

Speech & Language Therapist (part-time)

Questions to: lauragomersall@autismearlysupport.org.uk
Applications to: mandysimons@autismearlysupport.org.uk

Autism Early Support®

Contents

Welcome from our CEO 3

About us 4

Who we are
What we do
Our Approach
Our Strategy and Purpose
Our Vision, Mission and Values

The role 7

What you can expect from us
The Team
Job Description

Your application 9

How to apply
Safeguarding
Equity diversity and inclusion
Summary of terms and conditions

Welcome from our CEO

Thank you for considering a role with Autism Early Support. I'm delighted you're exploring the possibility of joining our team.

You will be joining us as we grow. In 2023, we launched our digital platform, The Parent's Portal, to support more families more often. Today, we're supporting more families than ever before and our aim is to continue to expand to fill some of the gaps in the SEND system and ensure no child is left behind.

This recruitment pack gives you an overview of the role, our ethos, and the support that will be available to you here. I hope it helps you see how your skills and passion could contribute to our mission and that you're excited by this opportunity.

At AES, we're passionate about providing early, individualised help to make a meaningful difference in the lives of the children and families we're here to support.

Whether through our direct contact with children or indirectly through our Parent's Portal our child-led approach underpins our practice. Should you become one of our valued practitioners, you will be encouraged to work creatively and responsively, tailoring environments and strategies to meet children's individual needs.

Working here is rewarding. You will manage your own caseload and you will be part of a small team, so you will quickly see and feel the direct impact you are able to make both to families and to wider team development. You'll become part of a forward-thinking multi-disciplinary team that values curiosity and compassion.

We believe in investing in our staff. We do this through well-being initiatives, continuous professional development, training and supervision. We encourage everyone to work together with mutual respect to create a happy culture with an appetite for quality, learning and growth at its heart. You can watch a video of our work in action here.

I hope I have given you a flavour of what you can expect from us, and if you share our values and drive, we'd love to welcome you to an interview.

Very best wishes

Sarah Sweet-Rowley



About Us

Who we are

Autism Early Support Trust Ltd. ("AES") offers early support and specialist education to autistic children, children with sensory, communication and interaction differences and their families. We believe every child should have the chance to find their place in the world, be able to communicate their needs and learn alongside their peers with acceptance and support.

We aim to work alongside parents and practitioners to give every child the foundations they need for the next stage of their education. If we can enable a child to feel safe and understood, they become happier and they can flourish.

AES was established in 2001 and was formerly known as 'The Puzzle Centre'.

What we do

Our early support and specialist education encompasses specific, structured and targeted neurodiversity affirming approaches founded on established research, evidence-based practice and our extensive experience.

Through our services, we aim to equip all children with the tools and confidence they need to communicate, explore, play and enjoy the world around them. In response to the child's needs, wants and preferences, we make environmental adaptations and create the support a child needs to feel ready to learn.

Help is accessed through the **Circle Centre**, our specialist nursery near Buckingham and our **Outreach Service,** which supports families in the community and online through projects including **The Parent's Portal** and **Assessments and Support Packages**.

Our Approach

Through our services, we encourage autistic children and children with sensory, communication and interactions differences to be their authentic selves without needing to mask or change themselves to feel accepted in a non-autistic majority society.



Our specialist multi-disciplinary team of teachers, occupational therapists, speech and language therapists, nursery co-ordinators and learning assistants identify and put the supports in place to make a child feel safe and regulated so they can enjoy learning.

Alongside this, we work with parents and carers to help them feel confident in supporting their child and in advocating for their individual needs.

Our supports are always:

Child-led: We look at everything through the child's lens first, their well-being and happiness is always our priority. We focus on understanding and appreciating the child's perspective, we do not work towards trying to change them. We accommodate each child's needs to maximise function and use their skills and strengths to enable the child to thrive, learn and develop.

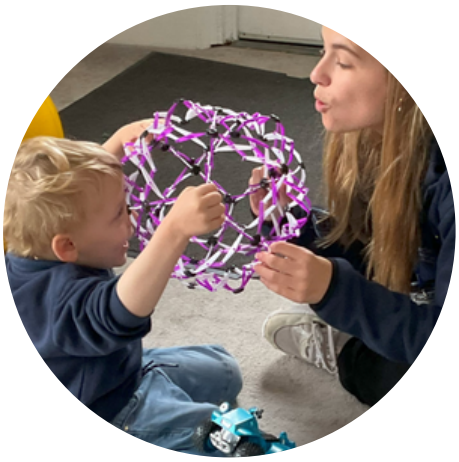
Needs-led: Regardless of diagnosis, we listen to the parent, we observe the child and we work with them to support the areas of need.

