



Speech & Language Therapist Applicant Pack





“Together we engage, thrive and achieve”

Executive Head Teacher: Lori Ann Mackey MA (Ed)

Head of School: Meena Malhi MA (Ed)

Head of School: Emma Partington BA (Ed)

Primary: Sidcup and Crayford Secondary: Belvedere



✉ office@shenstone-tkat.org

🌐 <https://www.shenstone-tkat.org/>

Dear Applicant

Thank you for your interest in the **Speech and Language Therapist** position at Shenstone School. We are an all-through specialist school operating across three sites in Sidcup, Crayford, and Belvedere. The successful candidate will be expected to effectively organise and manage their time and workload to support pupils across all three locations.

We have devised this applicant pack to give you a glimpse of what makes us proud to be part of the Shenstone School community. Please take time to read through the literature provided. In addition, we encourage you to explore the school's website and take a tour, as detailed on the job advert page.

Our website, www.shenstone-tkat.org, contains further information about our vision and values, policies and procedures, health and wellbeing, the Shenstone curriculum offer, School Development Plan, Ofsted report, and a video about our fantastic school in general.

The school has an ethos of ***“Together we engage, thrive and achieve”***. This is genuinely embedded into all we do at Shenstone, and it begins with the staff team and the passion, commitment and dedication they offer. Without our fantastic and dedicated staff, we could not provide such a wonderful experience to the exceptional Shenstone children.

If, after reading through the applicant pack, you still feel that Shenstone is the place for you, we welcome you to apply. Please use your application to showcase your experience and how it reflects the role's job description and person specification. We would also like to hear why you have chosen Shenstone School and what you can bring to this exciting role.

We hope that we have inspired you to apply to join the staff at Shenstone School just as much as our pupils inspire us with their achievements every day.

If you require any further information or have any queries, please do not hesitate to contact the school office at 01322 524145 or via email at hr@shenstone-tkat.org.

Yours faithfully

Lori Mackey
Executive Head Teacher



Artsmark
Gold Award
Awarded by Arts
Council England



"Together we engage, thrive and achieve."

About Shenstone School

Welcome to Shenstone from Lori Ann Mackey - Executive Head Teacher

Shenstone School is an all-through school for children with severe or complex learning difficulties within the London Borough of Bexley. All pupils who attend Shenstone School have Education and Health Care Plans. We are one of two special schools within The Kennal Academies Trust (TKAT).

Shenstone School is based across three sites: Sidcup, Crayford and our newly opened secondary school in Belvedere. Our Secondary provision grows every year as we introduce new year 7 pupils, and by 2029-2030, Shenstone will accommodate 300 children aged 3 -19 across our three school sites.

Every child is an individual, and as such, we diligently work as a school team and with wider multi-agency support teams to ensure that our curriculum delivery recognises this individual support, supporting each child with their life-long learning journey.

Paramount to our ethos is the belief in "support for all", which ensures that engagement with the pupils, their families, and our staff team is at the heart of all we strive to achieve. We work hard to ensure that Shenstone is a safe, happy, welcoming, and truly outstanding place where our pupils will thrive. Our school benefits from impressive facilities across all school sites, enabling us to offer a wide range of opportunities and activities to enhance learning both inside and outside the classroom.

Our pupils are exceptional, and their progress is inspiring. Regardless of how big or small their successes are, we are very proud of the children and pleased to contribute to and support their achievements. The values and ethos of "together we engage, thrive, and achieve" are entwined through all that we do at Shenstone School.

"Trees grow and so do we"

**..when asked about why the Shenstone Logo has a tree...
Bryce, Year 7**



Please visit our website (Welcome Page) or click the link below to view a video which showcases our amazing school: [Shenstone Showcase Video](#)

Staff at Shenstone School can access the following benefits: excellent induction and probation processes, comprehensive in-house training, competitive pension scheme, employee counselling services, vaccination programmes, on-site mental health first aid team and various other well-being and social activities.

We are very proud of Shenstone School and our achievements, which include autism accreditation through the National Autistic Society, The Wellbeing Award for Schools, Outstandingly Happy School status, Move Centre of Excellence Award, National Online Safety Certified School status, and we are also an accredited Arts Award Centre. We continue to expand with new ideas and initiatives to maintain and improve services for students and staff.

Meet some of our Pupils and Staff





About TKAT

Shenstone School is part of the TKAT academy (The Kemnal Academies Trust). TKAT is one of the largest Multi-Academy Trusts in the South and East of England, with 45 Primary and Secondary Academies in the TKAT Family. Our ultimate aim is to ensure we drive educational standards through the provision of outstanding teaching, leadership and learning for all. Our leaders focus on student progress and attainment and regularly share knowledge, insight and experience. We believe passionately in the power of collaborative working and actively promote school-to-school support.

