

Speech and Language Therapist

- Hours:**
- Full Time or Part Time working week considered
 - Full Year (52 weeks) or Term Time year (40 weeks) considered
- Location:**
- Central London Head Office with travel across London Schools
- Salary:**
- £38-£45k (depending on skills and experience)
- Other:**
- Professional fees (e.g. HCPC and RCSLT) reimbursed
 - Paid for regular external clinical supervision
- Reports to:**
- Director of Schools Programme

About Us

At Unlocking Potential our mission is to: [Work within London communities to transform the life chances of children and young people who have social, emotional and mental health needs \(SEMH\).](#)

The Speech and Language Therapist would work across our programmes:

Schools Programme

This is a school-based Children's Mental Health service which benefits the whole school community. Our multi-disciplinary team provides high-quality support to children and families affected by social, emotional and mental health needs (SEMH), delivering flexible, timely and targeted interventions to improve emotional wellbeing and support children to thrive. We believe that early intervention improves the life chances of vulnerable children.

We work in partnership with children, parents, carers and school staff delivering interventions which best meet the children's assessed needs. We play an important role in each school's pastoral system in the knowledge that working together benefits the child.

The Corner School

The Corner School is our own Independent Special School. We believe that every child can learn and enjoy a fulfilling school life, regardless of their social, emotional and mental health needs. Our dedicated team of teachers, learning support assistants and therapists work together to develop personalised, dynamic support for each learner enabling them to grow in their own unique way.

We offer a safe and nurturing environment and the stability needed to gain an emotional balance and to develop their self-esteem and resilience.

Roundwood School and Community Centre

An Alternative Provision for secondary school age children with an onsite community centre, based in Harlesden, Brent, which opened in Jan 2021. UP provides a Integrated Youth Offer that comprises therapy, mentoring family support work and employability support for our older young people.

About the Role

We have 1-2 roles available, and these are exciting opportunities for SALTs who are passionate about supporting all children to achieve their full potential. The children we typically support in the Schools Programme are those with mild to moderate social communication needs in school. These are the children that don't meet the criteria for community paediatric and CAMHS services and are often at significant risk of developing mental health and behavioural difficulties later on in life. At our own special school, we support children with a range of complex needs which are outlined in their EHCP's.

There is real opportunity for you to make this role your own. We are looking for someone interested in working in an innovative, self-directed and flexible way, who recognises the value of the therapeutic relationship and the power of direct therapy, as well as the need to empower those working around the children we support.

Drawing on your experience as an experienced SALT, alongside your excellent communication and mentoring skills, you will ensure that high quality Speech and Language Therapy is delivered in Primary Schools within our Schools Programme and within our own independent school.

You will work closely with the Schools Programme Director and other staff in developing our service delivery model by coordinating and supporting SaLT students to carry out clinical work in the Schools Programme. You will also be responsible for your own clinical caseload across our programmes.

This role will provide you with the opportunity to develop skills in service improvement, leadership, and providing supervision as well as developing your clinical skills in this specialist area.

Duties and Responsibilities

Clinical Work

- Speech and Language provision in our own school and for our Schools Programme, independently managing and prioritising a caseload
- Demonstrate best practice clinical practice in the assessment, treatment and management of a range of difficulties in children, planning and providing appropriate intervention
- Work closely with psychotherapist and occupational therapist colleagues and trainees to facilitate SALT provision in schools, with the freedom to deliver therapy according to the children's needs
- Offer support and training for schools on how to best support children with Speech and Language/Communication difficulties
- Contribute to the effective monitoring and evaluation of SALT service and its continuous improvement, including using school service data to inform and improve UP's performance and impact
- Keep up to date with recent research and literature pertaining to the client group and implementing good practice in our service offer

- Maintain up-to date and accurate case notes using specific outcome measures, and write reports which meet RCSLT professional standards and provide all required documentation in a timely manner
- Work in collaboration with colleagues and other organisations to build trust and best outcomes

Additional responsibilities for a more senior level SaLT role:

- Setting up and coordinating the placements of SaLT students carrying out clinical work with UP
- Support and mentor SaLT students, demonstrating the power and benefit of direct therapy in addressing communication difficulties in the context of supporting SEMH
- Lead on the development and improvement of SaLT provision across UP's programmes

Safeguarding

- Ensure UP's safeguarding practices are followed in collaboration with the School's policies and processes to ensure that safeguarding of every child is paramount
- Ensure a thorough understanding of all relevant policies and procedures in each school
- Contribute to the effective monitoring and evaluation of safeguarding practice

General

- Undertake any other duties compatible with the level and nature of the post and/or reasonably required
- Participate in staff meetings and contribute to staff training programmes
- Manage own administration efficiently
- Adhere to UP's policies and procedures at all times
- Be proactive in reviewing and evaluating own performance and identifying and acting upon areas for improvement and development

Person Specification

Knowledge & Qualifications

- Speech and Language Qualification (Bsc/Msc or equivalent)
- Registration with HCPC and RCSLT
- Understanding of effective multi-disciplinary services for children and their families
- Knowledge and experience of SALT outcome measures

Experience

- Experience of working in mainstream primary education settings
- Experience of creating resources and designing and developing interventions that are evidence based
- Experience of developing and delivering training and workshops (to parents and teaching staff - desirable)
- Experience working alongside/supporting SALT trainees

- Skills & Attributes**
 - Commitment to therapeutic best practice
 - Personal and professional integrity
 - Flexible, proactive and resourceful
 - Able to quickly establish personal and professional credibility with colleagues and other key stakeholders
 - Ability to work in a variety of settings with culturally diverse families and communities
 - Ability to motivate and encourage a diverse team
 - Ability to work with professional partners and other organisations to find collective solutions for our beneficiaries
 - Excellent verbal and written communication skills
 - Excellent time management, planning and prioritisation skills
- Safeguarding**
 - Demonstrates a knowledge of Safeguarding children
 - Evidence of using safeguarding policy and procedure
- General**
 - Ensuring that all UP policies and procedures are followed, including Health and Safety, Safeguarding, Data Protection and Equal Opportunities
 - Ability to travel across London

Additional criteria for a more senior SaLT post:

- Significant experience in working in mainstream primary education settings
- Experience of developing provision or an interest in service development
- Experience of supervising student placements and providing support to junior SaLT
- Experience of working with universities

General Information

- Please make your application by submitting your CV along with a cover letter which clearly demonstrates how you meet the person specification criteria (we will be shortlisting candidates closely against the person specification)
- Interviews will take place as and when suitable applications are received
- UP are committed to the safeguarding of children and all roles are subject to safer recruitment practices, including an enhanced Disclosure and Barring Service (DBS) check
- Our team is diverse and everyone is welcome. Our children and families and staff come from a wide range of backgrounds and we value the unique contribution that each individual can bring to UP. We strongly believe that a diverse and inclusive team is vital to our work, and we welcome applications from all sectors of the community
- For an initial discussion about the role contact olivia.mayland@up.org.uk or **07384 890384** or if you require any reasonable adjustments at any stage of the application process, please contact sasha.chipperfield@up.org.uk, Head of HR.
- If this role is not the right fit for you, but you are a qualified SaLT and you are interested in our work please submit a speculative application.