



# Candidate Information Pack

Closing date for applications:  
**Speech and Language Therapist**

Closing date for applications:

**Friday 3<sup>rd</sup> May**





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# Contents

**WELCOME FROM OUR  
HEADTEACHER**

**ABOUT OUR SCHOOL**

**THE ROLE**

Role Overview & Application

Process

Person Specification

Job Description





# Welcome From Our Headteacher

**Dear Candidate,**

I am delighted that you are interested in joining our organisation in the role of **Speech and Language Therapist**. I hope that this information pack gives you a flavour of the role and of the school.

It gives me great pleasure to introduce you to Acre View Primary School. Acre View Primary School is a new school in the beautiful village of Lydiate in Sefton. We will cater for primary aged children with a range of complex Special Educational Needs and Disabilities. We will support pupils with social and communication difficulties; Autistic Spectrum Condition; ADHD; PDA; SEMH; related learning and emotional, sensory and motor needs, across a range of cognitive abilities.

We are seeking a passionate and dedicated Speech and Language Therapist to join our dynamic team. As a Speech and Language Therapist at Primary school Acre View, you will play a crucial role in supporting the communication and language development of our students

We offer you the highest training opportunities within a team of fantastically skilled members of staff who put children first and foremost. Our pupil centred approach can be intensive yet rewarding, we are a real team with mutually supportive members who listen to and learn from each other.

This exciting opportunity of starting at 'day one' allows the successful candidate to be a part of a positive and highly effective team,

If you are an effective teacher who is considering applying to for this essential role, please email our HR Department at [recruitment@wksr.co.uk](mailto:recruitment@wksr.co.uk) to arrange a discussion with myself with regards to the role and to receive the information pack and application form.

With warm regards,

**Liz Wynne**

Head Teacher of Acre View Primary School



## About Our New School

**Our dedicated staff will be committed to supporting children towards making outstanding social, emotional and academic progress.**

At Acre View Primary School, the well-being of children will be at the heart of what we do, our aim is to support children becoming happy, confident and safe.

This means we focus on ensuring pupils are healthy, aspiring, nurtured, responsible, respected and included.

We work hard to foster positive relationships and to promote a calm and caring environment, in order for our children to achieve their potential, to be healthy and to live fulfilling lives.

Our high aspirations for our children will be soundly reflected within the caring, organised and effective ethos which will be led from the top. This will include a dynamic vision for the set up and development of the new school.

- ✓ Learning to be **understanding** and **responsible**;
- ✓ **Including all**;
- ✓ **Being friendly, fair** and **respectful**;
- ✓ **Being engaged** and **resilient** learners.



# Role Overview & Application Process



**Acre View**  
Primary School

## We are seeking to appoint a talented Speech and Language Therapist

<b>Closing Date for Applicants:</b>	<b>9am Friday 3<sup>rd</sup> May</b>
<b>Interview Date:</b>	<b>Monday 13<sup>th</sup> May</b>
<b>Salary:</b>	<b>£31,287.79 - £44, 555.40 (Band 6+)</b>
<b>Contract Type:</b>	<b>37 hours per week , term time only. Permanent, to start - September</b>

### Role Overview

Acre View Primary School is a vibrant and inclusive primary school dedicated to providing a nurturing and stimulating learning environment for all our students. We pride ourselves on fostering a culture of academic excellence, creativity, and inclusivity.

#### The ideal candidate will:

- Conducting assessments to identify speech, language, and communication needs of students.
- Developing and implementing individualised therapy plans to address identified needs.
- Collaborating with teachers, parents, and other professionals to support students' communication skills in the classroom and at home.
- Providing training and support to school staff on strategies to promote language and communication development.
- Monitoring and evaluating students' progress and adjusting therapy plans as needed.

### Application Process

An application form can be complete online via the charity website and further information can be downloaded from: <https://form.jotform.com/230594201621345> or contact [schooloffice@acre-view.co.uk](mailto:schooloffice@acre-view.co.uk). **The School does not accept CVs.**

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to rigorous recruitment & online checks. Acre View Primary School is an exempt employer as defined in the Rehabilitation of Offenders Act 1974 (Exceptions Order 1975) and as such, we have a lawful basis for requesting an enhanced DBS disclosure certificate for all employees.

