

# Physiotherapist

## (Equivalent to Rotational Band 5)

### Candidate Briefing Pack



Dear Candidate

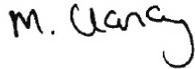
Thank you for your interest in becoming our new Physiotherapist at The Children's Trust.

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, neuro-disabilities and complex health needs.

As a Physiotherapist, you will offer interventions that are goal focused, evidence based and child and family centred. You will collaborate with colleagues in 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.

## The Children's Trust School

At The Children's Trust School our aim is to provide **high quality education** and **expertise** to meet each pupil's **individual special needs** and to **celebrate** all achievements in a happy environment.

As a non-maintained special school, we pride ourselves on seeing each individual as a **'whole'** and delivering **integrated, holistic education**, therapy and care for pupils with profound and multiple learning difficulties. We provide **day** and **residential** education for pupils aged 2-19 years old. For children with disabilities aged 0-5 years we also offer **'Taddies'**, a weekly run **parent** and **child** group that offers **support** and planned opportunities to learn through sensory **play** and **fun!**

We offer **individualised learning opportunities** relevant to each pupil to support the development of their **communication**, language and literacy skills, their cognitive development, **physical skills**, **environmental control** and **social, emotional and personal well-being**. We focus on developing pre-intentional learning to intentional and formal stages, with an aim of supporting pupils to develop a **sense of agency** and understanding of the world around them.

Our services include **play therapy**, **music therapy**, **physiotherapy**, **occupational therapy**, **speech and language therapy**, **paediatric nursing** and access to **health services**, including **GPs**, **consultants**, and **clinics**, such as orthotics. We aim to provide the best educational opportunities, and unparalleled expertise in order to deliver significant outcomes.

### Want to find out more?

**Visit:** [thechildrenstrust.org.uk/school](http://thechildrenstrust.org.uk/school)

The Children's Trust School  
Tadworth Court,  
Tadworth, Surrey,  
KT20 5RU

01737 365 810

[school@thechildrenstrust.org.uk](mailto:school@thechildrenstrust.org.uk)

[thechildrenstrust.org.uk](http://thechildrenstrust.org.uk)

[facebook.com/childrenstrust](https://facebook.com/childrenstrust)

[twitter.com/childrens\\_trust](https://twitter.com/childrens_trust)

[instagram.com/childrens\\_trust](https://instagram.com/childrens_trust)

Registered charity number 288018.



## Job Description

<b>Job Title</b>	Physiotherapist
<b>Reports to</b>	Head of Therapy - School
<b>Direct reports</b>	None (N.B. Will be required to act in a supervisory capacity for volunteers and support staff)
<b>Level</b>	Physiotherapist (Equivalent to Band 5)
<b>Location</b>	Tadworth, Surrey
<b>Salary</b>	£26,230 - £33,719 per annum (dependent upon experience)
<b>Hours of Work</b>	37.5 hours per week
<b>DBS</b>	Enhanced with Children's and Adult's Barred List

## Job Purpose

The role of a Physiotherapist is to provide a high quality, evidence based physiotherapy service which promotes the participation and functional activity of children and young people. You will provide physiotherapy to children and young people accessing The Children's Trust School and/or our residential and rehabilitation services, including assessment and intervention to children and young people with acquired brain injuries, neurodisabilities and neurodevelopmental and orthopaedic conditions.

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.

You will be required to rotate between our Therapy Services (i.e. School and Rehabilitation) every nine to twelve months.

## Duties and Responsibilities

### Professionalism

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

## **Clinical Responsibilities**

- Provide high quality, evidence based physiotherapy provision for children and young people attending The Children's Trust School and Rehabilitation services, in partnership with other members of the Multidisciplinary Team and education services.
- Undertake physiotherapy assessments of children with complex needs e.g. multiple co-morbidities, neurodisabilities, orthopaedic and chronic conditions, through standardised and non-standardised assessments and clinical observations.
- Devise suitable, individualised, 24hr physiotherapy programmes/strategies that fit within the child's daily routine, 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.
- Develop therapy goals, in collaboration with the child and family/carers, as well as the multidisciplinary and education teams, other health professionals and agencies, to facilitate the participation of the child in their life skills.
- Set outcomes as part of the child or young person's annual review and Education, Health and Care Plans.
- Support the multidisciplinary and education teams with measuring short term targets, through using the IMPacts curriculum, therapy outcome measurement tools e.g. Goal Attainment Scaling (GAS).
- 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 in line with organisational targets.
- Support the delivery of a tiered model approach to physiotherapy at The Children's Trust School, providing regular integrated time to classes and Houses.
- 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.
- 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, including the ability to work an early evening (weekly) and one weekend day, per calendar month.

