



GREENSHAW
LEARNING TRUST



COMMITTED TO
EXCELLENCE

GREENSHAW HIGH SCHOOL



Specialist Speech & Language Therapist (Band 6) Recruitment Pack

**ALWAYS
LEARNING**

A Warm Welcome from the Headteacher

Dear candidate,

Thank you for your interest in joining Greenshaw High School. This is a truly unique opportunity to join our community and ensure that our vision of increasing the life chances of our students continues, both within our school, and across the Greenshaw Learning Trust.

Greenshaw is a highly over-subscribed 11 to 19 mixed comprehensive secondary school and sixth form situated in Sutton, South West London. There are currently 1900 students on roll, with over 200 staff providing teaching, pastoral care and other support across the school. We are a successful and popular school with an established record of nurturing high levels of attainment in its students. We provide a first rate-teaching environment that challenges all students to achieve their very best and an individual pastoral support programme to guide them in this endeavour.

At the heart of our enterprise are our core values, with their emphasis on equality of opportunity, respect for others and the value of learning. Upon these foundations we have built a thriving educational establishment, where students have flourished and continued to study a wide range of subjects at some of our country's most prestigious universities.

Our staff play an integral part in the achievements of the school and its students. Should you join us, you will work alongside an exceptionally committed and professional staff, guided by experienced middle leaders who will equip you with the support, training and resources you require to become the very best in your chosen area.

I would encourage you to visit the school's website www.greenshaw.co.uk to find out more about our school. We do welcome visits prior to application. If you would like to arrange a visit or if you would like any further information, please contact the school's HR team at recruitment@greenshaw.co.uk.

If you feel that you have the skills, experience and drive to help support the school's vision and its students then please do read on. We are ambitious about diversity and inclusion and very much look forward to receiving applications from candidates whose personal qualities and values reflect those in the person specification and whose experiences place them in a strong position to deliver the challenges set out in the job description. We encourage applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief or race.

I look forward to welcoming you in person at Greenshaw High School soon.



Yours sincerely,



Nick House, Headteacher

Greenshaw Learning Trust – ‘Always Learning’

The Greenshaw Learning Trust is a successful multi academy trust that provides high quality comprehensive, non-selective and inclusive education. The Trust is committed to meeting the needs of every student and our schools offer a broad curriculum and wide range of special needs provision in a welcoming and challenging environment.

We are extremely proud of our success, but we are not complacent. We believe that we can – as an academy trust, as schools and as individuals – always improve. We believe that we are all ‘Always Learning’.

Each school in the Greenshaw Learning Trust is led by its own leadership team and a local governing body, which have the support of the wider Trust to help them achieve their objectives for their school. Being part of the Trust provides our schools with an effective structure to ensure that they achieve real benefits from collaboration and receive the support that they need. Our culture of trust and openness fosters mutual support and continual improvement.

School-to-school collaboration is enabled by regular contact between school leaders and joint training and development, supplemented by a shared service team of specialist pedagogical and support service experts. Our shared services provide a wide range of effective, rapid and flexible support, advice and guidance to our schools, including curriculum support, staff training and development, admissions, attendance, behaviour, safeguarding and SEND, family liaison, therapies, data management, estates and facilities, finance, HR, catering, and governance.

From its establishment in 2014, the Trust has grown significantly and currently employs around 2,150 people and educates over 14,000 students. We have approval to open a new secondary school and secondary special school in South London and we are planning to grow further over the coming months and years.

The Greenshaw Learning Trust Mission Statement

We are ambitious for our schools and their students. We believe that there is no ceiling on what can be achieved by anyone, regardless of their circumstances or background.

We are committed to providing a supportive and inclusive learning environment, giving every young person the opportunity to fulfil their potential now, and in the future.

We seek to realise the power of individuals and organisations working together in collaboration whilst retaining their individuality, and we recognise that we can always improve.

