Petals THERAPY

Occupational Therapy
&
Speech & Language Therapy

Job Description

Job Details

Job Title: Speech and Language Therapist (Paediatrics)
Location: Petals Therapy Clinic, Earl Shilton, Leicestershire (LE9), with community and school-based work. Current school contracts are based in Hinckley, Nuneaton and Rugby.
Reports to: Lead Specialist Speech and Language Therapist
Salary: £32,500 – £48,500 (dependent on experience)
Hours: Full-time (37.5 hours per week). Part-time and Term Time Only applications will also be considered (minimum 3 days per week).
Start Date: As soon as possible.

Job Summary

An exciting opportunity has arisen for a Speech and Language Therapist to join our small and growing paediatric team, delivering high-quality assessment, diagnosis and therapy for children and young people with speech, language and communication needs (SLCN). The role involves working across a variety of settings including our clinic, schools, nurseries and family homes, supporting children with a wide range of developmental speech, language and social communication differences.

We are a child-centred, inclusive service committed to neuroaffirming, evidence-based practice and to supporting every therapist to develop professionally whilst maintaining an excellent work-life balance.

Person Specification

Essential Criteria

- BSc (Hons), MSc or equivalent qualification in Speech and Language Therapy.
- Current registration with the Health and Care Professions Council (HCPC).
- Membership of the Royal College of Speech and Language Therapists (RCSLT).
- Minimum of one year experience working with children and young people.
- Sound knowledge of a range of paediatric speech, language and communication needs (SLCN), including developmental language disorder, speech sound disorders and social communication differences.
- Experience of planning, delivering and evaluating evidence-based assessment and intervention programmes.
- Experience of supporting children using augmentative and alternative communication (AAC), including visual supports, Makaton and/or communication devices where appropriate.
- Ability to produce high-quality clinical documentation, including assessment reports, intervention plans and outcome measures.
- Excellent written, verbal and interpersonal communication skills, with the ability to build positive relationships with children, families, schools and other professionals.
- Ability to work autonomously, prioritise a varied caseload and manage time effectively.
- Commitment to person-centred, neuroaffirming and evidence-informed practice.
- Demonstrates high levels of professionalism, integrity and clinical reasoning.
- Commitment to continuing professional development and reflective practice.
- Understanding of safeguarding responsibilities and the ability to work within professional, ethical and legal frameworks.
- Full UK driving licence and access to a vehicle for travel between clinic, schools and community settings.
- Right to work in the UK.

Desirable Criteria

- Experience working within independent practice, schools and/or community paediatric settings.
- Experience supporting autistic children and young people using neuroaffirming, strengths-based approaches.
- Experience supporting children with ADHD, developmental language disorder (DLD), speech sound disorders and/or social communication differences.
- Knowledge of Special Educational Needs and Disabilities (SEND) legislation, including Education, Health and Care Plans (EHCPs).
- Experience contributing to EHCP assessments, annual reviews and multidisciplinary meetings.
- Experience delivering training, workshops or coaching to parents, school staff and other professionals.
- Familiarity with a range of standardised paediatric speech and language assessments.
- Experience working collaboratively within a multidisciplinary team.
- Interest in service development and contributing to the growth of an independent practice.

What We Offer

- Private healthcare cover.
- Generous annual leave with 30 days holiday plus an additional 10-day company shutdown over Christmas and New Year, allowing you to fully switch off and spend time with family and friends.
- Annual CPD budget with protected opportunities for professional development through both external courses and in-house learning.
- Regular clinical supervision, peer support and mentorship within a collaborative multidisciplinary team.
- A genuine commitment to work-life balance. We recognise that life extends beyond work and offer flexible working arrangements, including reduced expectations during school holidays wherever possible.
- Autonomy to be the therapist you trained to be. We prioritise quality, child-centred care over unrealistic targets, allowing you the time and flexibility to deliver meaningful intervention based on clinical reasoning.
- A varied and rewarding caseload across clinic, schools and community settings, enabling you to build long-term relationships with children, families and education staff.
- The opportunity to help shape a growing independent practice. Your ideas, creativity and clinical expertise are genuinely valued, with opportunities to contribute to service development and new initiatives.
- Career progression based on your contribution, performance and aspirations, rather than fixed timeframes or organisational structures.
- Clinical freedom. You'll have the autonomy to use your professional judgement and deliver therapy that reflects best practice, rather than being restricted by service-driven pathways or arbitrary targets.
- A friendly, approachable and supportive team culture. We operate an open-door policy where questions are encouraged, ideas are welcomed and every member of the team is valued.
- Regular team socials and wellbeing events to celebrate successes, strengthen relationships and enjoy time together outside of the clinical environment.

Skills

- Excellent communication and interpersonal skills, with the ability to build positive, trusting relationships with children, families, schools and professionals.
- Strong clinical reasoning, problem-solving and decision-making skills.
- Ability to adapt assessment and intervention to meet the individual needs of each child and family.
- Ability to manage and prioritise a varied workload, balancing both clinical and administrative responsibilities effectively.
- Excellent organisational and time management skills, with the ability to work independently and use initiative
- Ability to communicate complex clinical information clearly and accessibly through both verbal discussions and high-quality written reports.

- Confidence facilitating collaborative discussions, setting functional goals and supporting shared decision-making with families and professionals.
- Emotional resilience and professionalism when managing sensitive conversations or complex situations.
- A proactive, reflective approach to learning, service development and continuous quality improvement.

Personal Attributes

- Compassionate, approachable and child-centred.
- Passionate about delivering high-quality, neuroaffirming therapy.
- Self-motivated with the confidence to work independently while valuing collaboration.
- Adaptable and able to embrace new ideas within a growing practice.
- Committed to maintaining high professional standards and acting with integrity.
- Positive, enthusiastic and motivated to contribute to the ongoing development of the service.

Additional Information

- This post is subject to an Enhanced DBS check with Children's Barred List.
- Evidence of the right to work in the UK is required.
- The role involves travel between clinic, schools, homes and community settings; therefore a full UK driving licence and access to a vehicle is essential.
- Our work spans clinic, schools and community settings across Leicestershire and Warwickshire. As our service continues to grow, there may be opportunities to work across different locations, so flexibility and a willingness to travel are essential.
- Flexible working arrangements are available to support a healthy work-life balance.
- Regular clinical supervision, mentoring and continuing professional development opportunities are provided.