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|  | A white sign with black text  Description automatically generated  **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.**