Greenshaw Learning Trust Employee Benefits

The Greenshaw Learning Trust recognises its employees as its most important asset and are aware that the quality and commitment of employees is critical to success. All employees are offered the following benefits:

Cycle to Work scheme

You can make huge savings on a bike and permitted accessories when you sign up to the Cycle to Work scheme through the Greenshaw Learning Trust. Your Cycle to Work scheme will be implemented via a salary sacrifice arrangement whereby you agree contractually to a regular reduction from your gross salary to cover the cost of the bike and accessories, therefore making tax and National Insurance savings.

Gym Discounts

As an employee of the Greenshaw Learning Trust, you can benefit from discounts at over 2900 gyms, health clubs, leisure centres, yoga studios, boot camps and outdoor activities across the UK. Even if you are currently a member at one of the listed gyms, you may still be able to benefit from a corporate discount.

Employee Assistance Programme

Life – there's a lot to juggle. Work, family, relationships, finances, health, the list goes on. Sometimes, meeting the demands of your work and personal life can be a real challenge. As your employer, we recognise this and therefore feel it is important that we provide you with an Employee Assistance Programme (EAP) to help take the strain when you need some extra support. Your EAP can save you time, and help reduce stress and anxiety, improving your well-being and freeing you up to focus on other things.

My Health Programme

This scheme offers physiotherapy, counselling, nutrition and lifestyle coaching and clinic based assessments. All services are chargeable but are offered at a competitive price.

Eye Care Voucher Scheme

The Greenshaw Learning Trust is committed to fulfilling responsibilities for the health, safety and welfare of its employees. Eye tests will be provided to ensure users can comfortably see the screen and work effectively without visual fatigue. If a DSE user requests an eye test, the Trust will provide one. If the test shows that the user requires glasses specifically for DSE work, the Trust will cover the cost of these glasses.

Green Car Scheme

The Greenshaw Learning Trust is delighted to introduce Tusker, a salary sacrifice scheme that offers its staff the opportunity to offset salary in exchange for a brand new electric or hybrid car. The scheme will contribute to the GLT commitment to reducing emissions and improving its carbon footprint. A fixed monthly amount is taken directly from your gross salary and in return you have the use of a new car.

Specialist Speech and Language Therapist (Band 6)

NJC Pay Scale (Outer London) SO2/PO2 points 26 - 32, £19,450.80 - £22,633.20 (actual) per annum

21.75 hours per week, term time plus one week

Start date: Immediate; Permanent contract

This is an excellent opportunity for a highly motivated and committed individual to join Greenshaw High School as our Specialist Speech and Language Therapist. The successful candidate will work closely with education staff, both inside and outside the classroom, providing therapy and assessments for a wide range of students. This includes students in mainstream and within the department, which is a Specialist Resourced Provision for students with a language disorder. For the right candidate, this is a fantastic opportunity to make a difference to the lives of our students.

Working Hours

The normal working hours will be 21.75 hours per week, however flexibility and the ability to work outside of the normal working hours is required.

The successful candidate will work three days per week with the working days to be agreed with the successful candidate upon appointment.

The above hours include a daily-unpaid break of 45 minutes.

Holiday Entitlement

The post-holder will be expected to work term time plus one week, but will be paid for 52 weeks of the year. Service is not generally required during school holiday periods.

Salary

This post is graded at NJC (Local Government) Pay Scale SO2/PO2, spinal point range 26-32, equivalent to Band 6 of the NHS pay scale.

Salary on appointment will be determined subject to experience and qualifications. Salaries are paid monthly on the last working day of each month.

Local Government Pension Scheme

The successful candidate will automatically become a member of the Local Government Pension Scheme. Details of the Local Government Pension Scheme are available from the website: <http://www.lgpsmember.org>.

Probationary Period

New employees will be required to complete a six-month probationary period.

Disclosure Check

This appointment is subject to the receipt of a satisfactory Disclosure and Barring Check.

Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975

This post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Applicants are, therefore, not entitled to withhold information about convictions, which for other purposes are “spent” under the provisions of the Act, and, in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Authority. Any information given will be completely confidential and will be considered only in relation to any application for positions to which the Order applies.

Occupational Health

The appointment is subject to satisfactory Occupational Health clearance.