Focussed on a child's strengths: We design our support around the child's strength, interests and preferences to optimise engagement and enable the child to thrive.

Neurodiversity affirming: We listen to and believe there is always more to learn from the neurodivergent population. We strive to adapt and tailor our support to reflect these perspectives.

Our Strategy & Purpose

To fulfil the purpose and aims of our organisation, we follow a strategic plan as a framework for our roadmap. Our current strategy focuses on three key objectives:



- Deliver exemplary children's services
- Develop and grow our outreach services
- Build a sustainable income and resource base.

And within our objectives we have five aims:

- Children's services are an exemplar of best practice
- Maintain 'Outstanding' (Ofsted) in our flagship nursery
- Support more families and practitioners through outreach
- Develop and empower an active parent support network
- Cultivate, retain and develop our key stakeholders
- Drive growth through voluntary and trading income.

Our longer-term plans include our drive to:

- Improve outcomes for more autistic children and their families
- Become recognised as UK leaders in autism education
- Achieve financial stability & independence
- Develop strategic partnerships to raise our profile and influence change

Our Vision, Mission and Values

Our Vision
Every autistic child and child with sensory or communication differences receives timely, appropriate and high quality education, therapy and support.

Our Mission
Using specialist education and therapies we support autistic children to find their ways to communicate and interact with others and we empower parents to understand and advocate for their children's needs.

Our Values

- **Integrity**. We're being trusted to impact the course of a child's future.
- **Compassion**. We proactively support and empower parents to help to improve whole family well-being.
- **Empathy**. Understanding and listening is at the heart of our service. We never judge, because 'we get it'.
- **Expertise**. Our beneficiaries need specialist knowledge, support and guidance.
- **Excellence**. The children & families we support deserve the highest quality education, therapy and support.

What people say about our work

"We have learnt so much more about how we can work with our son to make everyday activities easier for us all. We have all learnt about his coping strategies and this has been a game changer. We have a much better understanding of what is going to work best for him once he starts school."

"Good advice from friendly people — lots of empathy and understanding."

"The support I have received has had a positive impact on my wellbeing. "

"You just get it."



The Role

What you can expect from us

We offer hybrid working, a company pension, 33 days annual leave (inclusive of statutory bank holidays) pro-rated for 3 days (19.8), learning and development opportunities, including involvement in 3 organisation-wide inset training days, charity discounts, and an employee assistance programme. At AES, we pride ourselves on our commitment to Employee Wellbeing. Our Wellbeing charter is available to read here

The Team

This role is part of our small Outreach Team, consisting of 8 employees.
The charity employs 30 staff, based across our 2 sites. We also have the support of several volunteers, a Board of Trustees and our Charity Ambassadors.

Role Description

You will join our multi-disciplinary team on a part-time basis as a paediatric speech and language therapist. Working on an outreach basis, you will directly support children and parents in their homes, settings and online. The caseload of face to face support will be largely based in Buckinghamshire.

Reporting to our Outreach Services Lead and Head of Children's Services, the role primarily provides individualised support to children. Additionally, the position supports families and schools both in–person and via our digital platform, The Parents' Portal. This will include being involved in the development of content and the delivery of online webinars and workshops.

You will have experience in:

- Working with a caseload of children aged 2-12 years
- Carrying out dynamic assessments and writing reports that are timely, neurodiversity affirming and adhere with HCPC and RCSLT guidelines
- Liaising with and providing direct support to children, parents, teachers and practitioners
- Actively listening to client needs and responding with bespoke, needs-led solutions
- Teaching and coaching others to enhance their knowledge and practical application of tools and strategies - both online and face to face
- Creating engaging learning resources for different audiences
- Working within a multi-disciplinary team.

Essential skills:

- Degree in Speech and Language Therapy
- Registered with and adheres to Health and Care Professions Council (HCPC) standards
- Substantial experience working with young children who have sensory and communication differences
- Experience carrying out a range of standardised and non-standardised assessments
- Knowledge and continued development of neurodiversity affirming practice and the neurodiversity paradigm. You will demonstrate an interest in and understanding of, the neurodiversity paradigm, neurodivergent informed research and practice. You will show a natural interest in this practice and in sharing your findings with peers.
- Experience of writing contributions for Education, Health and Care Plans
- Experience of compliance with the principles and practice of data protection, confidentiality, safeguarding children, HCPC code of conduct and SEN code of practice
- Competent in using ICT.
- Must be able to travel independently to carry out direct support to children and families.

