



Job Description

Job Title:	Speech and Language Therapist
Reports to:	Therapy Manager
Based at:	The Carr Fenton Foundation & colleges across South Yorkshire
Annual Leave:	Term time only
Hours of work:	37 hours per week
Salary:	Band 5/6 (depending on experience)

Role

This role involves providing direct assessment and intervention for students with a wide range of communication difficulties and additional needs, alongside offering practical, accessible recommendations to staff to ensure students are supported across their daily college life. A strong emphasis is placed on collaborative working, staff training, and embedding communication-supportive practice.

You will be part of the Therapy Team at The Carr Fenton Foundation. Part of the week will be based on-site in Doncaster supporting the Yorkshire Rose College, with the remainder spent at FE colleges across South Yorkshire, including The Sheffield College.

Key Responsibilities:

Daily Activities

- Manage a complex caseload and prioritise workload effectively.
- Conduct formal and informal communication assessments across South Yorkshire colleges, using findings to inform intervention planning and target setting.
- Develop, deliver and evaluate specialist SLT interventions (individual/group; direct/indirect).
- Produce high-quality, specialist reports and contribute to Annual Reviews and EHCP processes where required.
- Create visual and accessible communication resources (e.g., timelines, Talking Mats, Social Stories) to support understanding and expression.
- Engage in ongoing CPD to maintain and enhance clinical knowledge and skills.

Communication

- Be a personable, approachable and supportive member of the multidisciplinary team.
- Work closely with teaching and non-teaching staff to ensure cohesive and consistent support for students.
- Provide clear, succinct and informative feedback to students, staff and families.

- Communicate complex and sensitive information with empathy and professionalism, managing challenging situations diplomatically.
- Offer specialist advice to staff and families, contributing meaningfully to reviews and inter-disciplinary meetings.
- Adapt practice to meet individual needs, taking cultural and linguistic diversity into account.

Personal and People Development

- Demonstrate enthusiasm, flexibility, creativity and excellent interpersonal skills.
- Support teaching and non-teaching staff to provide effective communication environments for their students.
- Participate actively in clinical supervision with the Therapy Manager as appropriate.
- Motivate students, families and professionals to engage with therapy and communication strategies.
- Support the development of student SLTs on placement within the Foundation

Health, Safety and Security

- Identify potential dysphagia concerns and refer appropriately, ensuring recommendations and care plans are communicated and monitored.
- Liaise effectively with other professionals and external agencies when referrals or joint working are required.
- Adhere to safeguarding policies and complete all mandatory training.
- Maintain clear professional boundaries and seek guidance appropriately.

Service Improvement

- Engage regularly in CPD linked to the changing needs of the student population.
- Support the development and embedding of therapeutic approaches within the curriculum
- Contribute to achieving the aims of the Trust's Strategic Plan.

Quality

- Support the Therapy Manager with data collection and analysis.
- Complete all administrative tasks in a timely manner.
- Assess staff training needs and deliver communication-related training as required.
- Maintain accurate, up-to-date case notes in line with RCSLT guidelines and Trust policies regarding confidentiality and data protection.
- Maintain continuous registration with HCPC and RCSLT.

Equality and Diversity

- Provide specialist advice to ensure equal access to opportunities for students with additional needs and neurodivergence.

- Promote the principles of Equality and Diversity, including awareness of Deaf culture and BSL.
- Advocate for students with limited communicative capacity and support them to express their preferences in meaningful areas of life (e.g., living choices).
- Seek routine feedback from students on their therapy experience and use this to inform service development across the Trust.

Person Specification

Person Specification			
Dimension	Essential	Desirable	Method of Assessment
Professional Qualifications and Skills	Degree level qualification to practice in the UK as a Speech and Language Therapist		Application form and certificate
	Current registration with HPCP and membership of professional body (RCSLT)		Application form and certificate
	Intermediate computer literacy skills, i.e Excel, Word		Application
	Professional report-writing skills. Good note keeping skills and awareness of guidelines for clinical case notes.		Application
Skills and Abilities	To be able to travel to various sites across South Yorkshire.	Car driver preferred	Application and Interview
Skills and Abilities	Demonstrate knowledge of specialist role/experience of working with children and young people, and knowledge of a range of neurodiverse conditions eg Autism, ADHD	Experience of working in an educational setting/Deaf services	Application and interview
	Experience of using a range of relevant assessments		Application and Interview
	Knowledge of current and specific legislation e.g SEND code of practice, relevant NICE guidelines.		Application and Interview
	Good understanding of core Speech and Language Therapy skills and current best practice in SaLT within scope of advertised job role		Application and Interview
	Experience of devising and reviewing intervention programmes		Application and Interview

	Able to deliver training to staff and to run workshops when required		Application and Interview
Behavioural competencies		Experience of supervising junior staff	Application and Interview
	Excellent time management skills		Application and Interview
	Ability to work autonomously as required		Application and Interview
	Demonstrate prioritisation abilities and ability to manage a complex caseload		Application and Interview
Personal qualities	Demonstrate good communication and Interpersonal skills, maintaining a positive approach		Interview
	Demonstrate empathy, sensitivity and self-reflection		Interview
	Remain calm in challenging situations, and work under pressure		Interview
	Demonstrate non-discriminatory practice in all aspects of work.		Interview
	Demonstrate effective motivation & team-working/collaboration with others, providing constructive feedback when required		Application and Interview
	Flexible, and adaptable, accepting advice and acting on it		Interview