

Job Description:
Speech and Language Therapist/ Therapy Lead

Salary: In line with NHS Banding, allocation dependant on experience Inner London Pay Scale matching the Inner HCAS Bands 6-8b

Hours of Work: 5 days per week – Flexibility available

Contract Type: Term time plus 2 weeks during the College Summer Holidays

Responsible to: Deputy Principal/Principal

Annual Leave: College holidays (minus 2 weeks during the College Summer Holidays)

Main purpose of the job

To lead, develop, and deliver an outstanding Therapy service at Great Oaks College, ensuring Therapy provision is fully integrated across all aspects of the curriculum. The postholder will:

- Provide strategic, clinical, and operational leadership for the college's Therapy provision.
- Lead and deliver high-quality speech, language, and communication therapy in line with students' EHCP requirements.
- Ensure therapy enables the participation, independence, emotional regulation, and access to learning for all students .
- Act as a key member of the therapy leadership structure, contributing specialist expertise to service development, quality assurance, and the strategic growth of therapy provision.

Main responsibilities and tasks

Strategic Leadership & Service Development

- Develop and implement a clear strategy aligned with the College's Quality Improvement Plan.
- Support and lead a multidisciplinary team including OT and Physio, ensuring therapists as well as teaching and learning staff work collaboratively
- Provide expert professional advice to the Principal, Senior Leadership Team, and College Board.

- Lead service evaluation, quality assurance, and impact measurement.
- Contribute to planning for service expansion in response to student needs and increasing enrolment.
- Promote communication as a visible, valued, and integral component of the college's educational offer.

Clinical Governance & Quality Assurance

- Ensure robust clinical governance and supervision structures for SaLT practice.
- Uphold high standards of professional practice, maintaining compliance with HCPC, RCSLT guidelines, safeguarding legislation, and statutory requirements.
- Oversee safe and evidence-based practice, including dysphagia, sensory integration, and specialist interventions.
- Develop, implement, and monitor therapy policies, procedures, and documentation standards.
- Maintain compliance with HCPC, RCSLT, RCOT, safeguarding, and statutory guidance.

Speech and Language Therapy Provision

- Deliver SaLT interventions as specified in students' EHCPs, including individual and group therapy.
- Assess and support students' communicative competence, including receptive and expressive language, AAC use, social communication, and functional communication skills.
- Lead on the design and implementation of Total Communication approaches across the college.
- Support staff to embed communication strategies into learning, daily routines, vocational pathways, and community activities.
- Advise on and support the procurement, implementation, and monitoring of AAC systems and SaLT resources.
- Produce high-quality reports for annual reviews and attend reviews as required.
- Play a key role in assessment and admissions, including observing prospective students, liaising with feeder settings, and advising on communication support needs.

Operational Leadership & Line Management

- To be part of the middle leadership team, contributing to our Quality improvement Plan
- Act as the lead professional for Therapy, supporting taking responsibility for service planning and staff deployment.
- Contribute to recruitment, induction, and development of Therapists.
- Ensure Therapy resources, equipment, and systems are effectively organised and maintained.
- Manage aspects of the Therapy budget where delegated.
- Plan strategically so that students start college with all the equipment and strategies they need to access education
- Ensure we are meeting the needs of our students EHCPs

Integrated Working & Training

- Work collaboratively with the therapy team, teachers, support staff, Employability Coaches, and families to ensure therapy is fully integrated into all learning environments.
- Lead on designing and delivering training for staff, parents/carers, employers, and external partners to strengthen communication practice.
- Support transitions into community or work settings by advising on communication aids, strategies, and environmental adaptations.
- Promote shared responsibility for communication outcomes across therapy and teaching teams.
- Lead on the delivery of our parent events linked to therapies

Safeguarding, Equality & Compliance

- Ensure Therapy practice fully aligns with college safeguarding policies and procedures.
 - Champion inclusivity and accessibility within communication provision.
 - Maintain compliance with statutory frameworks, inspection requirements, and all relevant college policies.
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Key Relationships (Internal and External)

1. The Students
2. Staff at Great Oaks College
3. Clinical supervisors
4. Parents and carers
5. School / College Leadership Team
6. Feeder schools and other educational settings
7. Staff supporting student transition and employment
8. College Board

Equal Opportunities

The College has a strong commitment to achieving equality of opportunity and expects all employees to actively promote and implement this in their work.

Health and Safety

The College is committed to providing a healthy and safe working environment and expects all employees to adhere to and promote health and safety policies at all times.

Confidentiality

The College is committed to maintaining the privacy of all staff and students. All staff must handle personal information in a sensitive and professional manner and must not access information they are not authorised to have.

Safeguarding

The College is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults. All staff and volunteers are expected to share this commitment. Appointment is subject to appropriate safeguarding checks.

SIGNATURES

Name of Line Manager:

Signed..... Dated.....

Name of Post holder:

Signed..... Dated.....