Barnet Education and Learning Service

Highly Specialist Speech & Language Therapist

Barnet Education & Learning Service (BELS)

Closing date: Thursday 19th November

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Welcome to Barnet Education & Learning Service (BELS)

About Us

https://www.bels.org.uk/

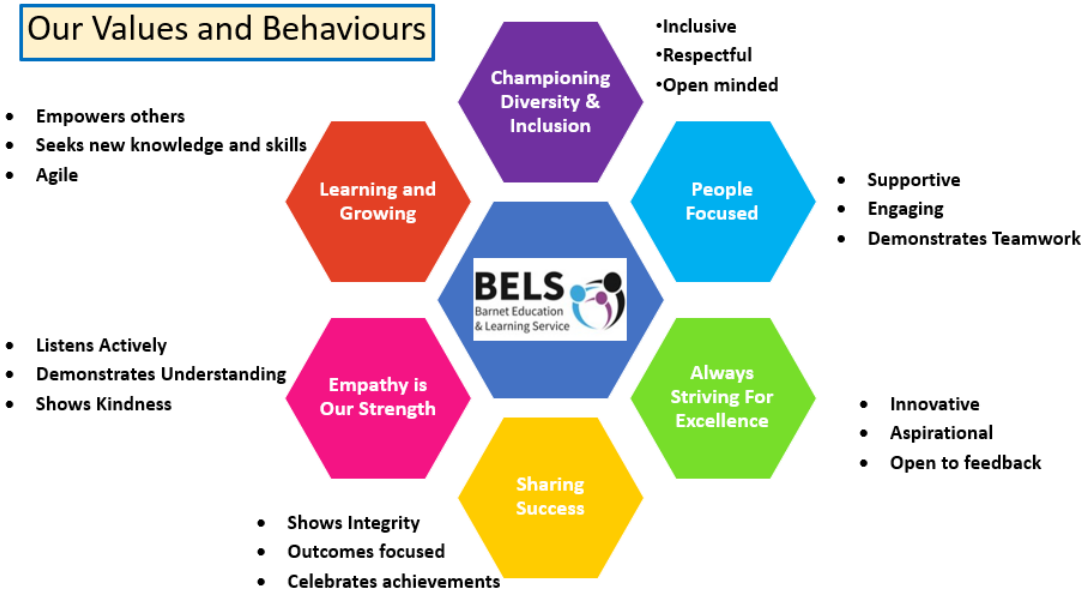
Barnet Education & Learning Service (BELS) is a local authority owned company responsible for providing Barnet Council's Education & Skills service to Barnet schools and settings.

The BELS Board of Directors has representatives from Barnet Primary Headteachers' Forum, Barnet Secondary Headteachers' Forum and Barent Parent-Carer Forum as well as Senior Leaders from the Council enabling a truly collaborative approach to decision-making and delivery which brings the best outcomes for Barnet's schools, educational settings, colleges, students, and young people. The Board of Directors also includes a BELS Staff Director in addition to our Chief Executive.

Along with statutory services, BELS provides a range of traded services to schools and settings, equipping them with the latest tools, training, and programmes to improve school standards and outcomes.

95% of Barnet schools are good or outstanding and Barnet is now in the top 10% for almost all measures of achievement in schools and the top 5% for many of the measures.

We are proud to play a part in creating resilient communities where pupils are high achieving and engaged by providing schools and settings with everything they need to help pupils reach their goals and achieve outstanding outcomes. We have highly experienced teams who stay abreast of new developments and best practices to empower teachers and governors in a changing world.



Barnet Education & Learning Service
Early Language Support for Every Child

Dear Applicant,

Post: Highly Specialist Speech and Language Therapist

Thank you for the interest you have shown in the above opportunity.

This Information Job Pack gives a full explanation of the role and working for Barnet Education and Learning Service (BELS). We are excited to learn what you can bring to BELS and Barnet's schools and settings. If you are passionate about delivering a high level of service, working in a dynamic and supportive team and making a difference then I encourage you to apply for the post.