**We reserve the right to close this vacancy early if we receive sufficient applications for the role.**

**Therefore, if you are interested, please submit your application as early as possible**

# EMPLOYEE BENEFITS



## Looking after you and your health

- All employees are enrolled (free of charge) into our **Healthcare Scheme** – provided by Benenden Healthcare. From day 1 of your employment, and through your Benenden membership, you can:
  - ✓ Get access to and **talk to a GP 24/7** and a **24/7 mental health helpline**
  - ✓ Get **care planning and social care advice**
- ... And after 6 months of employment and membership of Benenden, you can:
  - ✓ Get access to **medical diagnostics** (when the wait on the NHS is over 3 weeks)
  - ✓ Get support with **medical treatment and surgery** (when the wait on the NHS is over 3 weeks)
  - ✓ Get access to **physiotherapy** and **mental health counselling support**

## Looking after you and your family in the difficult times

- All employees are enrolled (free of charge) into our **Group Life Assurance Scheme** – provided by Unum. After 6 months of employment, and through Unum, if you were to die unexpectedly your nominated beneficiary would receive up to **4 x your annual salary**.

## Saving for the future

- All non-teaching staff are eligible (and will be automatically enrolled) to join the School's **Private Pension Scheme**, after 3 months of employment.
- The School will match your contributions (like for like) to your private pension up to **7%** of your annual salary.

## Building your capability

- From day 1 of your employment you will be supported with your
  - **Continuous Professional Development**, with a focus on supporting you
  - to build your personal levels of capability; helping you to become the
  - **best version of you that you can be.**



# Person Specification

## Speech and Language Therapist

Acre View Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

	<b>Essential</b> These are qualities without which the applicant could not be appointed	<b>Desirable</b> These are extra qualities which can be used to choose between applicants who meet all of the essential criteria	<b>Method of Assessment</b>
<b>Qualifications</b>	<ul style="list-style-type: none"><li>• Qualification i.e. degree in Speech and Language Therapy, which gives license to practice.</li><li>• Registered Member of RCSLT and HCPC.</li></ul>	<ul style="list-style-type: none"><li>• PECS, Bucket Therapy trained</li><li>• Any additional certifications or training related to working with children with special needs would be advantageous</li></ul>	Production of the applicant's certificates
<b>Knowledge</b>	<ul style="list-style-type: none"><li>• Able to provide rationales for interventions from evidence based practice and individual need</li><li>• Understand and promote holistic approach</li><li>• Understand the difficulties of motivating young people with low self-esteem and high anxiety</li><li>• Have an understanding of ASC and possible co-occurring diagnoses.</li></ul>	<ul style="list-style-type: none"><li>• How SLCN impacts the development of functional skills, independence, life skills – and how this can be supported.</li></ul>	Contents of the Application Form. Interview Professional references





# Person Specification (Cont.)

## Speech and Language Therapist

Acre View Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

	<b>Essential</b> These are qualities without which the applicant could not be appointed	<b>Desirable</b> These are extra qualities which can be used to choose between applicants who meet all of the essential criteria	<b>Method of Assessment</b>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Working with children/ young people with SEN, particularly those on the Autism Spectrum.</li> <li>Working with children / young people with receptive and/ or expressive language difficulties</li> <li>Differential diagnosis; formulation of therapy plans; providing appropriate intervention(s); evaluating outcomes</li> <li>Carrying out formal and informal assessments, observations</li> <li>Report Writing</li> <li>Using Autism specific strategies/ approaches</li> </ul>	<ul style="list-style-type: none"> <li>Joint working with education staff in a classroom environment</li> <li>Working with children/ young people with ADHD anxiety</li> <li>Delivering Training</li> <li>Experience if working in with Early Years Foundation Stage.</li> </ul>	<p>Contents of the application form</p> <p>Interview</p> <p>Professional References</p>
<b>Skills</b>	<ul style="list-style-type: none"> <li>Effectively manage a personal caseload</li> <li>Relate theory to practice</li> <li>Initiative, problem solving skills</li> <li>Approach therapy with creativity and flexibility</li> <li>Excellent communication and interpersonal skills;</li> <li>Clear written and spoken English</li> <li>Good organizational skills</li> </ul>	<ul style="list-style-type: none"> <li>Experience of planning and delivering group/ class interventions</li> <li>Support others in working with children/ young people e.g. providing (indirect) intervention programmes, advice.</li> </ul>	<p>Contents of the Application Form</p> <p>Interview</p> <p>Professional references</p>



## Person Specification (Cont.)

### Speech and Language Therapist

Acre View Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

	<b>Essential</b> These are qualities without which the applicant could not be appointed	<b>Desirable</b> These are extra qualities which can be used to choose between applicants who meet all of the essential criteria	<b>Method of Assessment</b>
<b>Personal Attributes</b>	<ul style="list-style-type: none"><li>• Emotional resilience in working with children/ young people who may present with behaviours which challenge</li><li>• Ability to work as a team and independently</li><li>• Sense of humour</li><li>• Patience</li><li>• Ability to build good relationships with pupils, teaching staff, parents and carers – whilst maintaining appropriate boundaries.</li></ul>	<ul style="list-style-type: none"><li>• Adaptable and flexible</li><li>• Passionate about maximising each child's potential</li><li>• Enthusiasm. Ability to motivate others, and promote positive behaviour in a nurturing environment.</li><li>• Willingness to become involved in all aspects of school life.</li></ul>	Contents of the application form  Interview  Professional references