Our students are at the heart of everything we do, and we strive to inspire learners and change lives as a result of our exceptional educational provision.

Via our website www.tkat.org, you can read our Welcome Brochure, which gives lots of information about:

- Our journey so far
- Our vision and values
- Our governance
- Our Executive Team
- Our primary strategy
- Our secondary strategy
- How we support our Academies

Working for TKAT:

In return for working for TKAT, as an employee, you will benefit from

- A wide variety of opportunities for professional development, including the potential to develop your career at more than one TKAT academy,
- Opportunities to work flexibly, where possible.
- Our support for your well-being at work, and
- The rewards of working to improve the life chances of our students.

What we do well

The following statements have been obtained from staff via questionnaires or feedback requests.

Shenstone has provided me with so many opportunities for progression.

I have settled in well and look forward to coming in every day to work with the amazing team and children at Shenstone.

The induction I received was thorough & the staff on site have all supported me with my ongoing learning within the job.

Shenstone is one big team

I felt like I achieved so much.

It is a rewarding job with beautiful friendly staff and children.

I most enjoy working alongside amazing children and being part of a team.

I love working at Shenstone, the staff were friendly and the children were lovely.

I like working at Shenstone, the SLT and all the staff are lovely.



Job Advert

Post Title:	Speech & Language Therapist
Post Location:	We are an all-through specialist school operating across three sites in Sidcup, Crayford, and Belvedere. The successful candidate will be expected to effectively organise and manage their time and workload to support pupils across all three locations.
Contract Type:	Permanent
Hours/Weeks:	5 days per week (32.5 hours) (8:30 a.m. – 4:00 p.m.)/40 weeks per year
Salary:	£30,795 to £37,046 (actual salary) Competitive with NHS Band 6. £38,838* (Bexley 12) to £46,722* (Bexley 13) *These are full-time equivalent amounts. The final salary will be determined based on experience and qualifications.
Post Start Date:	Ideally the successful candidate would start before the summer break in order to begin planning and preparation for a September 2026 start. However, we would be willing to wait until September 2026 for the right candidate.
Tour	We strongly encourage you to arrange a school tour so that you can meet our wonderful pupils. This will also provide an opportunity for you to ask any questions and ensure that Shenstone is the right environment for you. Please email hr@shenstone-tkat.org to book a tour.
Closing Date:	Midnight 22 nd March 2026
Interview Date:	14 th April 2026

About the Role

We are seeking a dedicated and enthusiastic **Speech and Language Therapist** to join our **multi-disciplinary team**, working alongside Occupational and Physio Therapists at Shenstone School. You will work with class based staff to support our pupils with complex autism, learning difficulties and associated behaviours that challenge, within a pupil centred, collaborative school

Speech and Language Therapist - Key Responsibilities

- Deliver direct and indirect speech, language and communication therapy to individuals and groups.
- Assess, plan, implement and review evidence-based interventions, including AAC (low and high tech).
- Embed communication strategies within personalised curricula and EHCP outcomes.
- Work collaboratively with class based staff, senior leaders and therapy colleagues.
- Support pupil voice, autonomy and communication aspirations.
- Contribute to baseline assessments, transition planning and admissions assessments.
- Provide advice, modelling and training to staff and parents.
- Maintain accurate clinical records in line with RCSLT and HCPC standards.

Qualifications/Experience required:

- Degree in Speech and Language Therapy
- HCPC registration and RCSLT membership
- Experience working with children and young people with autism and complex needs
- Experience of specialist communication assessments and intervention planning
- Knowledge of AAC, emotional regulation strategies and evidence-based practice
- Strong communication, teamwork and report-writing skills
- Commitment to safeguarding and inclusive practice

The ideal candidate will inspire and motivate pupils, fostering communication, wellbeing and independence. We welcome applications from individuals who are passionate about supporting and developing our amazing pupils, enabling them to achieve their highest aspirational learning potential.

The successful candidate will be confident and resilient, with the ability to work positively and effectively with pupils who may require support and direction to regulate for engagement require support and direction to regulate for engagement.