Key Competencies:

- Empathetic towards others and committed to understanding and supporting neurodivergent individuals
- Innovative and proactive in identifying areas of development
- Collaborative and team-oriented, willing to contribute to team projects and service developments
- Proactively engage with neurodiversity affirming research and practice, remaining open and willing to apply learnings and share with peers
- Maintain curiosity to continually develop practice in response to the needs of our children and families
- Demonstrate advanced clinical reasoning and decision-making skills when working with individuals
- Flexible and adaptable in adjusting means of communication and information delivery to suit the unique needs and requirements of beneficiaries
- Demonstrate innovation and creativity to develop and deliver resources and training sessions to families and practitioners
- Commit to continuous monitoring and evaluation for reports and impact data.

Key Responsibilities:

- Individualised assessment and support for children and schools
- Carry out dynamic assessments of children's communication and interaction differences through a neurodiversity affirming lens

- Write and distribute quality reports on time
- Confidently liaise and collaborate with the professionals involved with the caseload of children
- Actively listen to and reflect on the needs and views of people who access our services to provide them with needs-led solutions
- Help to design, deliver and monitor programmes of support in schools that include assessments, workshops, clinics and 1:1s with staff and parents
- Help ensure robust processes are in place for monitoring & evaluation.

Resource development and delivery of support:

- Adopt our needs-led approach to contribute to the development of content and delivery of support through our Parent's Portal
- Join the team in delivering engaging online webinars and workshops to parents, carers and professionals
- Help to inform the development of resources by actively listening to and responding to feedback from our beneficiaries
- Proactively identify development opportunities and needs within the service.

Your Application

How to apply

We welcome informal conversations with prospective candidates about the role and the charity in advance of the deadline. We pride ourselves on being open and transparent.
Please contact Laura Gomersall, Head of Children's Services (lauragomersall@autismearlysupport.org.uk 0300 102 4462



- Email your completed AES application form (you can download the form here) to mandysimons@autismearlysupport.org.uk attaching your CV if you wish.
- Provide a letter of application, clearly stating how you would meet the key requirements of the role to which you are applying, and why this role is attractive to you
- Provide the name, address and telephone numbers of two referees on the application form. Neither of these referees should be a relative and one should be your current or your last employer. References will only be taken up after interview but before offer of employment is sent. All offers of employment are conditional upon suitable references being obtained.

In line with our safer recruitment procedures and the statutory guidance outlined in Keeping Children Safe in Education (KCSIE), we are committed to ensuring the safety and wellbeing of all individuals. As part of this commitment, we request references that adhere to these procedures to help us make informed and responsible recruitment decisions.

In-person interviews are scheduled to take place on 11th or 12th December for shortlisted candidates.

We aim to create a supportive and inclusive interview experience. If there is anything we should do to help you feel comfortable or accommodate your communication preferences, please let us know on application.
If we invite you to interview with us, we'll share our interview themes in advance to help you prepare.

Successful candidates at first interview will be asked to return for a second stage interview. This will involve a practical task.

Safeguarding

We are committed to safeguarding and protecting the vulnerable adults, children and young people that we work with. As such, all posts are subject to a safer recruitment process including the disclosure of criminal records and vetting checks. We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practices across our services.

Equity, diversity and inclusion

We are committed to fostering a workplace where everyone feels respected, valued, and empowered to thrive. We believe that diversity of thought, background, and experience makes us stronger, and we actively work to create an environment where all individuals can contribute meaningfully and be their authentic selves.

As an inclusive employer, we welcome applications from all qualified candidates—regardless of race, ethnicity, religion or belief, age, socioeconomic background, gender identity or expression, sexual orientation, pregnancy or maternity, caring responsibilities, marital or civil partnership status, nationality, disability (including invisible disabilities), or neurodivergence.



If you are interested in the role, but you don't meet 100% of our criteria, don't rule out applying. Please contact us to discuss first or submit your application demonstrating why you would like this role. All applications will be read and considered.

Summary of terms and vonditions

Role Title	Speech and Language Therapist (3 days a week)
Salary	£36,000-£42,000 (FTE), dependent on experience. Actual salary for 3 days £21,600-£25,200
Location	Hybrid – this is a mix of home and our Buckingham-based office (Buckingham Industrial Estate MK18 1TF), plus home visits (likely to be weekly)
Hours of work	22.5 hrs per week
Holidays	33 days per year (inclusive of statutory bank holidays) FTE Pro-rated for 3 days = 19.8
Probation	Three months
Disability	We are committed to making every reasonable adjustment to the workplace or working arrangements so as to accommodate people with disabilities

Autism Early Support®

Autism Early Support
Office A 15 Little Balmer (within Pace House)
Buckingham
MK18 1TF

mandysimons@autismearlysupport.org.uk l 0300 102 4462
Registered charity no. 1141868