# Job Description

## Speech and Language Therapist

Acre View Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

<b>Summary of The Role:</b>	You will be a member of the Speech and Language Therapy extended team; providing a highly specialised and clinical service to children / young people with SCLN, ASC and a range of other special needs in a special school setting. You report to the SENCO
<b>Line Management Responsibility To:</b>	SENCO
<b>Main Duties &amp; Responsibilities:</b>	<p><b><u>Clinical</u></b></p> <ul style="list-style-type: none"><li>• Promoting and Safeguarding the welfare of children and young people for who you are responsible and with whom you come into contact with.</li><li>• To carry a personal caseload and be responsible for managing the assessment; treatment; implementation and documentation (including target setting and evaluating outcomes) of speech and language therapy interventions.</li><li>• To provide speech and language therapy specialist assessment/ observations, recommendations and interventions – using differential diagnosis, clinical reasoning, prioritisation, demonstrating critical thinking, reflection and analysis.</li><li>• To write, implement and evaluate measurable targets and interventions for pupils</li><li>• To demonstrate clinical effectiveness, underpinned by the use of evidence based practice and outcome measures.</li><li>• Use sound clinical reasoning skills, to analyse and interpret assessment findings in order to help establish appropriate goals and integrate these appropriately into interventions, advice/ recommendations, IEP's and EHCPs.</li><li>• To be responsible for the review and discharge of pupils.</li><li>• Participate with collecting and submitting timely caseload data.</li><li>• Provide advice/ recommendations, targets, resources, or other pupil specific information for others to follow.</li><li>• To model and demonstrate specific approaches, strategies or therapeutic techniques to others.</li><li>• Work collaboratively with all staff in order to ensure speech and language therapy is embedded within the school and integrated into curriculum planning, IEP targets and delivery.</li><li>• To be aware of all departmental and professional standards required. To strive to achieve these standards in all work carried out, and to inform senior staff if difficulties should arise.</li><li>• To communicate with pupils, parents/ carers and other professionals in a clear and concise manner</li></ul>



# Job Description (Cont.)

## Speech and Language Therapist

Acre View Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

### **Main Duties & Responsibilities (Cont.):**

- Refer on to other services where appropriate, ensuring consent is obtained.
- Liaise with outside agencies as appropriate; providing professional advice and feedback
- To work collaboratively with education staff
- To write comprehensive reports for pupils, as required. To attend and contribute to Annual Review meetings and other pupils meetings, as required.
- To maintain contemporaneous case notes and clinical records.

### **Personal and Professional Development**

- Access Clinical Supervision and demonstrate reflective practice.
- To be accountable for own professional actions and recognise own professional boundaries, seeking advice and (Specialist) support where necessary.
- Maintain up-to-date Health and Care Professions Council and Royal College of Speech and Language Therapists registration; working to their standards of proficiency, conduct, performance and ethics
- Demonstrate commitment to continuous professional development and acquisition of up-to-date skills and knowledge. Participate in the planning, organising and delivering of training.
- Participate in the school's appraisal/performance management process.
- Attend staff meetings, as required
- Support other less experienced members of the team to develop their clinical and case management skills and to resolve problems
- To support the Department in facilitating university students in clinical placements, as required.

### **General**

- To be aware that pupils may not be able to co-operate or comply in an activity and may present with behaviour that challenges. To form productive relationships with pupils who may be under stress and/ or have complex social, emotional or language difficulties – and motivate them to engage.
- To potentially work with pupils in Primary, Secondary and Post 16 and residential settings.
- To provide an environment which optimises pupil learning and enables them to reach their potential; maximising their academic, social, emotional, language, communication and independence skills.
- To complete admin tasks within the team which will aid with the smooth-running of the Speech and Language Therapy Department.
- To carry out other duties as may be reasonably required; compatible with the post and commensurate with its seniority, so as to meet the changing demands of the school. You may be asked to undertake such other duties at the discretion of the SENCO or Head Teacher
- Adhere to school policies and procedures
- Maintain confidentiality in line with legislation
- To deal with complaints in a professional manner and that which follows protocol
- To be aware of, and implement Health and Safety Regulations – such as risk assessment.



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**Acre View Primary School**  
286 Southport Road, Lydiate, L31 4EQ  
<Contact Details Here>

The information in this brochure is correct at the time of publication. Subject to change. E&OE

