WHITE HOUSE SCHOOL

The White House School			
Post Title	Speech & Language Therapist	**Department**	Therapy
Hours per week	8.30 – 4.30	**Weeks per year**	38 weeks (term-time only)
Contract type	Permanent	**Salary**	£32,073 - £51,932
Reports to	Assistant Head/SENDCo		

1.	Overview
	The Lion Works School and The White House School both offer a specialist learning provision for children and young people with autism and social, emotional and mental health difficulties. We emphasise the development of core academic understanding, encourage creativity, celebrate outdoor learning and promote the growth of essential life skills. We aim to establish a safe, creative and vibrant environment where children feel challenged and supported in their learning, achieving high levels of wellbeing and academic success. We aim to nurture and develop mutual respect, tolerance, teamwork, perseverance, kindness and good manners.
2.	**Purpose of the Role**
	As Speech & Language Therapist you will work across education settings to support and enable children and young people to reach their full communicative and educational potential and remove or reduce the barriers that their speech, language and communication needs present to their learning. Supporting the creative and innovative SALT therapy using a positive behaviour model You will oversee the Speech and Language therapy for primary and secondary aged students. This will include providing assessment for current and prospective pupils as needed, developing speech and language programmes for individual and groups for implementation by Therapy Assistants and advising staff on changes that can be made to the learning environment and wider setting which can optimise children's communication development. You will work in close partnership with the Assistant Head/SENDCo to ensure that provision as set out in children's EHCPs is being provided and outcomes are met. You will provide training and modelling to school staff on recognising and responding to SLCN, and you will provide written documents and assessments as needed at a professional standard. The successful candidate will have a recognised degree in Speech and Language Therapy and current registration with the HCPC. They will have proven experience working with children, ideally within special needs or education settings, and a strong understanding of speech, language, and communication difficulties. They will have the ability to work collaboratively within a multidisciplinary team, including teachers, Therapy Assistants, and support staff, to provide consistent support. In addition, the successful candidate will have strong organisational abilities for managing case records, therapy plans, and progress reports with accuracy and attention to detail.

3.	Key Accountabilities & Duties
	As Speech & Language Therapist, you will: • Be responsible for the delivery of specialist speech and language therapy services including assessments • Provide specialist therapy services utilising a variety of service delivery models including individual, joint, multidisciplinary, group and teacher directed sessions. • Use specialist knowledge of standardised assessment and other assessment tools. • Attend and participate in meetings including Annual Reviews, school, multidisciplinary, staff and SLT, Liaison with parents/guardians, and Attend staff development events as appropriate • Ensure administration and record keeping are kept to a high standard in line with the role of a speech and language therapist. • Lead a team of therapy assistants and support them in delivering bespoke programs within the school. • Provide speech and language targets for integration into the educational curriculum as part of each student's IEP in consultation with parents, teachers and other multidisciplinary staff. • Develop and implement speech and language programmes for individual and groups using expertise to create innovative and effective ways of working where appropriate to maximise individual students' potential • Maintain registration with the Health Professions Council as a practising Speech and Language Therapist. • Attend any mandatory training and induction courses as requested by the Headteacher • Regularly monitor and review the students' ongoing communication needs and ensure the SALT needs of each student have been met as laid out in their EHCP. • Devise and write intervention programmes for implementation by TAs and SALT. • Have knowledge of and work within the framework of relevant procedures including Safeguarding/Child Protection etc. • Effectively motivate students and staff to engage in the therapy by utilising a range of activities, strategies and techniques. • Organise own caseload balancing case management, team responsibilities and time allocation towards school, professional and personal objectives. • Maintain professional status and competence at a specialist level, taking responsibility for keeping own knowledge and skills up to date by engaging in continuing professional development and maintaining a portfolio of CPD
4.	**Equal Opportunities**
	The Lion Works School and The White House School will seek to ensure that all existing and potential employees and students are given equal opportunities for employment and education. It is committed to the elimination of unlawful or unfair discrimination on the grounds of sex, age, marital status, race, nationality or other ethnic or national origin, disability, sexuality, trade union membership or activity and religious background. The school will seek to ensure that no applicant for employment or education is disadvantaged by conditions or requirements which cannot be justified. The school aims to provide an open welcoming and safe environment for all its students, employees, and visitors.

5.	Safeguarding
	The Lion Works School and The White House School are committed to safeguarding and promoting the welfare of children and we expect all staff to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974; pre-employment checks will be conducted; references will be sought, and successful candidates will be subject to an enhanced DBS check and other relevant checks with statutory bodies. We comply with the Disclosure & Barring Service (DBS) code of practice and have a written policy on the recruitment of ex-offenders, both of which are available on request. If you are shortlisted, you will be required to declare any relevant convictions, adult cautions or other matters which may affect your suitability to work with children. As a result of amendments to the Rehabilitation of Offenders Act 1974 (exceptions order 1975) in 2013 and 2020, some minor offences are now protected (filtered) and should not be disclosed to potential employers, and employers cannot take these offences into account.
6.	**Further Information**
	This Job Description and Person Specification are current as of February 2026. In consultation with you, it is liable to variation to reflect changes in the job. If you have any queries relating to your Job Description and/or Person Specification, please consult the Headteacher.

The White House School		
Person Specification – Speech and Language Therapist		
Criteria	**Essential**	**Desirable**
Knowledge & Experience	• Knowledge of learning difficulties and disabilities and an in-depth understanding of the effects on learning. • Knowledge of the positive behavior support model • Experience of working with individuals that have Learning Disabilities and/or autism spectrum disorders	• Experience of guiding therapy assistants to deliver therapeutic programs. • Experience of training staff teams in SALT approaches within the school environment
Skills & Abilities	• Excellent interpersonal skills • Communicate effectively and appropriately with staff, students and parents • Proactive and positive approach • Attention to detail, accurate and thorough • Work flexibly and co-operatively with other team members and senior management, as well as independently • Excellent communication skills • Confident use of IT systems • Good organisational skills, ability to prioritise workload • Ability to maintain confidentiality	• Good sense of humour and team spirit

Personal Attributes	• Commitment to the additional support needs of all learners and to the development of cooperative responses through a strong team approach • Exceptional team working ethos • Confidence in working with a range of students, staff and external agencies • Proactive and innovative with ability to problem solve	• Excellent interpersonal skills
Qualifications	• Have a degree or a postgraduate diploma in Speech and Language Therapy (or equivalent) and be registered with the Health & Care Professions Council (HCPC).	
Other Requirements	• Full driving license • Willingness to undertake training as required • Flexibility to undertake any other responsibilities as may be reasonably required	