General

Conditions of service, including provision for holiday allowances, holiday pay, sick leave and sick pay allowances, will be in accordance with the award of the National Joint Council for Local Authorities, Administrative, Professional, Technical and Clerical Services.

Specialist Speech and Language Therapist (Band 6) - Job Description

Greenshaw High School is seeking to supplement our vibrant and busy Speech and Language department with a therapist who is keen to work with a strong specialist team. The department works closely with education staff, both inside and outside the classroom, and provides therapy/assessments for a wide range of students. This includes students in mainstream and within the department, which is a Specialist Resource Provision for students with a language disorder.

The department offers a supportive environment for trialling and developing new and innovative ways of working. Speech and Language Therapists are involved in a range of activities and are integral members of the school community.

The Specialist Speech and Language Therapist will report to the Highly Specialist Speech and Language Therapist and be accountable to the Deputy Director of Inclusion.

The main duties and responsibilities will include:

Main Responsibilities

- Effectively managing a caseload of students with Developmental Language Disorder (DLD);
- Taking part in the development of the Speech and Language department and the wider school;
- Conducting outreach work with other schools, as required.

Student Related Responsibilities

- Responsibility for a defined caseload in terms of assessment and differential diagnosis, including devising, delivering and evaluating programmes and contributing to IEPs, annual reviews, transition plans and statements of need, as appropriate;
- Providing speech and language assessment and intervention to identified mainstream students with speech, language and communication needs (SLCN);
- Responsibility for the planning and administering of a range of interventions, calling upon specialist staff for advice, as appropriate;
- Responsibility for collecting own work statistics e.g. amount of contact time, outcome measurements etc., as required;
- Working autonomously in collaborative, intensive and innovative ways;
- Being a reflective practitioner, considering and evaluating alternative and innovative approaches to the management of students with SLCN, and participating in research as required;
- Seeking second opinions, and/or making referrals when necessary, according to school/local policy;
- Disseminating skills, knowledge and experience through training and offering advice to other staff, parents, carers and significant others about individual and groups of students, demonstrating practical procedures where appropriate;
- Liaising with staff (usually teachers and speech and language therapists) in other locations regarding individual students at transfer into or out of the school/service.

Department and Wider School Responsibilities

- Working with volunteers and assistants as appropriate, deploying time and allocating duties within the multi-disciplinary team context;
- Contributing to school placements;
- Accessing support from colleagues, when necessary;
- Contributing to the development and maintenance of effective joint working practices;
- Contributing to developing and sustaining an appropriate communication environment within the department and wider school;
- Attending and contributing to staff meetings and INSET.

Personal Development Responsibilities

- Maintaining an up-to-date knowledge of the impact of DLD on students' learning, keeping abreast of relevant initiatives and developments in the fields of Speech and Language Therapy and Education;
- Developing and/or maintaining knowledge and competency in dealing with expressive and receptive language disorder and social communication difficulties in children and young people;
- Participating and contributing to one's own performance appraisal and supervision sessions.

General Responsibilities

- Adhering to national and local standards and guidelines related to Professional Practice (Communicating Quality III), and maintaining professional registration through the Royal College of Speech and Language Therapists and Health and Care Professions Council;
- Awareness of and adherence to current legislation;
- Being responsible for keeping up to date with the requirements of the role, by attending appropriate INSET and meetings, and keeping abreast of changes in legislation;
- Actively promoting safeguarding and the welfare of children and young persons;
- Awareness of and compliance with policies and procedure relating to child protection, equal opportunities, race and equality, health and safety, confidentiality and data protection, reporting all concerns to an appropriate person;
- Undertaking any other duties commensurate with the post as may be required by the Headteacher.

Whilst every effort has been made to explain the main duties and responsibilities for the post, each individual task undertaken may not be identified.

The job description, in consultation with the post holder, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.

