

Application Pack:

Job Role: Speech and Language Therapist

CHAT Academies

Closing Date: Wednesday 14th April 2021 at 9:00am

"As partners in our community, our mission is to provide every child and young person with an enriching and inspiring educational experience, where they can thrive academically and socially, both now and in the future. By being 'Stronger Together' in our educational quality, our parent and community engagement, our investment in our people and our sustainability, we can meet our specific pledges to all of our children, communities and staff.

Our vision is to prepare every CHAT student for the changing world we live in. A world which is more global, more driven by technology, a world where anything is possible with the right preparation and attitude. That means providing a curriculum and learning experience that reflects the highest academic standards and inspires and enthuses pupils through its creativity and openness to the world around us. Our children will be able to 'be the change they want to see in the world'. They will be resilient, optimistic, respectful, honest and well-rounded citizens, with a love of learning. At the same time, we are all also members of our communities, places where we find friendship, support and common endeavour. Being at the heart of our communities is a hallmark of CHAT Academies.

We want our children and young people to have a sense of place, knowing the importance of 'giving back' and the value of community and togetherness to their everyday lives.
As a trust, we will foster a culture that respects diversity and recognises that we are stronger together than we are apart. In pursuing this vision, trustees, staff and governors will model it every day, knowing that each one of us plays a part in making it a reality for every child and young person."



Marino Charalambous
Chief Executive Officer
CHAT Academies



“our mission is to provide every child and young person with an enriching and inspiring educational experience”

About Us

CHAT Academies is an educational charity that manages a family of five academies in North London, educating some 2,600 pupils.

We are very proud of our families, pupils, students and staff. We hope you will consider becoming a part of our community.

Cuckoo Hall Academy – Edmonton

A four-form entry primary academy serving pupils from Nursery to Year 6.

"We aspire to provide a curriculum and learning experience that inspires pupils – we want every child to be engaged, inquisitive, and life-long learners. The Trust-wide curriculum principles will make sure this is our shared focus."

Ms N Ross
Headteacher
Cuckoo Hall Academy



Cuckoo Hall ACADEMY

Woodpecker Hall Academy – Edmonton

A two-form entry primary academy serving pupils from Nursery through to Year 6.

"We are a Trust that has a very strong community ethos. Our commitment our families is what unites the headteachers, the teaching and learning staff, and the schools together – serving our communities and inspiring the children who live at the heart of those communities."

Ms N Ross
Headteacher
Woodpecker Hall Academy



Woodpecker Hall PRIMARY ACADEMY

Enfield Heights Academy – Enfield

A one-form entry primary academy currently serving pupils from Reception through to Year 6.

"Being part of a family of schools is exciting and empowering, as we can learn from each other, while at the same time retaining a good level of autonomy. Shared central services keep costs down and we are able to buy in bulk with the purchasing power of a Trust."

Mrs J Simone-Bacon
Head of School
Enfield Heights Academy



Enfield Heights ACADEMY

Kingfisher Hall Academy – Enfield

A two-form entry primary academy serving pupils from Nursery through to Year 6.

"Being part of CHAT is a huge opportunity for schools to support one another, to share what they do well, and to work together to share our very best practice to the benefit of every child in the Trust. We're all committed to that."

Mr M Clifford
Headteacher
Kingfisher Hall Academy



Kingfisher Hall PRIMARY ACADEMY

Heron Hall Academy – Ponders End

A new and growing secondary school, serving pupils from Years 7 through to 11.

"Many of our students come from the Trust's primary schools, which means we know a great deal about them when they join us. Our mission and purpose is clear and supported by all our staff. The Trust approach is having a transformational impact on the lives of these young people."

Mr A Barzey
Headteacher
Heron Hall Academy



Heron Hall ACADEMY

Speech and Language Therapist - £33,125.75 - £35,653.98 + generous benefits

Are you an outgoing, forward thinking Speech and Language Therapist?
Do you have the enthusiasm and motivation to work with children with speech, language and communication needs in schools? If so, we want to hear from you!

CHAT Academies are looking to appoint a forward thinking, dynamic Speech and Language Therapist.

CHAT is a welcoming, friendly and inclusive environment, where children are happy, well-behaved and have a desire to learn. The staff are dedicated and put the children at the heart of everything they do. We are all determined that our pupils will thrive, be happy and successful. We share a clear vision for improving our children's life chances through providing equality of opportunity, an engaging and purposeful curriculum and high-quality teaching and learning.

