# Barnet Education and Learning Service

# BELS Therapies Team Lead

**Barnet Education & Learning Service (BELS)**

**Closing date: 04/12/2026**

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# Welcome to Barnet Education & Learning Service (BELS)

## About Us

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

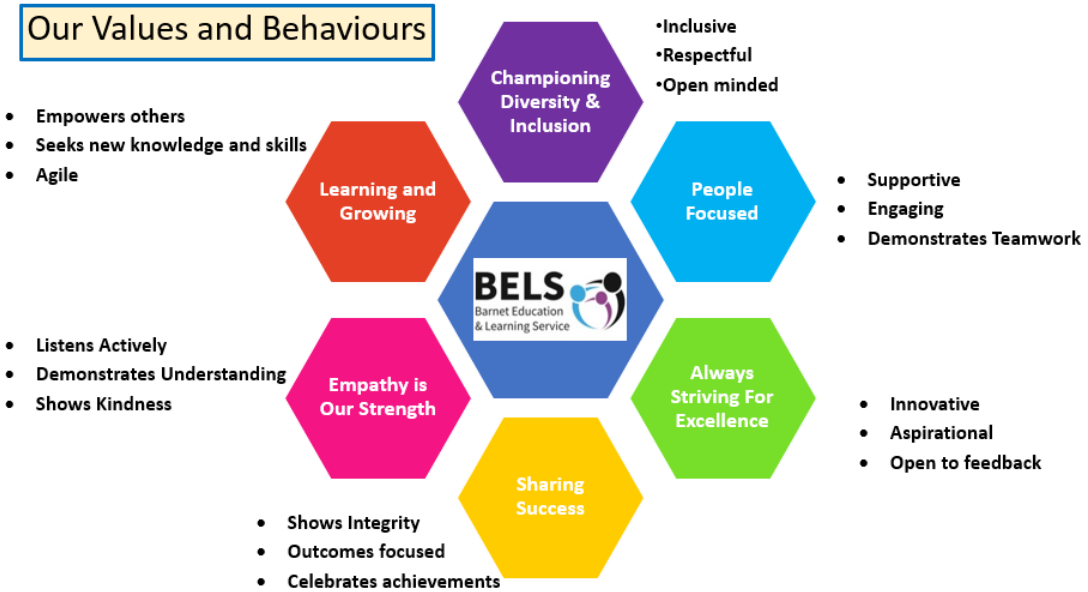
Barnet Education & Learning Service (BELS) is a local authority owned company responsible for providing Barnet Council's Education & Skills service to Barnet schools and settings.

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 and Learning Service**

Dear Applicant,

**Post: BELS Therapies Team Lead**

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 – Midnight on 04/12/26**
**Interviews will be held – w/c 14/12/26**

If you would like to discuss this position on an informal basis, please contact me at mala.perera@barnet.gov.uk.

I look forward to receiving an application from you.

Yours faithfully

**Mala Perera**
**Co-Head of the Specialist Inclusion Services**
**Barnet Education and Learning Service**
2 Bristol Avenue, Colindale, NW9 4EW
Email: mala.perera@barnet.gov.uk

**Job Title: BELS Therapies Team Lead**
**Permanent Contract**
**36 hours per week (1.00 FTE)**
**This is a full-time post.**
**Salary: £64, 839 - £71,055 per annum fully inclusive**

In this innovative role, the post holder will provide strategic, operational and clinical leadership for the BELS Therapies Team, leading a multidisciplinary service of Speech and Language Therapists, Occupational Therapists and Integrated Therapies Assistants to deliver high-quality, neuro-affirming and evidence-based support for children and young people with SEND.

**We welcome applications from both Speech and Language Therapists and Occupational Therapists**. This role combines a specialist clinical caseload with service leadership responsibilities including workforce development, service improvement, statutory SEND work, tribunal and mediation support, and partnership working across education, health and social care.

Working closely with schools, families, BELS teams and partner agencies, the post holder will ensure coordinated, effective and outcome-focused assessment, intervention, consultation and training services for children and young people with complex needs.

This is an exciting opportunity to lead our dynamic, friendly and supportive team that is dedicated to providing a high-quality service to children and young people and their families, and 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.

