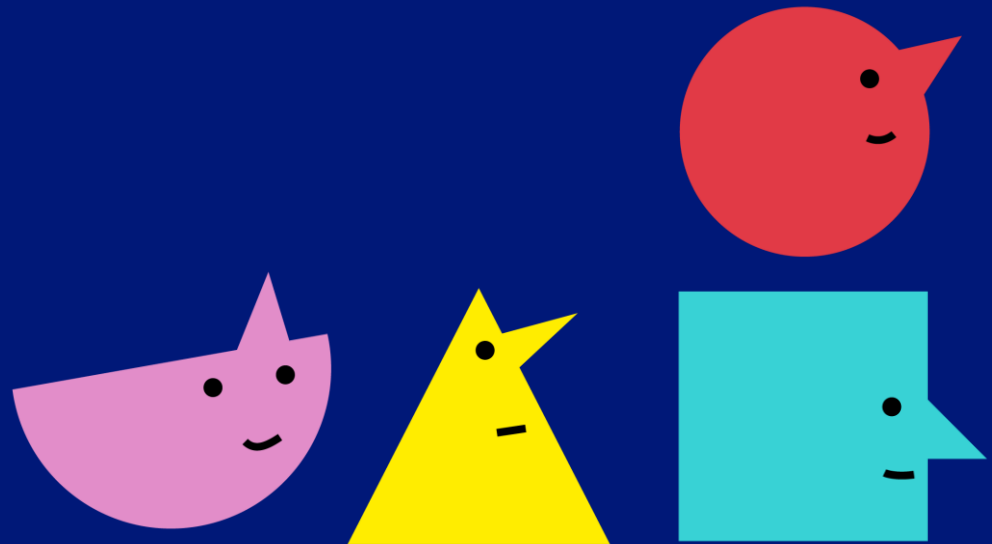
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# How to apply

The closing date for this vacancy is **9am Tuesday 24<sup>th</sup> June 2025** with interviews taking place on **Tuesday 1<sup>st</sup> July 2025**.

To apply please send the completed Application Form together with Supplementary Information Form to School Business Administrator  
[catherine.ingram@dawnhouse.org.uk](mailto:catherine.ingram@dawnhouse.org.uk)

Informal enquiries about this post can be made to Andrea Robinson, Head of Therapy on 01623 795361, [andrea.robinson@dawnhouse.org.uk](mailto:andrea.robinson@dawnhouse.org.uk)

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 [Safeguarding - Dawn House School](#)

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

**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](mailto:hr@speechandlanguage.org.uk) and we will be happy to assist you.

We are a Disability Confident Committed employer.

