



## Learning Development Centre



# Speech & Language Therapist (Band 5/6 run-through)

Full-time role

[www.morehouseschool.co.uk](http://www.morehouseschool.co.uk)

# Overview

Full-time, permanent, non-residential position in an Ofsted-rated 'Outstanding' School, commencing May 2025, or as soon as possible thereafter.

**This transition role will allow you to join the team as a Band 5 while working through clinical competencies before moving into the Band 6 role. Experienced Speech and Language Therapists ready to progress to a Band 6 or already in a Band 6 position are also encouraged to apply.**

Post: We are looking for an enthusiastic and highly motivated Speech and Language Therapist to join our dynamic team. We offer excellent training and support working in a unique, friendly and professional environment.

Our therapists are inspiring and creative, transforming the futures of intelligent pupils with additional learning challenges, by empowering them. Come and join us for an exciting opportunity to work directly with children and young people, supporting them to develop, thrive and reach their full potential.

## **Our School Vision is:**

*To lead in transforming the futures of intelligent children who experience Specific Learning Difficulties, Developmental Language Disorder and associated conditions, by empowering them.*

## **Our School Values are:**

*Kindness - Spirit - Responsibility*

**More House School**  
**Rated Outstanding by Ofsted (2023)**



# About this Post

A suitable candidate would be an enthusiastic and adaptable therapist, who enjoys working as part of a multi-disciplinary team. The role will involve managing and delivering therapy to a varied caseload of boys aged 8-18 including assessing pupils' needs for Speech and Language Therapy, both formally and informally. Students at More House School are academically able, but struggle in education due to Speech, Language and Communication difficulties, Specific Learning Difficulties and related SEND needs. Therapy is delivered in small groups of between three and six boys and is integrated into the whole school timetable, so that no student is withdrawn from lessons. Speech and Language Therapists at More House School work collaboratively with teaching staff to support the generalisation of language skills into the classroom and to support pupils to access the curriculum.

All school employees benefit from free on-site parking, and excellent free lunchtime meals in the school's refectory. School terms are shorter than in the state-maintained sector, with generous school holidays. A comprehensive induction programme is provided, and ongoing professional development is supported through INSET days and training opportunities.

Applications from professionals with experience and Practitioners Returning to Practice would be welcomed. You must be a qualified Speech and Language Therapist and be registered with HCPC and RCSLT. In the case of practitioners looking to return to practice, you must be prepared to complete the Return to Practice requirements and be able to return to the HCPC register. Full support to achieve readmittance to the register will be offered, through supervision, supported practice and access to training. Please contact us if you would like to discuss the post further.

## **The role and responsibilities include:**

- to assess pupils' needs for Speech and Language Therapy both formally and informally;
- to develop and implement specialist Speech and Language Therapy for pupils and to evaluate the outcomes of the intervention;
- to work collaboratively with teaching staff to support the generalisation of language skills into the classroom;
- to supervise Speech and Language Therapists and / or assistants;
- to direct Speech and Language Therapy assistants;
- to provide advice and support to other staff members regarding the management of communication difficulties;
- to attend annual reviews;
- to enable pupils to access the full curriculum by providing support within the classroom as necessary;
- to attend Parents' Evenings as required;
- to liaise with other staff as required;
- to provide support for public examinations;
- to explain the role of Speech and Language Therapist to visitors, students, volunteers and other professionals;
- to assist with proofreading of annual reports;
- to prepare reports and data analyses;
- to provide study support, one day per week, between 4.30 and 5.30pm (full time positions only);
- to prepare suitable materials to support therapy;
- to supervise break times;
- to attend whole school induction programme (in your first year);
- to attend school functions as requested.

This list of duties is not exhaustive, and as with all roles in the school, the position includes any other duties, from time to time, deemed appropriate or necessary by the Headmaster.

## **Training:**

Teachers, tutors and therapists with a genuine wish to develop their skills in making learning opportunities successful for neuro-diverse learners thrive at More House School.

The School provides staff with extensive, specialist training in developing practice effective in supporting intelligent pupils with literacy and developmental language weaknesses, and associated special educational needs, to succeed and to transform their futures.

Within their first year, new members of the staff are supported through a programme of weekly induction-training sessions, delivered on Monday afternoons from 4.30pm to 5.30pm.

During this first year, new staff also complete the School's fully-funded and nationally-accredited Level 3 Award 'Effective SEND Support'; a twelve-week, tutored and supported study course with opportunities for further progression.

The above training complements the School-wide, continuous programme of INSET training and preparation days and other ongoing training and development opportunities. The School is strongly committed to supporting teachers' career development.