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

For an informal discussion about the post, please contact:
**Mala Perera**
**Co-Head of the Specialist Inclusion Services**
**mala.perera@barnet.gov.uk**

**Closing date for applications: Midnight on 04/12/26**
**Interview date: w/c 14/12/26**

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**

- Provide strategic leadership to ensure the delivery, continuous improvement and evaluation of high-quality, neuro-affirming and evidence-based therapeutic approaches that maximise inclusion, participation and outcomes for children and young people (CYP) with SEND
- Manage the BELS Therapies Team's input into First Tier Tribunals and contribute expert witness reports
- Be accountable for the agreed service model and develop clinical structures.
- Develop robust interagency relationships with key agencies including education, health and social care, supporting the development of integrated care pathways.
- Work effectively across a range of multi-agency partnerships, establishing and maintaining professional boundaries with respect to children, families and colleagues.
- Develop and implement integrated working between community teams, specifically enhancing pathways for CYP whose pathway involves accessing more than one team.
- Ensure the views of CYP, parents/carers and staff are included in all the work carried out.
- Ensure EHC needs assessments and reports are completed within the statutory timeframe.
- Review, develop and implement service specific pathways.
- Develop and work with clinical leads across the borough to implement integrated and seamless pathways of care for CYP across BELS services and partner organisations.
- Take a lead role in ensuring the highest standards of safe and effective care for CYP.
- Provide clinical supervision.
- Ensure that team administrative and support services meet organisational standards.
- Be accountable for clinical quality for the BELS Therapies Team.
- Be an authorised signatory, approving expense claims and applications for leave.
- Carry out performance reviews in accordance with BELS procedures.
- Identify ways to measure and audit quality and improvement, and evidence outcomes for CYP.
- Have a high level of knowledge of all quality issues to drive forward continuous improvement.
- Understand the SEND Reform agenda and promote links between projects and pathways to create improved outcomes for CYP
- Support professional development of colleagues/training across the service.
- Provide high-quality advice and support for a caseload of children and young people across a range of educational settings.
- Provide training to educational settings.
- Provide training to parents/carers
- Take part in annual reviews and other assessment, planning or review meetings as required.
- Undertake other duties consistent with inclusive education as required by the Head of Specialist Inclusion Services (including projects agreed as part of the Leading-Edge Groups).
- Work effectively in a range of multi-agency partnerships; establishing and maintaining professional boundaries with respect to children, families and colleagues.
- The post holder must be mindful of their responsibility to safeguard children and adults in any activity performed on behalf of BELS.
- Staff are required to attend child/adult safeguarding training relevant to their position.

## FLEXIBILITY

The post holder is expected to comply with all Barnet and BELS' relevant policies, procedures and guidelines; including the appropriate code(s) of conduct associated with this post.

The job description reflects the immediate requirements and objectives of the post. This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties which fall within the grade of the job, as directed by the line manager. This job description will be reviewed regularly in the light of changing service requirements, and any such changes will be discussed with the post holder.

## THE BELS COMMITMENT TO EQUALITY

To deliver the council's 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.

## PROMOTION OF CORPORATE VALUES

To ensure that customer care is met in accordance with the Council's Statement of Values. To be aware of the Corporate Plan and how it affects the section. To ensure that a high level of confidentiality is maintained in all aspects of work. To encourage and develop optimum performance from staff and underline the corporate approach to customer needs as reflected in the council's structure and style.

## Section B: Person Specification

| | |
|---|---|
| **Service:** | **BELS** |
| **Location:** | **Colindale Office**<br>**Candidate will be expected to travel across the Borough of Barnet** |
| **Job Title:** | **BELS Therapies Team Lead** |
| **Grade:** | **SCP 48 – 53** |
| **Reports to:** | **Co-Head of Specialist Inclusion Services** |

| Type | Level required |
|---|---|
| Professional qualifications/memberships | Health and Care Professions Council (HCPC) Registration<br><br>Royal College of Speech and Language Therapists (RCSLT) or Royal College of Occupational Therapy (RCOT) registration |
| Education | Professional Speech and Language Therapy or Occupational Therapy Qualification.<br><br>Educated to post graduate level or equivalent experience.<br><br>Post-registration qualification in leadership or equivalent experience |