The leadership team are determined to provide our children with the best possible education and life opportunities and this starts with recruiting great staff who will inspire, motivate and help our children achieve their goals.

This unique opportunity will allow you to develop and deliver a high-quality service to school aged children. This will be based at CHAT Academies Trust, a multi-academy trust which consists of four primary schools and one secondary school.

You must enjoy working in a large multi-cultural set of schools and share the Trust's vision of making a real difference to the lives of our children through equality of opportunity, raising aspirations and fostering a love of learning.

We are dedicated to safeguarding and promoting the welfare of children and expect all staff to share this commitment. The successful candidate will be subject to enhanced clearance through the Disclosure and Barring Service.

The Trust understands the importance of staff well-being and is also committed to the professional development of all staff. You will have ongoing high quality support from leaders across the Trust and will attend appropriate training and development opportunities. You will be given support, time and space to grow as a practitioner and future leader.

Working at CHAT Academies brings many additional benefits for our dedicated and valued staff, including:

- Continued professional development and opportunities across the Trust, including a partnership with Warwick University.
- Health Shield membership (employee assistant programme supporting with wellbeing and offers many attractive discounts)
- Access to affordable CHAT key worker accommodation
- Pension scheme

If you are a brilliant practitioner and have a desire to grow and develop, then Chat Academies are the place for you.

Due to the current restrictions it's not possible to visit the schools. However, you can look on the school website and can contact the Headteacher on 0208 804 4126 for an informal chat.

Please apply through the TES using the green quick apply button shown in each job advert on the TES. You can view the roles available at the school and apply via the TES by clicking the link here:
https://www.tes.com/jobs/vacancy/speech-and-language-therapist-enfield-1417200?preview=1

Job Description

Job title:	Speech and Language Therapist
Academy:	CHAT Academies
Hours:	36hrs
Contract Type:	Term time only - 39 weeks, Permanent
Salary:	S39 - S42 Support Scale £33,125.75 - £35,653.98 (FTE £38,496 - £41,435) – Dependent on experience
Start Date	1st September 2021

Job description

Clinical	• To accept clinical responsibility for a designated caseload of pupils, and to organise this efficiently and effectively with regard to clinical priorities and use of time. • To carry out clinical observations, informal and formal assessments of children and analyse the results reflecting on own knowledge and experience and seeking more specialist advice as required. • To plan and implement child-centred individual and/or group interventions in association with education staff. • To monitor, evaluate and modify intervention in order to measure progress and ensure effectiveness of intervention. • To liaise with all team members and family/carers in order to provide a coordinated approach and ensure speech and language therapy input is integrated into learner's objectives. • To report to school based SENDcos and Inclusion leaders regarding speech and language therapy interventions and communication programmes. • To support the Trust in creating a communication friendly environment for all pupils and sharing strategies for differentiating curriculum resources to assist the learning and communication of all pupils. • To source and share innovations to improve the work of the Speech and Language Therapy unit. • To work with teaching staff in order to plan and prepare programmes of work which are appropriate for pupils with speech, language and communication difficulties and which encourage pupil engagement and understanding. • To monitor new developments in specialised equipment and communicate with manufacturers. • To instruct those working with the learner how to correctly use the equipment and set guidelines for its use. • To attend child-centred planning meetings for pupils. • To select and use appropriate formal and informal assessment tools. • To analyse, interpret and report results in accordance with best practice guidance. • To report assessment findings in a timely manner and ensure key findings and recommendations are included in the pupil's SALT reports and EHCP plans. • To work in conjunction with the multidisciplinary team to create transition reports for pupils moving on to secondary provision. • To attend school-arranged meetings for children, including LSP meetings, EHCP meetings and Parent evenings. • To prepare for and attend tribunals for children when called by tribunal officers where Speech and Language Therapy needs are highlighted as significant in the reporting paperwork.
Admin and Management	• To manage a clinical caseload and time effectively, prioritising work as required. • To complete and maintain accurate speech and language therapy case notes in accordance with RCSLT best practice guidance.

