



Job Title:	Speech and Language Therapist
Salary:	£33,000 - £39,000 DOE
Location:	Manchester, UK
Hours of Work:	Monday – Friday 8:30-16:00 – Term Time Only
Line Manager:	Head of Inclusion
How to apply:	Request an application pack from recruitment@fstmanagement.uk
Contact Details:	0330 118 0974

We are seeking a dedicated and compassionate Speech and Language Therapist to join our SEND team. The successful candidate will work with children and young people with a range of speech, language and communication needs, including autistic spectrum conditions, SEMH needs, attachment difficulties and developmental language disorders.

Working closely with the SENDCo, teaching staff, families and external professionals, you will assess, plan and deliver effective interventions that support pupils to achieve positive educational, social and emotional outcomes.

Key Responsibilities

Clinical Practice

- Manage and deliver a speech and language therapy service for pupils across First Steps Together settings.
- Assess pupils' speech, language and communication needs using formal and informal assessment tools.
- Develop, implement and review individual therapy programmes and intervention plans.
- Deliver direct and indirect speech and language therapy interventions on an individual and group basis.
- Contribute to EHCP assessments, annual reviews and target setting.
- Provide recommendations and strategies to support pupils within the classroom and wider school environment.
- Monitor pupil progress and adapt interventions as required.

Collaborative Working

- Work closely with the SENDCo, teaching staff and wider therapy team to ensure a coordinated approach to pupil support.
- Liaise effectively with parents, carers and external professionals to promote positive outcomes for children and young people.
- Attend multi-disciplinary meetings and reviews as required.
- Support staff in implementing communication strategies and therapeutic recommendations.

Assessment, Recording and Reporting

- Maintain accurate and up-to-date clinical records in accordance with professional standards.
- Prepare reports for EHCP reviews, pupil progress meetings and other professional meetings.
- Ensure assessments and reports are completed within required timescales.
- Maintain confidentiality in accordance with GDPR and professional guidelines.

Professional Development

- Maintain HCPC registration and adhere to Royal College of Speech and Language Therapists (RCSLT) professional standards.
- Participate in supervision, training and continuing professional development activities.
- Keep up to date with current evidence-based practice and relevant legislation.

Safeguarding

- Promote and safeguard the welfare of children and young people at all times.
- Follow First Steps Together safeguarding policies and procedures.
- Report any safeguarding concerns promptly to the Designated Safeguarding Lead.

Person Specification

Essential Qualifications

- Degree in Speech and Language Therapy.
- Registered with the Health and Care Professions Council (HCPC).
- Member of the Royal College of Speech and Language Therapists (RCSLT).
- Evidence of continuing professional development.

Essential Experience

- Experience working with children and young people with speech, language and communication needs.
- Experience contributing to assessments and intervention planning.
- Experience working collaboratively with families and professionals.
- Knowledge of EHCP processes and SEND legislation.

Desirable Experience

- Experience working within a school, specialist education or SEND setting.
- Experience supporting pupils with autism, SEMH needs and attachment difficulties.
- Experience delivering training or workshops to staff and parents.

Skills and Attributes

- Excellent communication and interpersonal skills.
- Strong assessment and report-writing skills.
- Ability to work independently and as part of a multidisciplinary team.
- Good organisational and time management skills.
- Commitment to inclusive practice and improving outcomes for children and young people.
- Ability to build positive relationships with pupils, families and colleagues.

Review

This job description will be reviewed periodically and may be amended to reflect the changing needs of the organisation. It is not intended to be an exhaustive list of duties but outlines the main responsibilities associated with the role.