



Speech and Language Therapist (SaLT)

Job Description & Person Specification

July 2026

About BeyondAutism

Our vision

A world where every autistic learner belongs, succeeds and shapes their own future.

Our mission

To ensure every autistic child and young adult accesses the education and support they need to belong, succeed, and lead lives full of opportunity, choice and independence.

Founded by parents in 2000, we provide a continuum of support from Early Years through Post-19, alongside outreach, training, and our pioneering BeyondAutism Fast Responder service. We combine direct education for children with the most complex needs with national training, resources, and policy influence – creating a blueprint for inclusion that can be scaled across the country.

At the heart of our approach is a deep understanding of behaviour – recognising it as communication and as a reflection of environment and need. Too often, scientific principles have been misapplied in ways that prioritise compliance over the individual's voice. We reject any practice that seeks to suppress identity; instead, we celebrate individuality and apply behaviour analysis in a positive, ethical, and person-centred way – supporting choice, independence, and outcomes that enhance quality of life.

Our values

At BeyondAutism we are:

Dedicated to delivering excellence

Developing expertise, outstanding services and positive engagement, always seeking to go above and beyond expectations.

Committed to understanding behaviour

Contributing to research and ensuring our staff continually develop and share best practice that ensure aspirational outcomes are achieved for autistic individuals.

Respectful

Embracing diversity, showing integrity, acting with compassion and always treating people with dignity.

Proud to challenge

Listening, changing thinking, shifting attitudes and educating.



Job overview

The Speech and Language Therapist delivers specialist assessment and intervention to support learner communication, interaction and independence outcomes. The role works within a transdisciplinary model, collaborating as part of a transdisciplinary team to ensure speech and language therapy expertise is embedded in classroom practice.

Operationally, the Speech and Language Therapist is accountable to the Class Lead for day-to-day delivery within the class, while clinical governance and professional standards are maintained through professional supervision arrangements.

Roles and responsibilities

Key accountabilities

- Accountable for speech and language therapy assessment, intervention planning and outcomes.
- Accountable for integrating speech and language therapy strategies into daily classroom delivery and supporting staff to implement approaches.
- Accountable for high-quality clinical records, reports and professional compliance.
- Accountable for contribution to annual reviews/transitions as required. Accountable for safeguarding and risk awareness in practice.

Main responsibilities

- **Delivery / practice:** Deliver individual and group speech and language therapy; coach staff on communication strategies; support focused provision.
- **Outcomes / planning:** Assess communication needs; develop speech and language therapy programmes; provide recommendations and reports; support transitions.
- **Collaboration / transdisciplinary working:** Attend meetings; work with teachers and BAs; contribute to shared planning.
- **Leadership / supervision:** Band 6/7 roles may supervise junior staff and therapy assistants as required.
- **Quality assurance / documentation:** Maintain records; contribute to audits/service development.
- **Safeguarding / compliance:** Follow safeguarding and health and safety requirements.

Decision-making authority

- Can make speech and language therapy decisions within scope and professional standards; can recommend adjustments to class practice; escalates operational barriers and risks via the Class Lead and clinical escalation route.

Training, development, and progression criteria

- Maintain CPD and supervision requirements (role dependent).
- Progression: Band 5 to Band 6 to Band 7 via competence, caseload complexity, supervision contribution, and leadership in service development.

Person specification

	Essential	Desirable
Education and qualifications	• Recognised Speech and Language Therapy qualification. • HCPC registration and RCSLT membership.	• Evidence of CPD and relevant post qualification training e.g. Zones of Regulation. • Member of a relevant Clinical Excellence Network (CEN).
Knowledge, experience, and technical skills	• Experience with autistic learners. • Strong assessment and communication skills. • Experience working with autistic children and young people. • Experience of using formal and informal assessment tools. • Experience of working in an interdisciplinary team. • Ability to be flexible in provision of therapy sessions due to the nature of learners' needs. • Flexible working across settings. • Knowledge of a range of therapeutic approaches. • Knowledge of relevant assessment tools. • Knowledge of a range of approaches to assessment, intervention and outcomes relevant to autistic children and young people. • Knowledge of current policies relating to health, social care and education. • Knowledge of clinical governance. • Awareness of evidence-based practice relevant to autistic children and young people.	• AAC experience. • Interdisciplinary teamwork. • Training delivery. • Service development contributions. • Evidence of CPD. • Evidence of providing advice, training/workshops to parents and carers. • Experience of working with Teaching and Learning Practitioners. • Experience of caseload management. • Knowledge of what to consider when making differential diagnosis. • Knowledge of outcome measures. • Knowledge of EHCPs and developing IEPs/annual review reports.