The school has a generous training budget and recognises the need to support therapy staff to meet HCPC requirements for CPD by funding approved external courses in addition to the extensive in-house CPD and training opportunities provided. HCPC registration and professional membership fees are paid by the school.

## **Relationships:**

- The post-holder is responsible to the Headmaster in all matters, is supported by the Lead Speech and Language Therapists and reports to the Head of the Learning Development Centre.
- The successful applicant must also interact effectively on a professional level with colleagues, and seek to establish and maintain productive relationships with all.

# About the Department

The role will be based in the Learning Development Centre (LDC) which houses a supportive team of Speech and Language Therapists, Occupational Therapists, Literacy/Numeracy tutors and Therapy Assistants. Therapy staff meet regularly for CPD and supervision, and support is provided both formally and informally. The department has a growing national reputation and strong links with universities. We have recently introduced a sensory integration facility and actively encourage multidisciplinary working and communication between teachers and LDC Staff. LDC Staff are fully integrated into the More House School community, and frequently have opportunities to attend school trips, enabling them to gain a holistic picture of the students and to get to know them better.

Therapeutic staff join the school from a variety of backgrounds and a number have had experience in other educational provisions and/or the National Health Service. Some have worked at More House for many years, although the school has supported many newly qualified Speech and Language Therapists to complete their competencies and has experience supporting professionals returning to practice in both Speech and Language Therapy and Occupational Therapy. The school is committed to professional development and training is provided within school during our comprehensive in-service training programme and regularly throughout the term. Attendance at relevant external training courses or central excellence networks (CENs) is encouraged.



# The School

## **Our School vision is:**

**To lead in transforming the futures of intelligent children who experience Specific Learning Difficulties, Developmental Language Disorder and associated conditions, by empowering them.**

Nationally celebrated, More House School is a registered charity providing an exceptional, mainstream education for intelligent boys with Specific Learning Difficulties and weakness in their developmental language skills. Delivering a transformative education repeatedly recognised as 'Outstanding' by Ofsted over more than a decade, we offer a specialised learning environment for day and boarding boys from Year 4 to Year 13. Our pupils are taught to recognise their strengths and develop their self-belief so that they achieve independence and extraordinary results at GCSE, BTEC and A Level, above the national averages. A majority progress to university. Class-sizes are small, with a maximum of 15 pupils.

Delivering a mainstream independent-school experience, both academically and socially, the very broad curriculum affords all pupils the opportunity to discover their strengths, challenging them to fulfil their academic and extra-curricular potential. All boys who attend More House are individually timetabled, with many receiving support through the on-site Learning Development Centre and its qualified therapeutic staff. Judged 'Outstanding' by Ofsted in its last five School inspections, our most recent inspection (March 2023) graded More House School 'Outstanding' overall, and 'Outstanding' in each of the six sub-sections of the report. More recently, the School's provision for residential boarders was judged to be Outstanding in its 2020, 2022 and 2023 Ofsted inspections. More House is CReSTeD approved, listed in their Specialist Schools category, and is a member of the Independent Schools Association and the Boarding Schools' Association.

The School is set on a wooded hillside in nearly thirty acres on the Hampshire / Surrey border and within the Surrey Hills Area of Outstanding Natural Beauty. Attractive modern facilities lie above the playing fields. London Waterloo is one hour away by train from close-by Farnham railway station, and there is easy access to the M25, M3 and A3 major routes. Guildford is twenty minutes' drive away.

In recent years, the School has built its School of Engineering and CAD facilities, opened a new Humanities block and School Chapel, completed our brand-new library and Media Studies centre, and grown our learning support facilities. 2018 saw the expansion of the campus and the conversion of a large domestic building into our new Sixth Form centre, which was opened in January 2019, improving further the facilities for both teaching, and independent study. In December 2022, we installed a new Strength and Conditioning fitness gym for students and employees. Later this academic year, we will commence an ambitious building project improving further our Science laboratory facilities, extending the School's medical surgery and improving facilities for therapeutic counselling.

Teaching and support-services staff join the School from a variety of backgrounds and are united by a shared commitment to the School's vision and its values of Kindness, Spirit and Responsibility.

The School is characterised by a continuous pursuit of excellence and improvement in all aspects of its provision, in order to realise the best possible experiences and outcomes for all pupils.

# About This Post

## Personal Specification

### ESSENTIAL

### DESIRABLE

#### QUALIFICATIONS

Degree in Speech and Language Therapy.

Completion of other relevant training courses.

HCPC Registration or willingness to complete Return to Practice.

Membership of The Royal College of Speech and Language Therapists.

#### SKILLS AND EXPERIENCE

An ability to demonstrate a sound knowledge of the HCPC standards of proficiency for Speech and Language Therapists and the HCPC standards of conduct, performance and ethics.