If you need assistance, please email the BELS HR Team at: hr.barnetbels@barnet.gov.uk quoting job title.

The closing date for applications – 19/11/2026 at midnight
Interviews will be held week commencing 30th November 2026.

If you would like to discuss this position on an informal basis, please contact me at: Georgia.roskin@barnet.gov.uk or my direct phone number is 0208 359 3129.

I look forward to receiving an application from you.

Yours faithfully

Georgia Roskin
ELSEC Clinical Coordinator
Barnet Education and Learning Service
2 Bristol Avenue, Colindale, NW9 4EW
Email: Georgia.roskin@barnet.gov.uk
Tel: 0208 359 3129

Advert

Highly Specialist Speech and Language Therapist
Permanent contract
36 hours per week (FTE)
We welcome applications from candidates seeking part-time or full-time working arrangements. Applicants must be available to work a minimum of 3 days per week.
Salary: £60,393 - £63,690 per annum fully inclusive

BELS is seeking two **Highly Specialist Speech and Language Therapists** to design, develop and deliver an innovative new programme focused on supporting speech, language and communication needs within secondary settings. The successful postholders will work as part of the wider **Early Language Support for Every Child (ELSEC)** team and play a key role in shaping a new area of provision across Barnet.

ELSEC is an innovative programme that launched in June 2024 to improve outcomes for children and young people with speech, language and communication needs. The programme is currently delivered by a team of Speech and Language Therapy Assistants and Speech and Language Therapists who provide training, coaching and consultation to education staff across Barnet's early years settings and primary schools. The programme aims to build the confidence, knowledge and capacity of education staff to identify and support speech, language and communication needs, creating sustainable change beyond the period of direct involvement.

To learn more about the ELSEC programme, please visit the Department for Education website: https://www.gov.uk/government/news/earlier-support-for-speech-and-language-for-20000-children

Building on the success of the existing ELSEC programme within early years and primary settings, Barnet is now expanding its offer to secondary settings. This role presents an exciting opportunity to develop and evaluate new approaches that improve the identification and support of young people with speech, language and communication needs within secondary education.

This role focuses on workforce development, capacity building and systems change, rather than the provision of ongoing direct therapy. The postholder will support the development, implementation and evaluation of sustainable approaches that equip education staff and families to better meet the needs of young people with speech, language and communication needs.

This is an exciting opportunity to join our dynamic, friendly and supportive team that are dedicated to providing a high-quality service to schools and settings.

Successful candidates will be joining a creative and highly skilled team that is well-regarded and valued by schools and services across Barnet. You will benefit from a supportive senior leadership team committed to promoting the wellbeing of staff and work-life balance, ongoing training and development.

To apply for this post, please visit: Search Jobs - BELS External Career Site Careers

If you need assistance, please email the BELS HR Team at: hr.barnetbels@barnet.gov.uk quoting job title.

For more information about our team, you can view our local offer page here: Barnet Local Offer :: Home / Info and Advice / How to get help / How specialist education services can help / Educational psychology / EP: Professionals Page (thisisfocus.co.uk)

For an informal discussion about the post, please contact:

Georgia Roskin
ELSEC Clinical Coordinator
Email: Georgia.roskin@barnet.gov.uk
Tel: 0208 359 3129

Closing date for applications: midnight 19th November 2026
Interviews will be held week commencing 30th November 2026

Barnet Education and Learning Service is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. An enhanced DBS (Disclosure and Barring Service) with barred list check is required for all successful applicants. In addition, if this post is likely to come under the requirements of the Childcare (Disqualification) 2009 Regulations, the successful applicant will be required to declare.

We are committed to practising in ways that are equitable, anti-racist and culturally responsive and we welcome candidates who share this commitment. We have developed an equity and anti-racism policy which outlines our values and actions in this area including ongoing CPD and offering support to our school community. Recruitment of a diverse workforce that is representative of the community we serve is part of our ongoing commitment and is embedded in this policy and therefore, we welcome applicants who are underrepresented in our profession.

