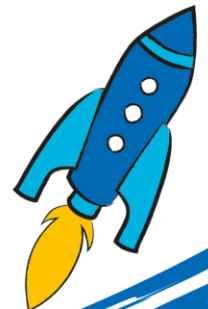


# Specialist Physiotherapist Rehabilitation (Equivalent to Band 6) Candidate Briefing Pack



Dear Candidate

Thank you for your interest in becoming our new Specialist Physiotherapist at The Children's Trust.

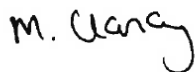
The Children's Trust is the UK's leading charity for children with brain injury. We are unique, with an international reputation for the work we undertake to improve the lives of the children and families with whom we work. We provide information and support to thousands of children with brain injury and their families annually, through education, care, therapy and research. We provide expertise and experience in meeting the needs of children and young people with acquired brain injury, neurodisabilities and complex health needs.

As a Specialist Physiotherapist, you will provide high quality, evidence based assessment and intervention to children and young people with neurodisabilities, neurodevelopmental and orthopaedic conditions and respiratory needs. All interventions will be goal focused, evidence based and child and family centred.

You will also collaborate with colleagues in the relevant disciplines comprising the team around each child.

This is a chance for an outstanding candidate to make a significant and lasting difference to the lives of thousands of children and families.

Kind regards



**Maggie Clancy**  
**Director of Clinical Services**

## The Charity

The Children's Trust is the UK's leading charity for children with brain injury and complex health needs.

The charity provides rehabilitation, medical care, special education, community services and expert information.

Our key services are:

- Rehabilitation for children with Acquired Brain Injury (ABI)
- A non-maintained special school, with associated residential houses for children with complex education, health, therapy and care needs
- Support for children with ABI and their families, in the communities across the UK, through our Brain Injury Community Services
- Online information and support via our publications and [braininjuryhub.co.uk](http://braininjuryhub.co.uk)

Our residential services based at our national specialist centre in Tadworth, Surrey, work in partnership with the NHS and Local Authorities, to provide a step-down pathway of care between hospital and home. The centre is entirely child and family focused, to ensure that their needs are appropriately supported.

In the community, we provide clinical support to complement local services and give children and young people with ABI the best chance of succeeding at home and in school.

We are the only paediatric centre with a national specialised commissioning contract (through NHS England) to provide brain injury rehabilitation for children with severe brain injury. Our other services are funded through local health commissioners (such as Clinical Commissioning Groups) as well as social care and education authorities, together with the millions raised through voluntary fundraising.

Thanks to the generosity of The Children's Trust's supporters, our 24 acre Tadworth site features a modern hydrotherapy pool, accommodation for parents, specially adapted equipment, soft play areas and a wheelchair-accessible tree house.



We run a non-maintained special school for children with complex education, health, therapy and care needs with associated residential houses. The Children's Trust School supports children and young people from 2 - 19 years old and is dual-registered with the Care Quality Commission (the school residential houses) and Ofsted Education.

The Children's Trust is a charitable organisation, with approximately 595 committed staff and 560 volunteers, all with a range of expertise across nursing and care, education, therapy and operations, as well as centralised support functions, such as: finance, HR, fundraising and communications. A number of these staff are based off-site around the UK, as part of our community work or in our charity shops.

## Job Description

<b>Job Title</b>	Specialist Physiotherapist
<b>Reports to</b>	Head of Therapy - Rehabilitation
<b>Direct reports</b>	None (N.B. Will be required to act in a supervisory capacity for volunteers and support staff)
<b>Level</b>	Specialist (equivalent to Band 6)
<b>Location</b>	Tadworth, Surrey
<b>Salary</b>	£31,160 - £40,953 (dependent upon experience)
<b>Hours of Work</b>	37.5hrs per week
<b>DBS</b>	Enhanced with Children's & Adult's Barred List

## Job Purpose

The role of Specialist Physiotherapist will provide specialist physiotherapy to children and young people accessing The Children's Trust Therapy Services. You will provide high quality, evidence based physiotherapy assessment and intervention to children and young people with neurodisabilities, neurodevelopmental and orthopaedic conditions and respiratory needs, within a multidisciplinary and multi-agency setting.

Our service delivery aims to promote outcome focussed interventions, safe care, function and participation of children and young people accessing home, school and community life. You will support the delivery of child and family focused, goal led interventions, working in collaboration with education, multi-agency and multidisciplinary teams.

## Duties and Responsibilities

### Professionalism

- Meet current HCPC and Chartered Society of Physiotherapy (CSP) standards, with respect to professionalism and keep up to date with any changes.
- Understand what is required of therapy professionals by HCPC, with respect to Fitness to Practice.
- Be responsible for maintaining registration with HCPC and CSP.
- Adhere to the policies and procedures of The Children's Trust.