JOB DESCRIPTION

Speech and Language Therapist

Accountable to	NHS based lead Speech and Language Therapist Heads of School, Executive Head Teacher
Grade	Bexley 12/13 (depending on qualifications and experience)
Key Responsibilities	<ul style="list-style-type: none"> ● Deliver direct and indirect speech, language and communication therapy to individuals and groups ● Assess, plan, implement and review evidence-based interventions, including AAC (low and high tech) ● Embed communication strategies within personalised curricula and EHCP outcomes ● Work collaboratively with teaching staff, senior leaders and therapy colleagues ● Support pupil voice, autonomy and communication aspirations ● Contribute to baseline assessments, transition planning and admissions assessments ● Provide advice, modelling and training to staff and parents ● Maintain accurate clinical records in line with RCSLT and HCPC standards.
General Responsibilities	<ul style="list-style-type: none"> ● You will work within our multi disciplinary team of Speech and Language Therapy team Occupational Therapists, Physiotherapists and medical team. ● Caseload – you will be responsible for a small number of classes with between 7 and 12 pupils per class. You will work closely with the class-based staff and other onsite professionals in a pupil centred, collaborative model. ● You will see your classes weekly and maintain continual support of pupils in your caseload across the school year. <p>Role Purpose</p> <ul style="list-style-type: none"> ● To provide speech, language and communication support to children and young people aged 4-19 (we are a growing school and currently have children up to year 10) with complex autism, learning difficulties and behaviours that challenge, within an all through school setting. ● Work as part of a multi-disciplinary team, ensuring each pupil's needs are understood, accurately planned for and closely monitored. ● Advise and support members of our class based teams in relation to pupils' speech, language and communication development, to achieve the best possible outcomes for children and young people.

- Provide both direct and indirect therapy for individuals and groups of pupils.

Main Responsibilities

Pupils

- Contribute to the planning and implementation of communication strategies appropriate to teaching and learning activities to achieve aspirational learning objectives in all areas of the curriculum, for all pupils on your caseload. This may include contributing to the planning of individual, paired, group, whole class teaching or community-based learning opportunities. Support will be available to meet a wide range of needs, including receptive and expressive language difficulties and AAC, as part of a total communication approach to learning.
- Work in close liaison with our class based and therapy teams to ensure that speech, language and communication interventions are embedded within each pupil's personalised curriculum, which may include collaborative therapeutic working.
- Assess and evaluate intervention outcomes regularly and report findings as required and in line with school policies.
- Work in close liaison with senior leaders, other therapists and class teachers to ensure that speech, language and communication needs are considered and promoted throughout the curriculum to support engagement for learning.
- Responsible for conducting and analysing speech, language and communication assessments to inform the school's assessment and plan for individual needs.
- Responsible for the planning and development of speech and language plans and interventions, monitoring their effectiveness through development and analysis of robust data collection systems, including EHCP outcomes and pupil communication Aspirations.
- Collaborate and contribute to the development of additional support plans, working closely with senior leaders, class based teams and other relevant team members.
- Regularly review speech, language and communication targets and interventions used to support pupils on your caseload for contextual fit, long term outcomes and to ensure that all pupils can access their curriculum, including events and educational visits.
- Contribute to baseline assessments, pupil communication Aspiration setting alongside senior leaders and class teams as part of Shenstone School's annual assessment cycle.
- Contribute to the development of detailed transition plans as part of a multi-disciplinary team, using information identified in admissions assessments for pupils transitioning across our sites and into and out of Shenstone School.
- Demonstrate clinical effectiveness by use of evidence-based practice and appropriate outcome measures.
- Maintain up to date and accurate case notes in line with professional standards and school policies.
- Contribute to the development of autonomy and voice of the young people on your caseload, supporting and ensuring appropriate means of assessing pupil's voice and choices are used.
- Establish positive working relationships with children and young people, acting as a role model for class based staff, and setting high expectations.

School-Wide

- To assess the needs for resources and equipment to enhance pupil's learning and to support teaching teams in their preparation and organisation.
- Act as a key advisor to the class based team, embedding an understanding of speech, language and communication.
- Contribute to admissions assessments where required.
- Work with the wider team to ensure that the school continues to provide an exceptional total communication environment for a;; pupils.
- To contribute to the development and delivery of a competency-based training programme for school staff.
- Contribute to the development and delivery of parent information and support sessions.
- Maintain clinical notes and documentation in keeping with RCSLT standards and HCPC standards.
- Prepare for and attend meetings ensuring that achievements are celebrated and key issues raised, discussed and actions agreed.

Partnership Working

Support parents to contribute to their child's learning and progress by sharing information with them in meetings or through written communication, and by taking account of their views in planning and teaching. This will include taking part in home visits.

- Communicate with pupils and families in a way that respects their views, autonomy and culture.
- Make referrals to other professionals where appropriate in agreement with the Heads of School and Executive Headteacher.
- Contribute to collaborative working with external agencies such as CAMHS, social services or transport where required.