An ability to assess pupils' needs for Speech and Language Therapy both formally and informally.

An ability to develop and implement specialist Speech and Language Therapy for pupils and to evaluate the outcomes of the intervention.

Experience with a range of standardised assessments.



## ESSENTIAL

## DESIRABLE

### SKILLS AND EXPERIENCE (continued)

An ability to make effective use of strategies to motivate and engage pupils in therapy and to promote good student relationships.

Ability to provide supervision and support to less experienced therapists and assistants.

An ability to communicate effectively with pupils, parents and staff.

Relevant work experience.

A good understanding of the principles of supportive behaviour management.

Evidence of commitment to own professional development.

Confidence using IT to communicate.

An ability to keep accurate and contemporaneous records.

Excellent standard of written English and attention to detail.

Experience of delivering supervision.

Recent professional development relevant to Speech and Language Therapy in educational settings.

Proficient skills with Microsoft. Experience of using a school-focused management information system.

## ESSENTIAL

## DESIRABLE

### PERSONAL ATTRIBUTES

Strong sense of humour, optimistic enthusiasm and an inclination to embrace challenge.

Evidence of resilience and professionalism in the face of challenge. Readiness to identify and respond with appropriate initiative to new challenges.

Excellent interpersonal and communication skills demonstrating an understanding of, and commitment to, professionalism and teamwork.

Understanding of own strengths and areas for development.

An ability to demonstrate self-motivation and meet objectives on own initiative.

An ability to demonstrate flexibility and to respond positively to change.

An ability to work independently and as part of a team.

Strong commitment to promoting aspiration, confidence and a sense of self-efficacy amongst our pupils

Empathy and patience, maintaining the highest standards of professionalism in the face of challenge.

Excellent time management skills and prioritisation skills and ability to work under pressure and to deadlines.

A commitment and ability to persevere.

Strong and secure personal commitment to the school's ethos and aims, promoting the best possible outcomes for pupils.

A willingness to engage in activities in the wider school community.

**Hours:**

8.20am until 4.30pm four days per week, and 8.20am until 5.30pm one day a week during term time. (Note: academic terms are typically shorter than those in the state-maintained sector, and school holidays are therefore significantly longer).

Attendance at school events outside these hours from time to time, as well as Founder's Day and INSET days towards the beginning or end of school holidays. It is expected that some time will be spent during school holiday periods in developing the department and preparing for the new term.

**Remuneration and support:**

- Annual salary, paid in monthly instalments: extremely competitive and in accordance with qualifications, experience and recognised skills.  
Band 5 £31,469- £38,308, Band 6 £39,205- £47,084 (Full-Time equivalent)
- Pension – there is a contributory pension scheme in operation specifically for non-teaching personnel. As governed by pension legislation you are automatically opted into the scheme and once enrolled, need to complete an 'Opt Out' form not to be included. Contributions are paid by the School at the Governors discretion and directed by Government legislation. Contributions towards your own personal pension plan may be made, but again this will be at the discretion of the Governors with the forementioned restrictions. Details about the scheme can be found at <http://www.nestpensions.org.uk>;
- HCPC registration and professional membership fees paid;
- Sick-pay;
- Employee Assistance Programme;
- Free on-site parking within the School's beautiful grounds;
- Excellent lunchtime meals at no cost in the School's refectory;
- Free access to the School's recently-refurbished strength & conditioning fitness gym;
- Comprehensive induction programme offered, and ongoing professional development supported through INSET days and training opportunities.


**Safeguarding:**

This role is deemed to be one of working in regulated activity, meaning that the post-holder may expect to come into unsupervised contact with children and young people frequently in the discharge of their duties on-campus. As such, the expectations of conduct, required of all adults working at More House School, apply to this position, as does a full Safer-Recruitment vetting process of any appointee. A key responsibility of all adults working within the School is that of ensuring the effective safeguarding of all children and young people, through adherence to the School's policies; full training is given.



# TO APPLY

To apply, please visit our School website and complete our online application form:

	<p><b>Teaching and Therapeutic Staff Application Form</b></p> <p>Please supply a full history in chronological order (with start and end dates) of all employment, self-...</p> <p><a href="#">More House School /</a></p>	 <p><b>SCAN</b></p>
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The School reserves the right to interview appropriate candidates in advance of the above-named dates, and to appoint. Interested candidates are therefore strongly urged to submit their application as soon as possible.

Reasonable travel expenses incurred within the UK when attending an interview will be reimbursed.

Interested candidates are welcome to make an appointment to visit the school for an informal visit.

This post is subject to an Enhanced DBS clearance and the receipt of satisfactory references before a formal job offer is confirmed.

**More House School** is firmly committed to safeguarding and promoting the welfare of children and young people.