

A photograph of three people in a greenhouse setting. A young man with glasses and a blue hoodie is smiling and looking towards a woman on the right. The woman has long brown hair and is wearing a dark jacket over a teal patterned top; she is wearing white gloves and holding soil. A third person, partially visible on the left, is wearing a floral shirt and a face mask. They are surrounded by black trays containing soil. A blue water bottle is in the foreground. The background shows the wooden frame and translucent panels of the greenhouse.

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Academies Trust

As a colleague at Co-op Academies Trust, you'll work within a diverse learning community, striving to deliver an outstanding working and learning experience for all. You will be joining a supportive, committed, and passionate team who work hard to ensure that everyone in our Trust can achieve their potential. And of course, you'll do all this whilst capturing the spirit of our vision and values and whilst role-modelling exceptional professional behaviours.

## How to apply

The closing date for applications is the 30th of June at 9am, with interviews taking place on the 4th July.

## Benefits

What you do here really counts. And we offer a range of benefits and rewards to recognise the part you play in our success. Whether they benefit your finances, your wellbeing, or your family, in or outside work. From career progression and working and making a difference within your local community, to a whole range of financial discounts and benefits, working at Co-op Academies Trust isn't just your standard job.

We offer competitive salaries and access to the Local Government Pension Scheme, as well as travel season ticket loans, 24-hour access to free money support, and for colleagues who want to save or need help managing finances we have savings and loan products which can be deducted from your pay.

We want you to stay happy and healthy. So as a support staff colleague you'll get the school holiday periods off work. And even better, we offer a free flu vaccine, cycle to work scheme; 24-hour access to free health and wellbeing support and discounted gym membership at Nuffield gyms.

We also offer a 10% discount on Co-op branded Food, with regular increased promotional discounts and offers at various points in the year.

## Our Values

Co-op Academies Trust is committed to the values shared by cooperatives everywhere:

Self-help	we support learners, parents, carers and staff to help themselves
Self-responsibility	we encourage learners, parents, carers and staff to take responsibility for, and answer to their actions
Democracy	we give our learners, parents, carers and staff a say in the way we run our schools
Equality	we believe that the voice of each individual should be heard
Equity	we run our schools in a way that is fair and unbiased

Solidarity	we share interests and common purposes with our learners, parents, carers and staff, and with other schools in the communities we serve
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We strive to demonstrate the following ethical values in everything we do:

Openness	we believe in being open with colleagues in our schools and beyond, children and their families, sharing information and ideas to raise standards and life chances
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Honesty	we act in a professional and respectful manner in our dealings with everyone
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Social responsibility	we maximise our impact on the people in our communities while minimising our footprint on the world
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Caring for others	we treat everyone as we wish to be treated ourselves, understanding that children only have one childhood
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We use our simple 'Ways of Being Co-op' to demonstrate our values:

- Do what matters most
- Be yourself, always
- Show you care
- Succeed together

# Speech and Language Therapist

Salary / grade range	PO6 SCP- 40-43 15 Hours Per Week Actual Salary- £17,429- £18,494
Location	Co-op Academy Brierley Cross Green Lane Leeds LS7 0BA
Reports to	Headteacher

## Purpose of role:

The post-holder is responsible for providing a speech and language assessment and therapy service within a special school with a cohort of 245 learners with a range of needs including complex communication needs and severe learning difficulties. Alongside this to improve practice of whole school communication. This will include the assessment, diagnosis, treatment and management of speech, language and communication disorders of children attending school. The post-holder is required to work as part of a multidisciplinary team with teaching and other staff and parents, providing assessment, training and therapy programmes and to work strategically with senior leaders to develop an embedded communication approach across school.

## Key accountabilities (and specific duties / responsibilities):

Key tasks and accountabilities are intended to be a guide to the range and level of work expected of the post holder. This is not an exhaustive list of all tasks that may fall to the post holder and employees will be expected to carry out such other reasonable duties which may be required from time to time.

To work strategically with senior leadership to develop and embed a total communication approach in school.

- To help provide a Speech and Language therapy service to pupils attending our school and support all staff to improve practise in this area. Working with and alongside school based staff and other professionals (eg OT) as required.
- Undertake ongoing formal and/or informal assessment of children and young people with communication difficulties.
- In consultation with the pastoral team and outside agencies eg NHS, advise on and have a role in procuring equipment required for pupil support (e.g. completion of equipment request forms).