Professional Standards and Professional Development

- Commitment to developing a clear knowledge of Shenstone's practices and the evidence-based approaches that underpin it.
- Take a full and active part in professional development activities.
- Keep up to date and integrate relevant new initiatives and clinical guidelines from NICE, RCSLT and other relevant organisations, ensuring that practice is evidence based, informed and current, where appropriate.
- Actively engage in continuing professional development related to autism and other associated needs of the pupils or wider school practice.
- Be a reflective practitioner.
- Participate and engage with clinical supervision.
- Demonstrate the vision and values of Shenstone School in everyday practice, upholding the schools' ethos and values at all times.
- Uphold Shenstone School policies to protect and safeguard pupils and vulnerable adults in order to secure their health, safety and wellbeing.
- Be responsible for ensuring that personal use of resources is efficient and effective and actively upholds Abbey School's policies.

	<ul style="list-style-type: none">• Be responsible for the health and safety of others using proactive and reactive approaches. This may include using positive handling techniques such as Team-Teach.• Assume personal responsibility for implementing the school's policy on Equal Opportunities and inclusion for all staff and pupils.• Support the Principal and Senior Leadership Team in managing and organising the school efficiently and effectively to ensure it meets the needs of all site users, including pupils, staff, parents and visitors and supports effective teaching, learning and support.
Review of job description	<p>This job description is intended to provide guidance on the range of duties associated with the post. It is not intended to provide a full and exclusive definition of the post, and the post holder may be required to undertake additional duties by the Executive Head Teacher. It may be subject to modification and amendment at any time after consultation with the post holder.</p>

PERSON SPECIFICATION

Speech and Language Therapist

	Essential	Desirable
Qualifications & Training	<ul style="list-style-type: none"> ● Recognised Speech and Language Therapy Degree. ● Registered to practice with the Health and Care Professionals ● Council (HCPC) ● Certified member of the Royal ● College of Speech and ● Language Therapists 	<ul style="list-style-type: none"> ● Postgraduate training or CPD in the area of Autism
Experience	<ul style="list-style-type: none"> ● Experience of working with children and young people with autism and complex learning disabilities ● Experience of undertaking specialist assessments of communication ● Formulation and implementation of appropriate interventions/ strategies ● Experience supporting AAC use including low or high tech ● Experience with supporting emotional regulation such as Zones of Regulation ● Experience of using interventions to support language development such as colourful semantics ● Experience of working within a trans-disciplinary or multidisciplinary team ● Experience and confidence in liaising with a number of audiences including parents and professionals ● Experience of delivering training to a range of audiences ● Understanding of evidence based approaches 	<ul style="list-style-type: none"> ● Training and experience working with children and young people with behaviours that challenge ● Experience of working within Special educational needs school ● Experience of conducting AAC assessments ● Experience of supporting friendship building such as Lego Therapy
Knowledge and Skills	<ul style="list-style-type: none"> ● Effective communication and ● interpersonal skills ● Ability to communicate a vision and inspire others ● Ability to build effective working relationships 	<ul style="list-style-type: none"> ● Familiarity with PBS values and approaches ● Knowledge of legislation and guidance governing schools.

	<ul style="list-style-type: none">● Demonstrable experience of understanding and a personal commitment to safeguarding and promoting the welfare of children and young people.	
Personal Qualities	<ul style="list-style-type: none">● Team Player● Can do attitude● Hold high aspirations for all pupils● Ability to work in partnership with other professionals, colleagues and parents/carers.● Commitment to Excellence	

Offers of Employment

The school is committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. Offers of employment will be subject to the full Safer Recruitment process, including:

- an enhanced DBS check and barring service check,
- verification of your entitlement to work in the UK,
- verification of relevant qualifications,
- receipt of 2 satisfactory references
- satisfactory pre-employment health clearance.
- We will also undertake an online search as part of our diligence.

Safeguarding

TKAT is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Offers of employment will be subject to the full safer recruitment process, including an enhanced disclosure and barring service check.

Flexible Working

TKAT recognises the value of enabling our employees to develop their career and balance this with their commitments and interests outside of work. In TKAT we promote flexible working practices and opportunities to promote a positive work life balance.

Our Commitment – Equity, Inclusion, Diversity and Belonging

At TKAT, we are committed to Equity, Inclusion, Diversity, and Belonging. We embrace and celebrate differences, value individual experiences, aspirations, and achievements, and continuously learn how to grow better together. We actively encourage applications from candidates of all backgrounds, as we believe diversity strengthens our community and drives us forward.

Access to Interview

Be Who You Are at TKAT - should you be selected and invited to interview please let us know if you require us to adapt the recruitment process to enable you to participate as your authentic self. We want applicants to be able to engage with us in ways that support who they are and we are committed to making adjustments within the recruitment process and within the workplace.



To apply for this vacancy, please download and fully complete the TKAT application form. Once completed please return to hr@shenstone-tkat.org

Please be advised that references will be taken for all shortlisted candidates prior to interview and in accordance with the terms stated on the application form.

Only those shortlisted for interview will be contacted.