Specialist Speech and Language Therapist (Band 6) - Person Specification

The person specification shows the abilities and skills you will need to carry out the duties in the job description. Shortlisting is carried out on the basis of how well you meet the requirements of the person specification. **When you complete your statement of suitability, you should mention any experience you have had which shows how you could meet these requirements.**

	ESSENTIAL	DESIRABLE
Education, Qualifications and Training	<ul style="list-style-type: none"> • Holds a degree or diploma that is recognised by the Royal College of Speech and Language Therapists (RCSLT) • Registered member of the Royal College of Speech and Language Therapists (RCSLT) and the Health and Care Professions Council (HCPC) • Willingness to undertake ongoing training 	
Experience and Knowledge	<ul style="list-style-type: none"> • Successful post-qualification experience of at least two years • Previous experience of working in an educational setting • Previous experience of working with young people with DLD • Previous experience of working as part of a multi-disciplinary team • Knowledge of evidence base for effective intervention for young people with DLD • Knowledge of the impact of DLD on learning and school experience 	<ul style="list-style-type: none"> • Previous experience of working in a Speech and Language unit • Previous experience of working in a secondary school or similar environment • Previous experience of working secondary school-aged students • Previous experience of working with young people with language disorder and SEMH • Previous experience of working with young people with social communication difficulties/ASD • Previous experience of delivering training to education staff • Previous experience of involvement in research projects

<p>Aptitude and Skills</p>	<ul style="list-style-type: none"> • An imaginative and intellectually rigorous approach to therapy planning • Effective clinical reasoning skills • Ability to reflect on own practice and modify approach • Ability to work individually with young people who have a range of needs • Ability to work with groups of young people • Ability to engage and motivate students who may present in a challenging manner, and to remain professional when facing emotive and distressing difficulties • Ability to write reports to a good standard • Excellent organisation skills • Excellent verbal and written communication skills, and the ability to communicate with colleagues, students, parents and other visitors in a professional manner • Ability to work constructively as part of a team and build and form good relationships with colleagues • High standard of literacy and numeracy • Efficient, accurate and excellent attention to detail • Ability to work flexibly to support others and respond to unplanned situations • Ability to work independently and show initiative 	<ul style="list-style-type: none"> • Understanding/knowledge of the National Curriculum • Knowledge of current developments in education
<p>Additional Requirements</p>	<ul style="list-style-type: none"> • Knowledge and understanding of the education sector, a desire to work in a comprehensive school, and a willingness to contribute to various aspects of school life 	



	<ul style="list-style-type: none">• Desire to work with young people and to support their education and achievements• Commitment to improving the life chances of young people and motivate by a desire to provide high standards of service delivery• Sensitivity to the range of needs and difficulties that young people experience• Able to appropriately deal with confidential information• Desire to enhance and develop skills and knowledge through CPD• Demonstrate a commitment to safeguarding and the highest standards of child protection• Recognition of the importance of personal responsibility for Health and Safety• Commitment to the school's ethos, aims and its whole community	
--	---	--



The Application Process

How to Apply

To apply for a staff vacancy, please register for an online account to complete the application form. The recruitment process is managed through your online account and you will be kept up to date with the progress of your application.

The completed online application form should be accompanied by a statement of suitability of no more than two sides of A4. In the application form and personal statement, you should demonstrate how you meet the requirements set out in the Person Specification. Please include specific examples which support your application. CVs should not be submitted.

Applications must be received no later than **09:00am on Friday 5th November 2021**. Applications received after the deadline will not be considered.

Please note: the school reserves the right to close the vacancy early in the event of a large number of applications.

Shortlisting

Shortlisting will be finalised **shortly after the closing date**. Shortlisted candidates will then be invited by email to attend an interview. Please make sure that you have clearly indicated an email address on which you can be reached. References will be taken up after shortlisting if consent has been provided.

Interviews

Interviews will be held **shortly after the closing date**. The interview process will consist of an interview task and a formal interview.

Feedback

Unsuccessful shortlisted candidates will have the opportunity for professional feedback during the week following the interviews.

Additional Information

For further information, please contact the school's HR team at recruitment@greenshaw.co.uk.

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment. The successful applicant will be subject to an Enhanced DBS and barred list check.