	• To write professional reports to be shared at review meetings, and to attend review meetings where appropriate. • To address issues of confidentiality, consent and sharing of information throughout assessment and intervention according to GDPR regulations. • To utilise standard Academy and School documentation as required. • To be responsible for accessing regular clinical supervision and ensuring supervision sessions are recorded. • To ensure that a high standard of care and behaviour is maintained through the development and implementation of behaviour systems. • To establish and maintain an effective environment for good learning.
Community Links	• To fully support the life and work of the school. • To work in collaboration with allied professionals and will need to maintain links with a variety of bodies. These will include: Pupils and their parents/carers and advocates, School staff, Other professionals working with pupils, Community Services, Relevant Primary Care Trusts
Professional	• To be accountable for own professional action and recognise own professional boundaries, seeking advice where appropriate. • To be aware of the sensitivity required to work closely, effectively and in a professional manner with children, parents/ carers and other professionals. • To respect the confidentiality, individuality, values and cultural and religious diversity of pupils. • To undertake school induction programmes and on-going training, including child protection and safeguarding, health and safety and risk management training. • To participate in staff meetings, Trust meetings and liaison meetings with other professionals. • To promote awareness of the role of Speech and Language Therapy within the school and home community. • To maintain personal development through the use of off-site and in-house training, contact and involvement with relevant special interest groups, attendance of in-service training, and review of literature as required. • To provide second opinions, specialist advice and teaching to other Speech and Language Therapists and other professionals, as required. • To maintain own Clinical Professional Development (CPD) by keeping abreast of new developments within the profession and ensure that practice is based on best available evidence and that learning outcomes are recorded in a manner appropriate to RCSLT and HCPC requirements. • To review and reflect on own practice and performance through effective use of professional and operational supervision and appraisal, audit and outcome measures. • To comply with the RCSLT Clinical Guidelines.
Other	• To be aware and comply with the Academy and School Health and Safety Policy and Procedures and implement any policies that may be required to improve the safety of the work area, including the prompt recording and reporting of accidents and incidents, and ensuring that equipment used is safe. • To comply with and promote the Academy Equality and Diversity Policy. • To be aware of and comply with all other Academy and School policies and procedures. • To undertake such other duties of a similar nature from time to time as may be required by the CEO or Leader of Primary Education.

The above duties are not exhaustive and the post-holder may be required to undertake reasonable tasks as assigned by the Headteacher or CEO.

Person Specification

Qualifications - Essential	• Qualified Speech and Language Therapist at degree level either at undergraduate (BSc hons) level or postgraduate (PGDip or MSc) level • Membership of the Health Professional Council • Membership of the Royal College of Speech and Language • Right to work in the UK.
Experience - Essential	• A minimum of two years' experience working with school aged children • Experience in delivering training to educational professionals • Experience of liaising effectively with relevant agencies, including health professionals • Experience of developing language programmes with a focus on speaking and listening • Experience of monitoring and evaluating practice for improvement
Experience - Desirable	• Experience working with children with a Developmental Language Disorder; Autism Spectrum Disorder; Speech errors • Experience working with children with complex needs and who may use alternative forms of communication (AAC) • Training and experience working with children with challenging behaviours
Knowledge and Understanding -Essential	• Knowledge and understanding of working within a culturally diverse community • Understanding of safeguarding / Child Protection requirements. • Knowledge and understanding of the importance of continued professional development. • Understand and deliver the vision of the school. • Understand and promote the schools' ethos and values.
Knowledge and Understanding - Desirable	• Understanding of the latest Ofsted inspection framework and how this should be reflected in practice. • Knowledge of recent developments at national level, pertaining to educational needs and how this is reflected at the local school level.
Personal & Professional Qualities - Essential	• A positive role model. • Value diversity and promote equal opportunities. • Commitment to own CPD. • Honesty and integrity. • Determination, resilience and drive. • Enthusiasm, creativity and initiative. • Excellent record of attendance and punctuality. • Excellent communication, organisational and interpersonal skills
Equal Opportunities - Essential	• Understanding of different social backgrounds of students. • Understanding the needs of students and the appropriate policies and strategies to support them. • Understand and meet the needs of bilingual students. • Inclusive of all children regardless of disability, gender, or race and demonstrating equality and equity for all. • Understanding the community the Trust serves.

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

Application Process



CHAT ACADEMIES

Due to the current restrictions it's not possible to visit the trust. However, you can look on the school website and can contact the headteacher on 0208 804 4126 for an informal chat.

The interview process will be confirmed nearer the time, but is likely to be conducted at a social distance or remotely.

Please apply through the TES using the green quick apply button shown in each job advert on the TES. You can view the roles available at the school and apply via the TES by clicking the link here: https://www.tes.com/jobs/vacancy/speech-and-language-therapist-enfield-1417200?preview=1

Contact Details:
E: HR@chat-edu.org.uk
T: 0208 804 4126