Section A: Specific Role Profile

JOB DESCRIPTION

Service:	**Barnet Education and Learning Service (BELS)**
Location:	**Head Office - Colindale Office** **Satellite Office – Manorside Primary School** **Candidate will be expected to travel across the Borough of Barnet**
Job Title:	**ELSEC Highly Specialist Speech and Language Therapist**
Grade:	**GLPC Grade Range 44-47**
Reports to:	**ELSEC Clinical Coordinator**

CONTEXT AND PURPOSE OF JOB

BELS is seeking two **Highly Specialist Speech and Language Therapists** to design, develop and deliver an innovative new programme focused on supporting speech, language and communication needs within secondary settings. The successful postholders will work as part of the wider **Early Language Support for Every Child (ELSEC)** team and play a key role in shaping a new area of provision across Barnet.

ELSEC is an innovative programme that launched in June 2024 to improve outcomes for children and young people with speech, language and communication needs. The programme is currently delivered by a team of Speech and Language Therapy Assistants and Speech and Language Therapists who provide training, coaching and consultation to education staff across Barnet's early years settings and primary schools. The programme aims to build the confidence, knowledge and capacity of education staff to identify and support speech, language and communication needs, creating sustainable change beyond the period of direct involvement.

Building on the success of the existing ELSEC programme within early years and primary settings, Barnet is now expanding its offer to secondary settings. This role presents an exciting opportunity to develop and evaluate new approaches that improve the identification and support of young people with speech, language and communication needs within secondary education.

This role focuses on workforce development, capacity building and systems change, rather than the provision of ongoing direct therapy. The postholder will support the development, implementation and evaluation of sustainable approaches that equip education staff and families to better meet the needs of young people with speech, language and communication needs.

With support from the Clinical Coordinator, the postholders will design, pilot and evaluate a new service model for secondary settings, identifying effective and sustainable approaches to supporting young people with speech, language and communication needs. They will work collaboratively with school leaders, teaching staff, families and partner agencies to develop provision that improves access to learning, participation, attainment and wellbeing.

The postholder will contribute to the development and continuous improvement of the service, helping to implement innovative practice and ensure the programme is responsive to the needs of settings, young people and families. They will also contribute to workforce development initiatives through the delivery of training, coaching and consultation, promoting greater confidence and capability amongst education staff.

They will possess highly specialist knowledge and significant experience of working with young people aged 11-18 years with speech, language and communication needs, including Developmental Language Disorder (DLD), social communication differences, autism and social emotional mental health (SEMH) needs, and an understanding of the impact of communication needs on learning, attainment, wellbeing, participation in secondary education and preparation for adulthood. This may include experience within mainstream schools, additional resource provisions, special schools or youth justice services.

As the programme develops, the postholder will contribute to recruitment, workforce development, service planning and the development of operational systems, processes and protocols. They may also support the supervision and development of future team members and contribute to workload allocation and performance management processes.

The postholder will deputise for the Clinical Coordinator as required and support the delivery of key programme objectives and performance indicators.

They will contribute to audit, evaluation, quality improvement and research activity, including data collection, analysis and reporting. The postholder will identify opportunities for service improvement and support the monitoring and reporting of key performance and outcome measures to demonstrate programme impact and inform future development.

Through innovation, partnership working and evidence-based practice, the postholder will help shape a sustainable and impactful model of support that improves outcomes for young people with speech, language and communication needs across Barnet's secondary settings.

MAIN DUTIES

Leadership:

1. Lead the design, development and implementation of an innovative secondary-setting speech, language and communication needs (SLCN) programme aligned with the aims and principles of ELSEC.
2. Build effective partnerships with school leaders, education professionals, families and partner agencies to support programme implementation and long-term sustainability.
3. Contribute to service development, quality improvement and innovation initiatives that improve inclusion, participation and outcomes for young people.
4. To offer clinical leadership support to the ELSEC team including therapy assistants and other staff.
5. Promote integrated working across education, health, social care and voluntary sector partners.
6. Contribute to workforce development through training, coaching and consultation, building capacity within settings to effectively support young people with speech, language and communication needs.
7. Support the future development of the service, including leading on staff recruitment, induction, clinical supervision, appraisal, performance management and retention as the programme grows.

