



SPEECH AND LANGUAGE THERAPIST JOB DESCRIPTION

Post: Speech and Language Therapist

Responsible to: Assistant Headteacher, Inclusion and Culture

Purpose

To lead and deliver high-quality, evidence-based Speech and Language Therapy (SaLT) provision across all three sites of E-ACT Venturers' Academy, ensuring that pupils—regardless of their individual needs—develop the communication skills necessary for learning, social interaction, and lifelong independence.

Working at universal, targeted, and specialist levels, this role ensures that speech, language, and communication support is embedded throughout the curriculum in a multi-disciplinary, whole-school approach. The postholder will work collaboratively with the Psychotherapy and Occupational Therapy teams, teachers, teaching assistants, and leaders at all levels to deliver joined-up, holistic support that maximizes outcomes for pupils.

The role is driven by E-ACT's core values:

- Thinking Big – Innovating and applying best practices to develop a communication-rich environment across all academy sites.
- Doing the Right Thing – Acting with integrity, compassion, and a pupil-centred approach to inclusion.
- Showing Team Spirit – Working in close collaboration with colleagues, pupils, and families to ensure the best possible outcomes.

Key Accountabilities

- **Speech and Language Therapy Provision:** Deliver high-quality SaLT support at universal, targeted, and specialist levels across the three academy sites, ensuring consistency and effectiveness.
- **Multi-Disciplinary Collaboration:** Work within a highly skilled, multi-agency team—including Psychotherapy and Occupational Therapy colleagues, teachers, teaching assistants, and senior leaders—to meet the holistic needs of pupils.
- **Whole-School Impact:** Ensure that all pupils, regardless of their level of need, receive appropriate support within their daily learning environments.
- **Inclusion & Access:** Embed effective communication strategies throughout the academy to ensure all pupils are able to fully engage with learning and school life.
- **Holistic Development:** Support the wider cognitive, social, and emotional development of pupils, working closely with education, therapy, and leadership teams to maximise progress.

Main Duties and Responsibilities

Working at Universal, Targeted, and Specialist Levels Across Three Academy Sites

- **Universal Level:**
 - Embed communication-friendly environments across the academy, ensuring that all teaching and learning is accessible to pupils with speech, language, and communication needs (SLCN).
 - Deliver whole-school training to build staff capacity in supporting language and communication development.
 - Work alongside teachers, teaching assistants, and leaders to integrate communication strategies into daily classroom practice.
- **Targeted Level:**
 - Identify and implement targeted interventions for pupils who require additional support, working with teaching staff and support teams to ensure these interventions are effectively delivered.
 - Develop structured therapy programs that are monitored and reviewed in collaboration with teachers and therapists.
 - Provide group-based interventions that enhance social communication, expressive and receptive language, and functional life skills.
- **Specialist Level:**
 - Assess, diagnose, and deliver individualised therapy for pupils with complex communication needs.
 - Work alongside Occupational Therapy and Psychotherapy teams to ensure that pupils receive integrated, multi-disciplinary support.
 - Attend case discussions, EHCP reviews, and safeguarding meetings to advocate for pupils' communication needs.
 - Contribute to the development of highly specialist, evidence-based interventions tailored to pupils with profound communication challenges.

Multi-Disciplinary Collaboration

- Joint Working with Psychotherapy and Occupational Therapy Teams
 - Work in close partnership with Psychotherapists and Occupational Therapists to deliver a holistic model of therapy that supports pupils' social, emotional, and communication needs.
 - Contribute to multi-disciplinary meetings, ensuring that speech and language goals are integrated into wider therapeutic and educational plans.
- Collaboration with Teachers, Teaching Assistants, and Leaders at All Levels
 - Work alongside classroom teachers to adapt learning materials, lesson structures, and communication approaches to support pupils with SLCN.
 - Provide specialist training and coaching to teaching assistants, empowering them to deliver effective communication interventions.
 - Support leaders and senior staff in embedding communication strategies within curriculum planning and school improvement initiatives.

Academy-Wide Responsibilities

- Champion Inclusive Practice: Foster a communication-friendly school environment, ensuring that every pupil is given the tools to succeed.
- Staff Training & Development: Provide high-quality CPD for staff to ensure best practices in speech and language support are embedded academy wide.
- Parental & Community Engagement: Work in partnership with families, equipping them with the knowledge and strategies to support their child's communication skills at home.
- Research & Innovation: Contribute to academy-wide SaLT research projects and the development of evidence-based strategies within the wider E-ACT SEND and inclusion framework.

Organisational & Safeguarding Responsibilities

- Safeguarding & Child Protection: Ensure all interventions align with E-ACT's safeguarding framework, protecting the welfare and well-being of every child.
- Data Protection & Confidentiality: Handle pupil information ethically and securely, in compliance with GDPR and academy policies.
- Health & Safety Compliance: Ensure therapy activities take place in safe and supportive learning environments.
- Equality, Diversity & Inclusion: Ensure that all pupils—regardless of need or background—receive the support they require.

Why Join E-ACT Venturers' Academy?

At E-ACT Venturers' Academy, we believe in empowering every pupil to communicate, learn, and thrive. By joining our team, you will:

- ✓ Work in a multi-disciplinary, award-winning school that is recognised for its inclusive practice and specialist provision.
- ✓ Lead and develop high-impact interventions at universal, targeted, and specialist levels across all three academy sites.
- ✓ Collaborate with expert professionals across education, psychotherapy, and occupational therapy to deliver joined-up support.
- ✓ Have opportunities for research, innovation, and career progression within a national education trust.
- ✓ Be part of a passionate, committed team working to transform the lives of children with SEND.

Additional Information

This job description outlines the key responsibilities and expectations but is not exhaustive. The role is subject to regular review and adjustment based on academy needs, pupil development, and Trust-wide priorities.

E-ACT Venturers' Academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. An enhanced DBS check is required for all staff.