### Clinical Responsibilities

- Assess, plan, execute and evaluate physiotherapy interventions for referred children, within a multidisciplinary team setting and using facilities available, both on and off site.
- Carry out specialist physiotherapy assessments and interventions.
- Produce functional goals in collaboration with the child / young person, family and MDT.

- Devise suitable, individualised, 24hr physiotherapy/postural management programmes for each child, whether to be carried out by parents or members of the Multidisciplinary Team; these should be monitored, evaluated and adjusted appropriately according to the needs of the child. Work collaboratively with families to maximise engagement in therapy sessions; support the management of and promote confidence, in meeting their child's needs
- Assess for and organise provision of necessary therapy equipment and/or orthotics. This may be loaned equipment for use at The Children's Trust or recommendations for equipment for long-term use on return home.
- Teach, integrate and monitor physiotherapy interventions in the child's environment, whether it is carried out by parents, school staff, therapy staff, nursing and care staff.
- Work closely with all members of the Multidisciplinary Team, as well as the child and family, to provide a fully integrated approach to the overall management of the child. This will include any home/school visits, professional child related meetings and/ or appointments, as required.
- Support the implementation of specific respiratory physiotherapy management plans, including: basic manual techniques, appropriate use of oxygen in ventilator support, demonstrating an awareness of inadequate ventilation and when to escalate care accordingly, ensuring awareness of how other components of the child's care, impacts on their respiratory function.
- Use awareness of how other components of the child's care may impact on their respiratory function.
- Use awareness of how a 24hr postural management programme impacts on the respiratory system, sleep pattern and the compliance to rehabilitation, in order to inform physiotherapy interventions and the multidisciplinary care and therapy plans.
- Support the delivery of 24hr rehabilitation, through the provision of advice/ information, education and modeling, to the Multidisciplinary Team, tailoring the provision of information to the needs of the child, their family and the staff concerned.
- Liaise with all appropriate medical staff, whether employed by The Children's Trust, visiting consultants or at off-site clinics and attend clinics with the child, as and when required.
- Contribute to the assessment and discussion of new referrals to The Children's Trust.
- Work collaboratively with professional colleagues in other services, to facilitate the admission and discharge process.
- Keep appropriate and accurate intervention records, fulfilling legal, professional and all other requirements of The Children's Trust.
- Contribute to child related reports, including looked after children and annual review reports as required, and assist with the collation of these as required, in a timely manner and in line with organisational targets.
- Critically evaluate new intervention methods and implement where deemed appropriate/ necessary.
- Provide clinical cover across the service during episodes of staff shortage/heavy workload, in order to ensure effective service delivery.
- Work flexibly in terms of hours, in order to meet the needs of the service, including an early evening (weekly) and one weekend day, per calendar month.



## **Communication**

- Communicate effectively with children, families and colleagues, using effective and appropriate strategies and modifying communication style as required, in order to take account of the communication partner's needs. This might involve using Interpreters, communication aids or different communication modalities.
- Demonstrate a commitment to involvement and collaboration with children and families across the service. This will include involving the child/ young person, as well as parents/ carers, in the decision making process regarding physiotherapy needs and/ or areas of service development, e.g. discussing challenging and emotive subjects with families and children/ young people, regarding long-term needs and possible outcomes.
- Use a range of advanced communication skills, to share specialised information and discussions with a range of audiences, with different levels of knowledge and expertise.
- Attend and contribute to Multidisciplinary Team meetings, to discuss individual children/ young people and service in general, as required e.g. reviews, case conferences, parent's evenings, clinics, etc.

## **Management of Self and Others**

- Work on agreed areas of service development.
- Provide support and supervision for junior team members and students, within area of responsibility, providing direction, motivation and support to achieve key objectives.
- Participate in the annual Performance Development Review and monthly supervision sessions, as required by The Children's Trust, both as Appraiser and Appraisee.
- Attend and contribute to the handover between Nursing and Care staff and the House-based Multidisciplinary Team.
- Manage time effectively, prioritising and delegating work appropriately and as required.

## **Governance**

- Ensure high standards of practice, through adherence to recognised professional standards, evidence based practice, and effective clinical audit programmes; continue the audit cycle by evaluating any changes implemented as a result.
- Critically evaluate practice through clinical audits and by appraisal of the information gained, in combination with current knowledge of evidence-based practice; identify opportunities for service improvement and development, with support from Highly Specialist Therapists/ Heads of Therapy.
- Read and implement all policies, procedures and risk assessments, pertinent to working practice and keep up to date with changes as and when they occur.
- Make relevant contributions to service specific outcome measures and identify and utilise appropriate physiotherapy specific outcome measures, supporting others to do the same.
- Recognise and critically appraise situations where the effectiveness, efficiency and quality of the service are compromised and take appropriate action to resolve the situation, with support from Highly Specialist Therapists/ Heads of Therapy.
- Critically reflect on own performance and that of other staff; and use this evaluation to enhance the effectiveness, efficiency and quality of future practice.