8. To facilitate the development of a positive and supportive team culture that promotes collaboration, reflective practice and continuous improvement.
9. To deal with initial complaints, incidents and concerns sensitively, avoiding escalation where possible and to gather information for the draft response as required.
10. To ensure effective risk management at team level by accident/incident reporting, assessing and controlling risk and ensuring residual risks are escalated to the Clinical Coordinator.
11. Monitor performance against agreed programme objectives, quality standards and key performance indicators.
12. Represent the service at multi-agency, strategic and partnership meetings and contribute to local and borough-wide developments relating to speech, language and communication needs.
13. Deputise for the Clinical Coordinator when required.

Clinical Skills

1. To act as an autonomous, registered, health care professional who is legally and professionally accountable for own unsupervised actions guided by the professional code of conduct and Barnet Education & Learning Service guidelines and protocols
2. Maintain advanced specialist knowledge and expertise in speech, language and communication needs affecting young people aged 11-18 years, including Developmental Language Disorder (DLD), social communication differences and autism.
3. Apply advanced clinical reasoning skills to assess needs, interpret information and develop recommendations that support participation, learning, attainment and wellbeing.
4. Ensure interventions and recommendations are informed by current evidence, professional standards and best practice.
5. Support the development and delivery of evidence-based interventions which promote participation, learning and positive outcomes for young people.
6. Communicate complex clinical information effectively to young people, families, settings and other professionals.
7. Develop positive therapeutic relationships with young people, families and professionals, promoting engagement and participation.
8. Support young people and families to make informed decisions about intervention and support.
9. Work collaboratively with education, health and social care professionals to develop integrated and coordinated approaches to support.
10. Recognise the limits of own competence and seek advice, support or specialist referrals when required.
11. Advise professionals, families and agencies on appropriate referral pathways and specialist services.
12. Ensure young people and their families are actively involved in assessment, intervention planning and review processes.

Information Management duties and responsibilities of the post:

1. Maintain accurate, timely and appropriate clinical, service and performance records in line with organisational requirements.
2. Analyse and interpret service data to support service planning, monitoring and continuous improvement.
3. Produce reports, presentations and activity summaries for senior managers and stakeholders.
4. Contribute to audits, evaluations and quality improvement projects, including the use of Plan-Do-Study-Act (PDSA) methodologies.
5. Monitor and report activity, performance and outcome data within agreed timescales.

6. Use information technology systems effectively to support service delivery, communication and reporting.
7. Ensure compliance with information governance, data protection and confidentiality requirements.
8. Support the effective administration and coordination of service activity and team workloads.

Communication:

1. Develop and maintain effective professional relationships with young people, families, settings, health professionals, social care colleagues and partner organisations.
2. Communicate highly complex, sensitive or contentious information clearly and professionally to a range of audiences.
3. Adapt communication methods and styles to meet the needs of different individuals and groups.
4. Promote collaborative and multi-disciplinary working across services and agencies.
5. Design and deliver information confidently through reports, presentations, training and meetings.
6. Manage difficult, sensitive or challenging conversations appropriately and professionally.
7. Actively seek and incorporate the views of children, young people, families and stakeholders into service development.
8. Ensure stakeholders are appropriately informed and engaged in service developments, changes and improvements.
9. Maintain confidentiality and uphold professional and organisational standards in all communications.

Training:

1. To maintain professional registration and ensure own continued professional development and support a culture of lifelong learning in self and others.
2. Participate fully in supervision, appraisal and personal development planning processes.
3. Attend and complete all mandatory training requirements.
4. Identify workforce training needs and contribute to the planning, development and delivery of training programmes.
5. Design, deliver and evaluate training for education, health and community professionals.
6. Support the induction, training and development of new staff, assistants, students and trainees.
7. Promote a culture of lifelong learning, reflective practice and professional development across the service.
8. Maintain awareness of developments in legislation, policy, research and best practice relevant to the role.
9. Share knowledge, expertise and learning with colleagues and partner agencies to build workforce confidence and capability.

