

HORIZONS SPECIALIST MULTI ACADEMY TRUST

JOB PROFILE

POST TITLE : Speech and Language Therapist

GRADE : Grade L-M (equivalent NHS Grade 6)

REPORTING RELATIONSHIP Vice Principal

JOB PURPOSE : The post-holder is responsible for providing a speech and language therapy service to the Horizons Specialist Multi Academy Trust, primarily to Abbey Hill Academy and Sixth Form. This will include the assessment, diagnosis, treatment and management of complex speech, language and communication disorders of children attending the academy. The post-holder is required to work as part of a multi-disciplinary team with teaching and other staff, including health professionals and parents and to provide training of staff. She/he will also contribute actively to the development of the Speech and Language Therapy service.

MAIN DUTIES/RESPONSIBILITIES

CLINICAL:

- To provide detailed assessment, diagnosis, treatment and management to children attending the academy.
- To identify specific targets in conjunction with teaching staff as part of the child's individual education plan.
- To provide a speech and language service in the context of the curriculum and the wider academy.
- To attend and actively contribute to parents evenings and other meetings with parents as appropriate and to share/agree individual targets with them.

- To actively promote the use of visual support systems and teaching approaches embraced by the whole academy.
- To actively contribute to the creation of an optimal learning environment.
- To make relevant referrals to outside agencies in collaboration with the academy.
- To act as a point of contact for other SALTs or professional staff.
- To assess prospective pupils in collaboration with educational staff in line with academy admissions procedure.
- To work alongside other therapists to offer a 'package' of therapy to individual pupils.
- To monitor and evaluate the child's progress in relation to therapy and generalisation of skills across settings.
- To provide additional written reports as required on a child's progress and current strengths and needs in the areas of speech, language and communication (e.g. for SEN tribunal)
- To maintain accurate records and case notes.
- To contribute to and act upon annual appraisal meetings.
- To develop special interests in relation to clinical skills and share with SALT colleagues and the academy team.
- To maintain and update SALT assessment and resources as necessary in line with developments within the SALT service.
- To lead on the development of a 'Total Communication' academy environment.

LIAISON/TEAMWORK:

- To carry out team assessments and develop therapy plans for individual pupils working alongside health and education colleagues.
- To attend and contribute to regular staff meetings, Pre-Formal/Semi-Formal meetings, team meetings, Professional Development days and in-service training.
- To jointly plan and provide training for the academy team as required fulfilling the need of the client base.
- To input into the whole academy curriculum development.
- To support SALT colleagues over clinical issues as appropriate.
- To develop innovations within the academy to improve the standard of the communication support provided for pupils and students.
- To work collaboratively and co-operatively with all staff members.
- To jointly negotiate and prioritise whole academy approaches/strategies with academy staff and support these approaches in daily working practice.
- To work collaboratively and co-operatively with staff members to ensure the communication needs of the child are met in the context of the skills and needs of the child/student as a whole child.
- To identify approaches/resources appropriate for the whole academy in consultation with academy teaching staff.

- To actively liaise with relevant agencies.

CLINICAL GOVERNANCE:

- To monitor and evaluate the effectiveness and use of SALT input at the whole academy level in collaboration with the academy and in the development of measures to evaluate such effectiveness.
- To contribute to the Academy and Provision Improvement Plans.
- To develop and extend the role of SALT service within the academy.

Parents/carers

- To attend and actively participate in both formal & informal meetings for students.
- To attend any other meeting the academy arranges for parental/carers consultation and liaison.
- To work with parents/carers to secure partnership in the learning process.

Resources

- To make effective use of the resources available within the academy, and to be aware of resources provided by other stakeholders and those within the community.
- To maintain an overview of SaLT resources and develop these as needed.

Continuing Profession Development and Professional Learning

- To participate in the academy's staff professional development programme.
- To participate in appropriate in-service training.
- To attend and participate in a range of staff meetings
- To actively participate in SaLT peer supervision with SaLTs working outside the Trust.
- To ensure adequate and appropriate SaLT supervision is accessed and acted upon.

GENERAL

- To perform any other reasonable task in line with the pay grade.
- To contribute towards and implement academy strategies.

Support for the Academy

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security and confidentiality, reporting all concerns to an appropriate person.
- Be aware of and support difference and ensure all pupils have equal opportunities to learn and develop.
- Contribute effectively to the overall ethos/work/aims of the academy.
- Establish constructive relationships and communicate with other agencies/professionals, in liaison with the teacher, to support achievement and progress of pupils.
- Attend and participate in regular meetings.
- Recognise own strengths and areas of expertise and use these to advise and support others.
- Participate in training and other learning activities and performance development as required.
- Assist with the line management of support staff as appropriate.

The post holder must carry out his/her duties with full regard to the Academy's Equal Opportunities and Racial Equality Policies in the terms of employment and service delivery to ensure that colleagues are treated and services delivered in a fair and consistent manner.

To comply with health and safety policy and systems, report any incidents/accidents/hazards and take pro-active approach to health and safety matters in order to protect both yourself and others.
Any other duties of a similar nature related to the post which may be required from time to time.

PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL ACADEMY POLICIES.

THIS POST IS SUBJECT TO ENHANCED DISCLOSURE AND THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO RELEVANT VETTING CHECKS BEFORE AN OFFER OF APPOINTMENT IS MADE AND RECHECKING AS APPROPRIATE

Date : Feb 26

NHS	Pay Point	HSAT	Point	Salary	Description
Band 6 April 2025:	<2 years' experience £37,338	L	31	£40,476.00	Contained within the above job description
			32	£41,511.00	
			33	£42,708.00	
	M	34	£43,693.00		
		5+ years £44,962	35	£44,711.00	
			36	£45,718.00	
Band 7 April 2025:	<2 years' experience £46,148	N	37	£46,731.00	- Over 5 years’ clinical experience, including significant experience in learning disabilities or a related specialist field. - Provides clinical leadership and expertise in developing specialist therapy programmes tailored to highly complex cases. - Acts as a mentor and professional supervisor for SLT assistants, students, and early-career therapists, supporting professional development and clinical quality. - Leads implementation of targeted service improvement initiatives or innovation projects within the SALT function. - Contributes actively to clinical audit, research or service development in specialist areas to improve practice and outcomes. - Begins to engage with Trust-wide SALT planning by advising on communication support initiatives and providing input into improvement planning at academy level.
	2-5 years £48,526		38	£47,754.00	
			39	£48,710.00	

	5+ years £52,809	O	40	£49,764.00	• Takes a leading role in shaping and delivering the strategic direction of the SALT service across the multi-academy trust. • Leads the SALT team—including qualified therapists, assistants, and students—with oversight of supervision, development, and service quality assurance. • Responsible for the SALT service budget across the Trust, ensuring efficient and effective resource allocation aligned to Trust priorities. • Directs and quality assures the embedding of a Trust-wide 'Total Communication' environment, aligning training, policy, and practice across academies. • Leads service-level evaluation and innovation projects to shape and enhance SALT provision across the Trust. • Represents SALT at Trust leadership meetings, contributes to cross-cutting strategies (e.g. SEND, teaching & learning, CPD), and drives integration of communication support into wider MAT policy and planning. • Provides strategic training and thought leadership within and beyond the Trust in areas of specialist clinical practice.
			41	£50,788.00	
			42	£51,802.00	