- Undergo The Children's Trust Risk Assessor training, in order that all activities are risk assessed and documented in the most appropriate format. Ensure that detailed risk assessments are completed, as required.
- Actively participate in local clinical governance activities.

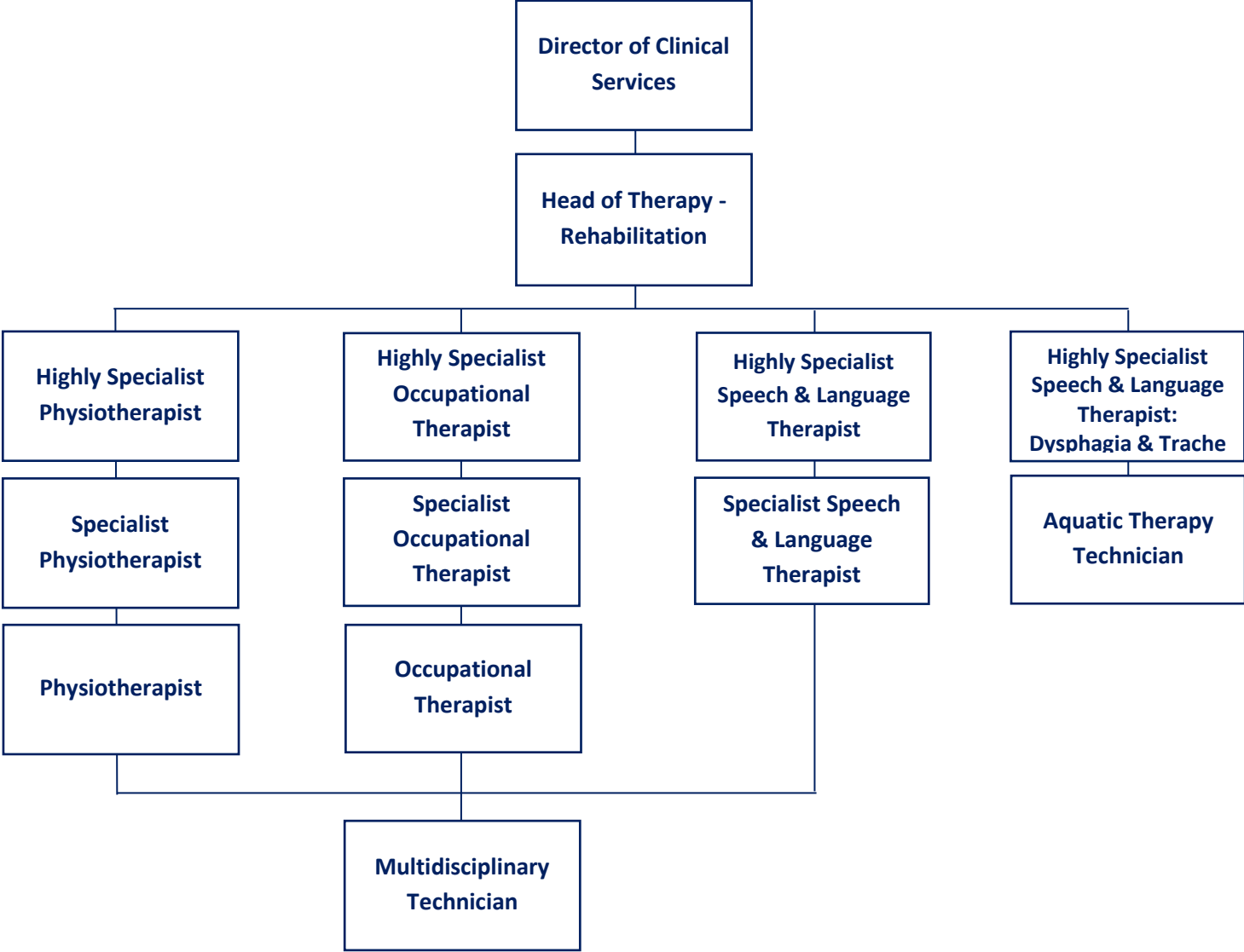
### **Career Long Learning, Education and Research**

- Undertake all mandatory training, in line with The Children's Trust policy.
- Advance personal knowledge, understanding and skills in line with identified learning needs, by making appropriate use of a variety of learning and development resources and opportunities, e.g. by attending courses/ lectures, contact and involvement with relevant special interest groups and visiting other departments/ organisations and by conducting Literature Reviews.
- Prepare appropriately for Performance Development Reviews, identifying learning objectives and setting targets; identify opportunities for professional development in order to meet continuing professional development requirements.
- Record outcomes of learning activities in a format that reflects personal preferences and professional requirements.
- Take an active part in training more junior colleagues and leading the development of Reflective Practice in others.
- Be aware of a range of research methodologies, in order to design, plan and conduct evaluation and research projects, to address issues arising from practice; critically evaluate the research of others.
- Submit research Abstracts/ Posters to both local and national conferences, with support if required.