	• Knowledge of standards of record keeping. • Knowledge of safeguarding policies and procedure. • Knowledge of child development. • Knowledge of Speech and Language Therapy theory and practice relevant to working with children with special needs and their families. • Experience of goal setting and clinical progress report writing.	
Other requirements	• Enhanced DBS. • Professional registration maintained. • Participation in clinical governance and supervision. • Attendance at mandatory training.	



What we can offer you

You can find a very rewarding career with BeyondAutism. As well as being part of a team delivering life-changing services, we offer multiple and generous benefits to employees.



Pension scheme *

We offer a competitive pension scheme via salary exchange of 3, 4 or 5% and match your contribution.



Hybrid and flexible working

Charity staff have the option of hybrid and flexible working. To be agreed with HR and the department head.



Season ticket loan *

We can loan you the cost of your season ticket, repaid through monthly salary deductions for the period of the season ticket or less. Maximum period 12 months. Maximum loan £5000.



Bicycle loan *

We can loan you the cost of purchasing a bike for the purpose of cycling to work, repayable over a period of 12 months or less.



Continuing Professional Development (CPD)

Further education opportunities including Masters, RBTs, diplomas and certificates; and opportunities for membership for relevant professional bodies.



Professional Membership fees

Reimbursement of the cost of annual professional membership fee where continued membership registration is a requirement of your role.



Onsite counsellor

One counsellor working across our sites offering confidential 1:1 counselling sessions.



Perkbox

Access to an online perk scheme which gives you your pick of over 200 great discounts and freebies such as a free monthly hot drink from Cafe Nero, discounts on high street shopping and great price cinema tickets.



Employee Assistance Programme

Free access to a 24/7 confidential counselling support, including opportunity for face-to-face support.



Employee Referral Programme

Generous £400 thank you payment when you refer somebody into one of our open vacancies.



Eye care vouchers

Vouchers to cover the cost of an annual eye examination and single-vision spectacles, if needed.

Benefits marked with (*) are contractual benefits open to staff who have been in post for three months or more.

Job information

(STARTING) SALARY:	BeyondAutism Specialist pay scale Band 5 – Band 6
CONTRACT TYPE:	Full-Time (Term-time only) / Part-Time (Term-time only)
HOURS:	37.5 hours, Monday to Friday 8:45 to 16:45, with 30-minute lunch break Occasional evening meetings or events outside normal working hours may also be necessary
HOLIDAYS:	This is a term-time only role. Annual leave is incorporated into the salary and must be taken during school holiday periods. The role is not entitled to take leave during term time, unless in exceptional circumstances and with prior agreement.
LOCATION(S):	Full time on-site
REPORTS TO:	Class Lead and professional clinical supervision within therapy governance.
PROBATIONARY PERIOD:	Four months
HOW TO APPLY:	Complete an online application form: www.beyondautism.org.uk/application-form

BeyondAutism is proud to be an equal opportunity workplace. We are committed to equal employment opportunity regardless of ethnicity, religion, sex, sexual orientation, age, marital status, disability or gender identity.

BeyondAutism is committed to safeguarding and promoting the welfare of children and young adults and expects all staff to share this commitment. An enhanced disclosure will be conducted for the successful applicant.



Gatehouse by Spacemade,
1 Armoury Way, London,
SW18 1TH, United Kingdom
020 3031 9705
beyondautism.org.uk

Follow us on social media



BeyondAutism



BeyondAutism



@beyondautism



BeyondAutismUK