## **Communication**

- Communicate effectively with children/young people (applying the principles of consistent communication).
- Facilitate effective communication with families and members of the Multidisciplinary Team.
- Maintain clear and concise documents and records, in accordance with The Children's Trust policies.
- Ensure documents are managed confidentially at all times.
- Attend regular meetings with the multidisciplinary team, to discuss individual children/ young people and service in general, as required e.g. reviews, case conferences, parents' evenings, clinics.

## **Management of Self and Others**

- Provide support and supervision for volunteers and students, within area of responsibility, providing 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.
- Manage time effectively, prioritising and delegating work appropriately and as required.
- Work closely with Specialist and Highly Specialist Therapists, seeking advice, supervision and support as needed.
- Deputise for the Specialist Physiotherapist by carrying out agreed delegated tasks, as required.

### **Governance**

- Reads and implements all policies, procedures and risk assessments pertinent to working practice and keeps up to date with policy changes as they occur.
- Critically evaluate practice (with support) through clinical audit findings, combined with knowledge of evidence based practice and identify opportunities for service improvement and development.
- Critically reflect on own performance and that of other staff, and use this evaluation to enhance the effectiveness, efficiency and quality of future practice.
- Support clinical governance activities.

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

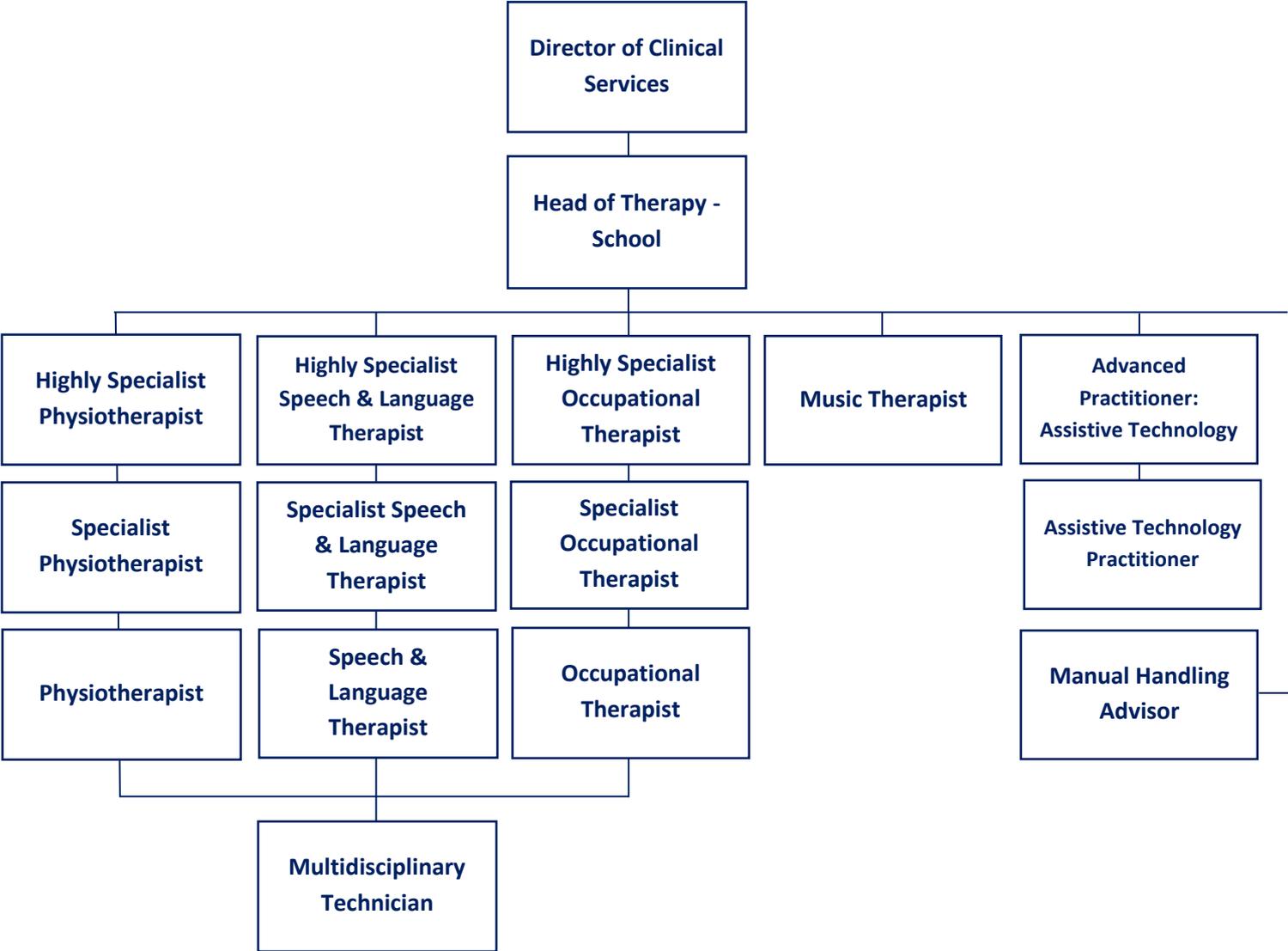
- Undertake all mandatory training, in line with The Children's Trust policy.
- Prepare appropriately for Performance Development Reviews, identifying learning objectives and setting targets; identify opportunities for professional development in order to meet continuing professional development requirements.
- Actively seek personal educational developmental opportunities, through attending off-site courses and events, in-house training sessions, contact and involvement with relevant special interest groups and external organisations, and updating knowledge through Literature Reviews.
- Participate in in-service competency training programmes and teaching sessions, as appropriate.