### **Limits of Authority and Problem Solving**

- In addition to The Children's Trust policies, the Specialist Physiotherapist is governed by and should adhere to, the Health and Care Professions Council (HCPC) Standards of Proficiency for Physiotherapists and the Chartered Society of Physiotherapists (CSP) Quality Assurance Standards.
- Make day-to-day decisions regarding physiotherapy requirements for children and young people, based on case load, including recommendations for specialist equipment and/or orthotics.
- Responsible for day-to-day time management and prioritisation of workload, taking into account the needs of the whole service.
- Contribute to supervision delivered by one of the Highly Specialist Physiotherapists.
- Provide monthly, formal supervision monthly to junior Physiotherapists and/or Multidisciplinary Technicians.

# Organisation and Structure





## Person Specification

Selection Criteria	
<b>Education &amp; Qualifications</b>	<ul style="list-style-type: none"> <li>• Degree/Diploma in Physiotherapy - <b>Essential</b></li> <li>• HCPC Registration - <b>Essential</b></li> <li>• Continuous Professional Development, in line the regulatory body standards - <b>Essential</b></li> <li>• Member of Chartered Society of Physiotherapy or European Academy of Childhood Disability - <b>Desirable</b></li> <li>• Postgraduate Diploma or Masters (or currently enrolled/ near to completion) - <b>Desirable</b></li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Minimum of two years clinical experience post qualification - <b>Essential</b></li> <li>• Experience of working in Paediatrics, Neurology and/ or Neurosurgery - <b>Essential</b></li> <li>• Experience of working as part of a multidisciplinary team - <b>Essential</b></li> <li>• Experience of working with children and families - <b>Essential</b></li> </ul>
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>• Attention to detail - <b>Essential</b></li> <li>• Professional integrity, particularly in clinical governance - <b>Essential</b></li> <li>• Ability to work flexibly, in order to meet the needs of the service, including an early evening (weekly) and one weekend day, per calendar month (N.B. there is no "On Call service" required) - <b>Essential</b></li> <li>• Ability to meet the physical demands of a rehabilitation therapy physiotherapy role - <b>Essential</b></li> <li>• Ability to supervise others and enable development of their skills - <b>Essential</b></li> <li>• Professional integrity, particularly in clinical governance – <b>Essential</b></li> <li>• Advanced written and verbal communication skills - <b>Desirable</b></li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Competent skills in Microsoft Word, Excel, and PowerPoint - <b>Essential</b></li> <li>• Knowledge of relevant outcome measures relating to acute brain injury and/ or paediatric neurology - <b>Essential</b></li> <li>• Workload management, including delegation of tasks - <b>Essential</b></li> <li>• Observation and treatment skills relevant to the assessment and management - <b>Essential</b></li> <li>• Knowledge of current research, clinical audit and service evaluation methods - <b>Desirable</b></li> </ul>

<b>Personal Qualities</b>	<ul style="list-style-type: none"><li>• Commitment to the vision and values of The Children's Trust - <b>Essential</b></li><li>• Physically fit and able to comply with organisational manual handling guidelines. Able to carry out moderate - intense physical effort throughout the working day and carry out concurrent activities - <b>Essential</b></li><li>• Flexible and 'can do' attitude towards competing workloads and commitments - <b>Essential</b></li><li>• Highly motivated and reliable - <b>Essential</b></li></ul>
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## Safeguarding

The Children's Trust is committed to safeguarding and promoting the welfare of children and young people. To achieve our commitment, we will ensure continuous development and improvement of robust safeguarding processes and procedures that promote a culture of safeguarding amongst our workforce.

The Children's Trust has policies on safer recruitment, the recruitment of ex-offenders and criminal record checks, please refer to the People Team for further information.

## Equality and Diversity

The Children's Trust recognises the value of diversity and is committed to equality of opportunity. We expect staff to be treated with dignity and respect and solely on the basis of their merits, abilities and potential regardless of age, sex, sexual orientation, marital or civil partnership status, disability, race, nationality, ethnic origin, religion or belief as stated in the Equality Act 2010. We expect all staff to share this commitment and promote equality and diversity amongst their teams.

## Values

Our ambition is to provide a professional service where the children and families are at the centre attention of what we do or us to be able to use this opportunity and to achieve this vision & ambition. We require all of our staff to be actively promoting and sharing our values that bring us closer to achieving our goal.

### Our values