Research and evidence-based practice:

1. Promote and model evidence-based practice across all areas of service delivery.
2. Lead and participate in audit, research, service evaluation and quality improvement activities.
3. Use outcome measures, service data and stakeholder feedback to evaluate impact and inform service development.
4. Support staff to engage in research, audit and quality improvement initiatives.
5. Collect, analyse and disseminate research and evaluation findings to improve practice and outcomes.

6. Maintain an up-to-date knowledge of emerging research, national policy and best practice relating to speech, language and communication needs.
7. Contribute to the development, implementation and review of clinical policies, pathways and professional guidelines.
8. Support the development of innovative approaches that improve outcomes for children and young people and increase workforce capacity.

Other:

1. To undertake any other duties with the grade and responsibilities of the post as required by the Clinical Coordinator, which may include a change in workplace and responsibilities.
2. Adhere to all Barnet Education & Learning Service policies, procedures and professional standards.
3. Actively promote equality, diversity, inclusion and safeguarding in all aspects of service delivery.
4. Demonstrate flexibility in response to service needs and organisational priorities.
5. Work in a manner that reflects the values and objectives of the ELSEC programme, promoting capacity building, workforce development and sustainable support for children and young people with speech, language and communication needs.

The BELS Commitment to Equality

- To deliver the council's and BELS commitment to equality of opportunity in the provision of its services. All staff are expected to promote equality in the workplace and in the services the council delivers.
- In keeping with this commitment, the postholder will undertake to promote fairness, openness and respect for all in the workplace and in service delivery. This will include monitoring referrals and seeking to reduce any inequalities and promoting cultural competence and cultural responsiveness of staff.

Promotion of Corporate Values

- Uphold BELS values, equality, inclusion, professional standards and high levels of customer care.
- Ensure standards of customer care are met in accordance with the Council's Statement of Values. To be aware of the Corporate Plan and how it affects the section. Ensure that a high level of confidentiality is maintained in all aspects of work.

Section B: Person Specification

Service:	**BELS**
Location:	**Head Office - Colindale Office** **Satellite Office – Manorside Primary School** **Candidate will be expected to travel across the Borough of Barnet**
Job Title:	**Highly Specialist Speech and Language Therapist**
Grade:	**GLPC Grade Range 44-47**
Reports to:	**ELSEC Clinical Coordinator**

Qualification

- Degree Speech and Language Therapy
- HCPC registration
- RCSLT membership
- Completion of CPD relevant to the post or membership of relevant CENs e.g. supporting secondary aged students, DLD, Autism, SEMH, criminal justice system.
- Training, qualifications or experience in leadership, coaching, supervision, quality improvement, change management and/or project management.

Knowledge & Experience

- Experience of working with young people aged 11-18 years with speech, language and communication needs, including Developmental Language Disorder (DLD), social communication differences, autism and social emotional mental health (SEMH) needs. This may include experience within mainstream schools, additional resource provisions, special schools or youth justice services.
- Knowledge of the impact of speech, language and communication needs on learning, attainment, wellbeing, social inclusion and preparation for adulthood.
- In-depth knowledge of evidence-based interventions, coaching models and capacity-building approaches for supporting children and young people with speech, language and communication needs, with the ability to critically evaluate their effectiveness and application across education settings.
- Knowledge of current national policy, guidance and best practice relating to SEND, inclusion and speech, language and communication needs.
- Experience of supporting secondary education settings to develop provision for young people with speech, language and communication needs.
- Experience of working collaboratively with school leaders and senior staff to develop sustainable approaches to supporting speech, language and communication needs.
- Experience of influencing practice and supporting change within education settings through designing, delivering and evaluating training, coaching or consultation.
- Experience of developing, implementing or evaluating new services, projects or innovative ways of working.
- Experience of providing clinical supervision and professional support to therapists, undergraduate students, assistants or other staff.