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

- In addition to The Children's Trust policies, the 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.
- Day to day decisions regarding case load.
- Co-working clinical cases with Specialist or Highly Specialist Physiotherapists.
- Support the Physiotherapy Team in delivering an effective and efficient service.
- Responsible for day-to-day time management and prioritisation of workload, taking into account the needs of the whole service.
- Monthly formal supervision.
- Any other duties as required.

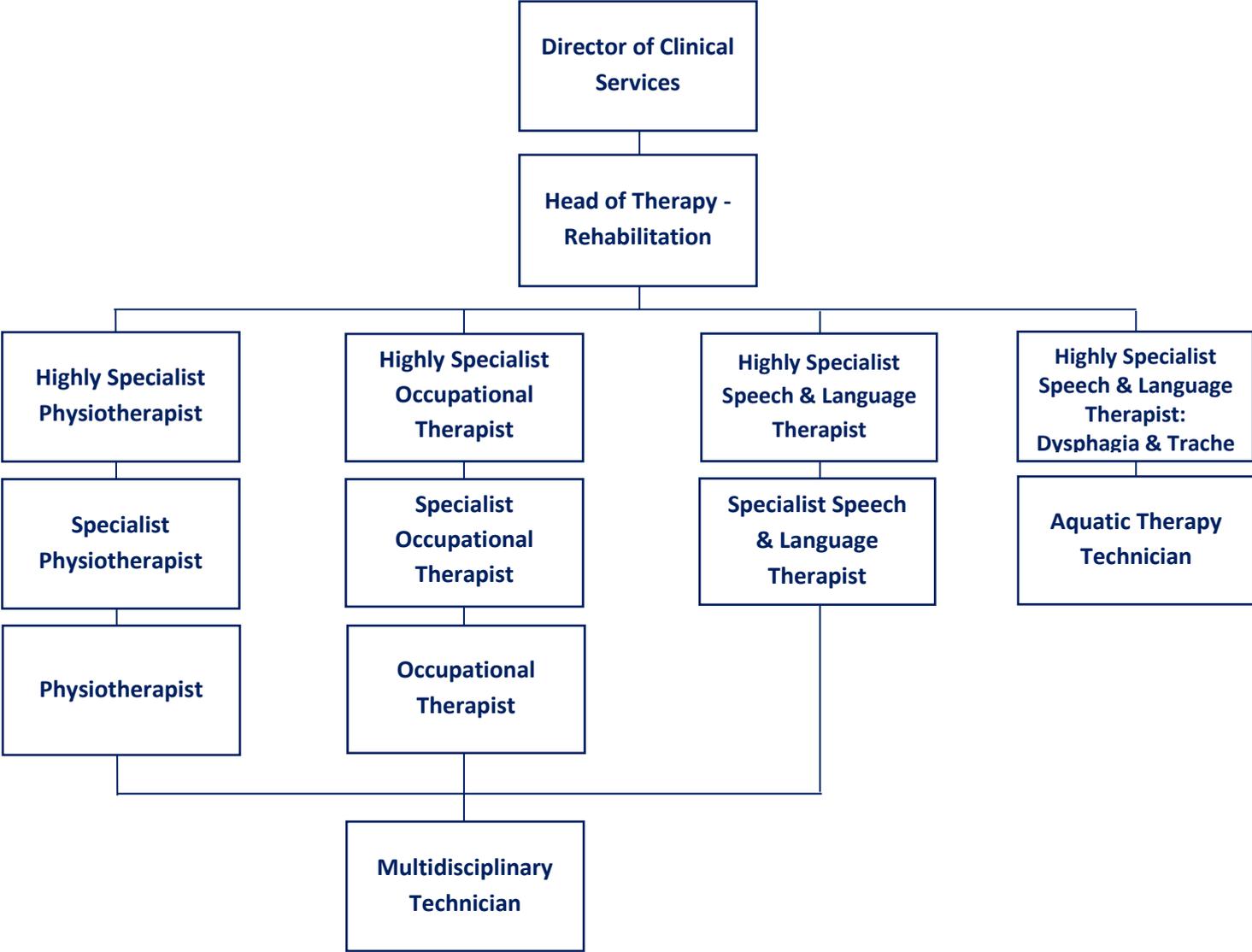
# Organisation and Structure

## The Children's Trust School:



# Organisation and Structure

## Rehabilitation:



## 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>• Maintains a portfolio of Continuous Professional Development, in line with regulatory body standards: <b>Essential</b></li> <li>• Member of Chartered Society of Physiotherapy: <b>Desirable</b></li> <li>• Member of specialist interest group or forum: <b>Desirable</b></li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of working as part of a multidisciplinary: <b>Essential</b></li> <li>• Experience of working with children and families: <b>Essential</b></li> <li>• Minimum of one year's clinical experience as a Physiotherapist in a paediatric setting: <b>Desirable</b></li> <li>• Paediatric placement experience at under graduate level: <b>Desirable</b></li> <li>• Experience of working with children/young people and/ or adults with acquired brain injury or neurodisability: <b>Desirable</b></li> <li>• Experience using specialist mobility and/ or moving and handling equipment: <b>Desirable</b></li> </ul>
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>• Clinical reasoning skills in predictable situations, analysing a variety of evidence and presenting this in a relevant format