- To demonstrate specialist knowledge and clinical effectiveness underpinned by current evidence based practice and outcome measures and to use this knowledge to continue to develop and improve service provision.
- Identify and provide specific targets in conjunction with teaching staff for each pupil on the caseload.
- To deliver and observe individual and group therapy in a range of settings.
- To provide school/home programmes and appropriate resources/strategies to class staff and family where relevant
- To continually monitor, evaluate and modify treatment plans to meet the pupils changing needs based on evidence for best practice.
- Provide training and ongoing advice and support to parents, carers and school staff on strategies to promote receptive and expressive language and communication skills.
- To liaise with parents/carers to discuss targets and progress of individual pupils.
- To monitor the communication environment, ensure a communication friendly classroom and help teachers to develop strategies to support receptive and expressive language.
- Link the SALT needs of pupils with their need to fully access the wider school curriculum through consultation with teaching staff and school leaders.
- Identify approaches/resources appropriate for individuals and the whole school in consultation with school teaching staff.
- Be responsible for assisting and maintaining accurate and comprehensive records in line with HPC and RCSLT standards of practice.
- To liaise and work with professionals from other agencies e.g. NHS service providers, social services, respite services, specialist support organisations/services
- Complete request for information forms to contribute to Education and Health Care plans and other specialist reports required. 2
- To attend professional clinical groups, such as RCSLT Clinical Interest Groups, Local Specialist Interest Groups, Peer Review Groups and other professional development activities in order to share and expand specialist knowledge.
- To maintain your own specialist knowledge and skills through participation in CPD.

The aim of the Job Description is to indicate the general purpose and level of responsibility of the post. Duties may vary from time to time without changing the character of the post or general level of responsibility. This is an outline Role Description only and the post holder will be expected to undertake duties commensurate within the range and grade of the post or any lesser duties as directed by the Headteacher.

The Academy is committed to the safeguarding and welfare of children and young people and expects all its employees and volunteers to share this commitment. This post is exempt under the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020, and the successful applicant will be subject to an enhanced check by the DBS

**Personal attributes required (based on job description):**

Attributes	All attributes are essential, unless indicated below as 'desirable'	How measured, e.g. application form (A), interview (I) test (T)
<b>Qualifications</b> <ul style="list-style-type: none"> <li>Recognised Speech and Language Therapy Degree qualification.</li> <li>Registered member of Health Professions Council</li> <li>Training history and experience with Young People with SEND</li> <li>Evidence of comprehensive professional development, including specialist training courses e.g. Qualifications and experience in working with children with Developmental Language Disorder, Sensory Processing Disorders; ADHD and ASC</li> </ul>		A/I
<b>Experience</b> <ul style="list-style-type: none"> <li>Experience in Specialist settings/schools working with children and young people with complex SEND needs</li> <li>Evidence of planning and delivering training to a range of audiences.</li> <li>Case management experience</li> </ul>		A/I
<b>Skills, Ability, Knowledge</b> <ul style="list-style-type: none"> <li>A clear understanding of equal opportunities.</li> <li>Specialist knowledge and understanding of the relevant issues (including national and local initiatives) in both education generally and complex needs in particular.</li> <li>A clear understanding of speech and language</li> </ul>		A/I

<ul style="list-style-type: none"> <li>development including the use of AAC</li> <li>• Well developed problem solving and negotiation skills</li> <li>• Excellent organisational skills</li> <li>• Ability to develop and sustain partnerships.</li> <li>• Excellent interpersonal /communication skills</li> <li>• Ability to produce high quality reports.</li> <li>• Ability to meet deadlines.</li> <li>• High level of competence in ICT and good awareness of the use of ICT across the curriculum</li> <li>• Ability to work diagnostically and use this information to inform practice and monitor progress.</li> </ul>		
<p><b>Personal qualities</b></p> <ul style="list-style-type: none"> <li>• Able to work cooperatively as part of a team.</li> <li>• Able to demonstrate a strong commitment to public service.</li> <li>• Has a high degree of integrity.</li> <li>• Able to demonstrate fairness and openness.</li> <li>• Strong commitment to team working.</li> <li>• Ability to work under pressure.</li> <li>• Willingness to support the school community outside of working hours, including the charitable and fund-raising activities of the school.</li> </ul>		A/I

*Co-op Academies Trust as an aware employer is committed to safeguarding and protecting the welfare of children and vulnerable adults as its number one priority. This commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the Trust on its behalf. This post is subject to an enhanced DBS check.*

*All our colleagues are expected to demonstrate a commitment to co-operative values and principles, and the Ways of Being Co-op.*

*Co-op Academies Trust is committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage or civil partnerships.*