**Role Specific Competencies**

| Competency | Key to role |
|---|---|
| Leadership and workforce management | Experience of leading service development and workforce transformation, which allows services to be responsive to change.<br>Demonstrable ability to influence strategic planning and service development through the provision of expert professional advice and leadership.<br>Experience of leading service improvement and advising on workforce development, professional practice and service redesign to improve quality, effectiveness and value for money.<br>Experience of leading multidisciplinary teams, |

| | |
|---|---|
| | Experience of providing clinical supervision.<br>Experience of workforce planning, capacity management and service redesign.<br>Experience of managing clinical and operational risk.<br>Experience of implementing and evaluating service improvement initiatives.<br>Experience of managing competing priorities across a service. |
| Clinical Contribution | Deliver clinical support and advice within area of responsibility; clinical contribution may vary.<br>Undertake audit and research projects to improve the quality of service provided.<br>Act as an expert clinician, being a positive role model for colleagues.<br>Clinical contribution may also be in the form of clinical reasoning /supervision and training of staff in area of responsibility to support staff development or improvement in standards/quality.<br>Knowledge of a range of appropriate assessment tools and therapeutic intervention approaches with a Paediatric caseload, including those used in community/education settings and with parents/carers.<br>Provide professional leadership in relation to statutory SEND duties, including complex EHCP assessments and tribunals. |
| Communicating and influencing | Evidence of ability to prepare and deliver presentations of potentially complex issues in an effective and clear style. |
| | Proven ability to develop and maintain effective professional working relationships and networks with stakeholders such as schools, parents and other authorities. |
| | Excellent written and verbal communication skills.<br>Ability to communicate accurately and appropriately with members of the public, senior management and elected Members. |
| Problem solving | Ability to analyse complex information quickly, reaching and articulating decisions with clarity, to deliver solutions that command support. |
| Striving for excellence | Ability to manage a complex workload and meet tight timescales |
| | Demonstrate a dynamic and achievement orientated culture. |

| | |
|---|---|
| | Commitment to embrace the principles of equality in the delivery of the service |
| Safeguarding | Sound understanding of the principles of safeguarding with a record of achievement and commitment in improving the safeguarding of children and young people. |
| Team working | Ability to work effectively, flexibly and constructively with colleagues in a team where team members work positively to a shared goal. |
| | Ability to work effectively with senior managers, staff, schools/settings, external partners and families to establish confidence, trust and credibility |
| | Ability to build and nurture good working relationships with colleagues and other stakeholders. |
| Partnership working | Recognises the importance to BELS of active partnership working and embraces partnership working where relevant to deliver services most effectively and efficiently |
| | Actively contribute to the creation of an open, and interdependent culture |
| | Ability to provide accurate guidance, information and advice to parent/carers in the context of a partnership |
| Professional Development | Actively seek opportunities to continually develop oneself, consistent with life-long learning and in line with professional bodies' continuous professional development requirements and creating learning environment for teams.<br>Attend management training events and local briefings to ensure continued professional development.<br>Striving for excellence and setting standards and leading by example in all aspects of the team's work.<br>Maintain an up-to-date Professional Portfolio. |

**Technical / Knowledge Requirements**

| Type | Description |
|---|---|
| ICT skills | Competent and confident in the use of standard Microsoft Office products such as Word, Excel, Access and PowerPoint. |
| | Proven competency to handle confidential/sensitive personal information in an appropriate and secure manner |
| Finance | Experience of budget planning |

| | |
|---|---|
| **Compiled/Reviewed by** | Anna Davies |
| **Date** | 16/11/26 |

**Key Details**

**Reporting to: Co-Head of the Specialist Inclusion Services**
**Contract: Permanent**
**Salary Range: £64, 839 - £71,055**
**Location: Colindale Office. Candidates 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 timers.

**Flexible and Hybrid Working**
This is a full-time post.

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: 04/12/26**
**Interviews will be held on: w/c 14/12/26**

### 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 phone call.