e.g. report, presentation: <b>Essential</b></li> <li>• Observation and treatment skills, relevant to the assessment and management: <b>Essential</b></li> <li>• Workload management, including delegation of tasks: <b>Essential</b></li> <li>• Competent IT skills, in order to collect and interpret data, present reports and compile presentations: <b>Essential</b></li> <li>• Competent verbal, non-verbal and written communication skills, including communicating complex or potentially distressing information to parents/carers and managing conflict when appropriate: <b>Essential</b></li> <li>• Reflective practice skills; able to give clear and effective feedback and support others to develop: <b>Essential</b></li> <li>• Ability to meet the physical demands of a therapy role: <b>Essential</b></li> <li>• Ability to work flexibly, in order to meet the needs of the service and the children, 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>• Clinical assessment and intervention skills relevant to children and young people with neuro-disability: <b>Desirable</b></li> </ul>

<p><b>Knowledge</b></p>	<ul style="list-style-type: none"> <li>• Knowledge and understanding of safeguarding children and young people with complex disabilities: <b>Essential</b></li> <li>• Competent skills in Microsoft Word, Excel, and PowerPoint: <b>Essential</b></li> </ul>
<p><b>Personal Qualities</b></p>	<ul style="list-style-type: none"> <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>• Ability to cope with working in a demanding environment: <b>Essential</b></li> <li>• Flexible and 'can do' attitude to competing workloads and commitments: <b>Essential</b></li> <li>• Highly motivated and reliable: <b>Essential</b></li> <li>• Commitment to the vision and values of The Children's Trust: <b>Essential</b></li> </ul>

## 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