Skills and Abilities

- Ability to provide coaching, consultation and professional guidance to education staff and other professionals.
- Highly developed communication skills with ability to deal with sensitive and contentious matters at an individual and group level.
- Ability to lead, motivate and develop individuals and teams to achieve service objectives.
- Ability to identify opportunities for service improvement and implement innovative solutions.
- Highly developed negotiation, conflict management and problem-solving skills in complex situations.
- Demonstrates excellent analytical and reflection skills at clinical levels.
- Ability to design, deliver and evaluate engaging training, workshops and presentations for a range of professional audiences.
- Excellent presentation skills, both verbal and written, of complex information to large groups in a training role
- Demonstrate high levels of computer literacy to enable effective data collection, report and document writing.
- Excellent organisational and prioritisation skills

Personal Qualities

- Commitment to inclusion and improving outcomes for young people with speech, language and communication needs.
- Ability to build positive relationships and establish credibility with a wide range of stakeholders.
- Ability to work independently and use initiative while contributing positively to a wider team.
- Commitment to evidence-based practice, continuous improvement and professional development.
- Enthusiastic, resilient and adaptable in response to changing service priorities.
- Ability to motivate, teach, empower and advocate for children and young people.
- Able to work with flexibility.
- Able to work under pressure and to deadlines.
- Highly proactive, self-directed with an innovative approach and a desire to promote clinical excellence.

Other

- To be able to travel efficiently throughout the area

Compiled/Reviewed by	Georgia Roskin
Date	28.10.2026

Key Details

Reporting to: ELSEC Clinical Coordinator
Contract: Permanent
Salary Range: £60,393 - £63,690
Location: Head Office - Colindale Office
Satellite Office – Manorside Primary School
Candidate will be expected to travel across the Borough of Barnet

Annual Leave
You are entitled to 31 days of annual leave per annum plus the Bank Holidays in the year (this is normally between 7 -10 days). The entitlement would be pro-rated for part time workers.

Flexible and Hybrid Working
We welcome applications from candidates seeking part-time or full-time working arrangements. Applicants must be available to work a minimum of 3 days per week.

BELS is committed to work-life balance. The options may include hybrid working, flexible working, job share and part-time working

Voluntary Pension Scheme – Non-Teachers
Staff joining BELS can choose to contribute to a Pension Scheme and will become members of AVIVA – the Pension provider for BELS. Staff can contribute either 4.5% or 7% of their salary into the Scheme and BELS will match this. BELS is a private company of Barnet Council which has its own legal entity and terms and conditions which are different from Barnet's.

Other benefits

You will have access to a range of lifestyle discounts from major retailers, supermarkets, energy suppliers and more. You will also enjoy a range of payroll benefits including cycle to work, eye care vouchers, travel and gym membership.

Employees have access to well- being training programs including confidential employee assistance and an occupational health service.

Please note:
"BELS, as a Local Authority Controlled Company, is deemed by the Council to be an associate employer of Barnet Council and is therefore covered under the Modification Order. This means that any continuous service you currently have (within another local government service, or a school or any organisation signed up to the Modification Order) will be transferred with you into BELS"

It is a standard practice that prospective employees are offered the starting point of the pay scale and expect that staff would progress through the spine points on an annual basis. However, if there is a strong case to pay above the minimum of the scale, the Senior Management Team would consider the case.

Application Process

Closing date for applications: 19/11/2026
Interviews will be held week commencing 30th November 2026.

Completing Application Forms

To apply for this post, you must complete an online **application form** available within the job posting under Recruitment | Barnet Education & Learning Service | London (bels.org.uk) .

Particular attention should be given to the Supporting Information section within the application form. Shortlisting is based on the candidate's ability to meet the selection criteria within the person specification. Therefore, it is essential that you outline clear examples and evidence of how you meet the requirements of the person specification. Examples and evidence should also relate back to the duties/accountabilities contained in the job description.

Reply Details

Your application form must reach us by closing date. Applications received after this date will not be considered.

If you need assistance, please email the BELS HR Team at: hr.barnetbels@barnet.gov.uk quoting job title.

It is important that you complete ALL sections of the application form.

Next Steps

If you are selected for interview, we will contact you by email and/or text message.