

Speech and Language Therapist

Job Description and Person Specification

November 2026

Salary	Hours	Location	Closing date
£38,488 - £46,852	**37.5 hours a week**	**Wandsworth, London**	**18 December 2026**

BeyondAutism

beyondautism.org.uk

Registered Charity No. 1082599

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

We are looking for an enthusiastic, creative and passionate Speech and Language Therapist to join our dedicated and supportive team.

You will provide speech and language therapy at a specialist level to autistic children and young adults having a direct impact on their educational journey and outcomes.

You will join a supportive staff team where teamwork, flexibility and a positive personality are essential attributes.

Roles and responsibilities

The clinical work will include:

- Assessing and providing diagnoses and specialist advice on a range of communication disorders to other professionals and families both internal and external to the organisation.
- Maintaining and using specialist clinical skills and knowledge in a range of communication disorders to enable the supported management of a specialist caseload of children and young adults.
- Planning appropriate therapeutic intervention, making judgements about type and timing of treatment in collaboration with education staff and school.
- Delivering group and individual therapy as required across a range of learning environments.
- Providing regular written and verbal advice, reports and therapy programmes to education staff, parents and other health professionals.
- Providing families with advice and training to support the management of intervention and ensure generalisation of targets.
- Evaluating treatment outcomes using a range of therapeutic and educational frameworks.
- Supporting learners to transition across settings and providing discharge reports to other settings.

Professional responsibilities:

- Managing a caseload whilst recognising own professional boundaries and accessing supervision, advice and support when necessary.
- Maintaining up to date and accurate case notes in line with professional standards and school policies.

- Collecting clinical data and writing reports for Annual Reviews and for other reports as required.
- Engaging in research/clinical governance/audit projects within area of expertise.
- Supporting service improvements in collaboration with the Therapies team.
- Participating in regular service audits, e.g. of case notes and reports.
- Caring for and maintaining equipment ensuring standards of infection control and safety are maintained.
- Identifying and providing Clinical Supervision where necessary to colleagues within the same professional discipline.
- Taking responsibility for the line management of junior colleagues as designated by the Head of Therapies.
- Demonstrating clinical effectiveness by use of evidenced based practice and outcome measures.
- Recognising and demonstrating commitment to personal development and the acquisition of further skills and knowledge relating to clinical area.
- Identifying and attending relevant training and cascading this to relevant partners to ensure it links to current practice.
- Adhering to local and national standards and guidelines relating to Professional Practice and maintaining registration with the Health and Care Professions Council.
- Working with external and independent speech and language therapists as required.
- Providing relevant in-service training to school staff and parents, via presentations and talks on topics related to the role of the speech and language therapist, communication and therapy.
- To reflect on and evaluate training provided.
- Managing own time appropriately and independently prioritising tasks in order to carry out clinically related administrative duties relevant to the caseload and operation of the school.
- Managing any areas of conflict that may occur between partners under the guidance of line manager.
- Undertake other duties as reasonably directed by the Heads of Service.

Person specification

	Essential	Desirable
Education and qualifications	• Recognised Speech and Language Therapy degree/qualification • HCPC Registration • RCSLT Membership	• Evidence of CPD and relevant post qualification training e.g. AAC • Member of relevant Clinical Excellence Network (CEN)
Knowledge, experience and technical skills	• Experience working with autistic children and young adults • Experience of using formal and informal assessment tools • Experience of AAC • Experience of completing assessments and planning therapy goals at undergraduate or postgraduate level • Experience of working in an interdisciplinary team • 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 adults • 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 adults • Knowledge of standards of record keeping • Knowledge of Safeguarding policies and procedures • Knowledge of child development	• Evidence of CPD • Evidence of providing advice, training or workshops to parents and carers
Personal qualities	• Able to work independently with recognised role within the Early Years, School, College and Post-19 provisions • Able to accept and provide line management for therapists and/or clinical supervision of other Speech and Language Therapists and students, depending on professional training • Able to build robust working relationships with a range of complex stakeholders within and outside the organisation • Able to organise and prioritise self and workload • Ability to maintain accurate notes • Ability to communicate clearly and sensitively with parents, carers and professionals	• Able to inspire confidence and influence and motivate others through example • Knowledge of relevant health, education and social issues legislation

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

SALARY SCALE:	£38,488 - £46,852
CONTRACT TYPE:	Full time, term-time only
HOURS:	37.5 hours, Monday to Friday 8:30am to 5:00pm, with one hour lunch break. There is an expectation to attend governance and committee meetings as required. Occasional evening meetings or events outside normal working hours may also be necessary.
LINE MANAGER:	Class Lead
LOCATION(S):	**Park House School**, 48 North Side Wandsworth Common, London, SW18 2SL **Tram House Sixth Form**, 140 Woking Close, London, SW15 5LD
PROBATIONARY PERIOD:	Six months
CLOSING DATE:	18 December 2026
HOW TO APPLY:	Please send your CV and covering letter to **recruitment@beyondautism.org.uk**.

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.