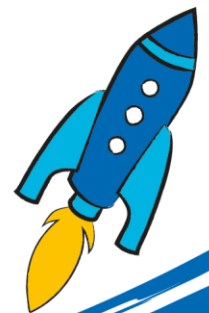


# Highly Specialist Physiotherapist The Children's Trust School (Equivalent to Band 7)

## Candidate Briefing Pack



Dear Candidate

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

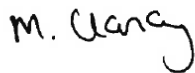
The Children's Trust is the UK's leading charity for children with brain injury. We are unique, with an international reputation for the work we undertake to improve the lives of the children and families with whom we work. We provide information and support to thousands of children with brain injury 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, neuro-disabilities and complex health needs.

As a Highly 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.

# 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>	Highly Specialist 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 junior therapists and support staff)
<b>Level</b>	Specialist (equivalent to Band 7)
<b>Location</b>	Tadworth, Surrey
<b>Salary</b>	£36,994 - £47,287 (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 the Highly Specialist Physiotherapist is to provide specialist physiotherapy to children and young people accessing The Children's Trust School and residential services. You will provide high quality, evidence based physiotherapy assessment and interventions to children and young people with neurodisabilities and neurodevelopmental 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. As part of the physiotherapy service, you will lead a multidisciplinary team on a Residential House. You will provide clinical leadership to the allocated house-based Therapy Team, ensuring accountability and effective communication with other teams, creating a cohesive and collaborative multidisciplinary Therapy Team.

Support will also be provided to young people who transition through education stages and those young people who are preparing for adulthood and transitioning to adult placements. This will involve clinical and strategic work to establish and develop links with teams in adult services and community therapy services.

## 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.
- Be responsible for maintaining registration with HCPC and CSP.
- Adhere to the policies and procedures of The Children's Trust.

## **Clinical Responsibilities**

- Lead the provision of high quality, evidence based physiotherapy provision for children and young people attending The Children's Trust School, in partnership with other members of the multidisciplinary team and education services.
- Undertake specialist physiotherapy assessments of children with highly complex needs e.g. multiple co-morbidities, neurodisabilities 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 and with the child and family/carers, as well as the MDT and education teams, other health professionals and external 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 MDT and education teams with measuring short term targets, through using the IMPacts curriculum, therapy outcome measurement tools e.g. Goal Attainment Scaling (GAS).
- Teach, integrate and monitor physiotherapy interventions in the child's environment, whether it is carried out by parents, school staff, therapy staff, nursing or care staff.
- Carry out highly specialist physiotherapy interventions, including casting of upper and lower limbs.
- 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 of equipment for long-term use on return to home.
- 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 and when required, in a timely manner and in line with organisational targets.
- Develop, implement and monitor chest management and physiotherapy programmes.
- Liaise with external services and follow respiratory guidelines set by tertiary centers. Support the implementation of child specific respiratory physiotherapy management plans, and monitor how well they are working. Escalate issues around respiratory concerns to the respiratory and medical teams, and to specialist providers outside of the organisation that support with respiratory management.
- Use awareness of how a 24hr postural management programme impacts the respiratory system, sleep pattern and the compliance to rehabilitation, in order to inform physiotherapy interventions, multidisciplinary care and therapy plans.
- Carry out procedures that carry a potential high risk to the child's health/status e.g. suctioning, and respond appropriately and immediately to any adverse situation that may arise; support others in doing likewise.
- Liaise with all appropriate medical staff, whether employed by The Children's Trust, visiting consultants or at off-site clinics, and attend clinics (e.g. specialist seating, orthotics, orthopaedic) with the child as required.

- Lead on and deliver a tiered model approach to physiotherapy at The Children's Trust School, providing regular integrated time to classes and Houses.
- Provide leadership within the context of MDTs in Special Schools, internally and externally.
- Be a positive and inspirational role model for all team members.
- 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, in order to meet the needs of the service, including an early evening (weekly) and one weekend day, per calendar month.
- Assess, evaluate and recommend transition plans for children/young people within the interdisciplinary team framework.
- Represent the Therapy Team and The Children's Trust when appropriate, deputising for the Heads of Therapy as required.
- Actively participate in and support the running of relevant meetings.

### **Communication**

- Facilitate effective communication with families and members of the Multidisciplinary Team.
- Recognise barriers to communication and be able to reduce these as appropriate.
- Be able to discuss challenging and emotive subjects with families and children/young people, regarding long-term needs and possible outcomes.
- Communicate regularly and effectively with the Heads of Therapy.
- Maintain clear and concise documents and records, in accordance with The Children's Trust policies.
- Ensure documents are managed confidentially at all times.
- Involve children and families in areas of service development.
- 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, contribute and chair Multidisciplinary Team meetings, to discuss individual children/young people.
- Develop and promote relationships with external networks, including professionals, stakeholders and specialist centres, in order to ensure excellence of care, whilst representing the organisation and reflecting The Children's Trust core values.
- Manage informal complaints, in line with The Children's Trust policies and contribute to the resolution of written complaints and as they occur, taking immediate action where necessary.

### **Management of Self and Others**

- Working alongside the School Leadership Team and Heads of Therapy, lead on identified and agreed areas of service development and quality improvement within a defined clinical area, including designing, implementing and reviewing these.
- Participate in the overall day-to-day management and development of the Physiotherapy service, to ensure an efficient and safe service for all.
- Provide day-to-day leadership, support and supervision for junior staff, technicians, volunteers and students, within area of responsibility, providing direction, motivation and support to achieve key objectives.

- Provide leadership of the Multidisciplinary Team within the allocated House, facilitating cohesive multidisciplinary team working around individual children's needs.
- Represent the Therapy Team on behalf of the Head of Therapy - School, when requested.
- Take on the role of Lead Professional or Coordinating Therapist, following team discussion or as requested by the Head of Therapy, in accordance with the current profile description.
- Participate in the annual Performance Development Review and monthly supervision sessions, as required by The Children's Trust, both as Appraiser and Appraisee.
- Advise the Head of Therapy, regarding resources and equipment needs, including shortfalls.
- Manage time effectively, prioritising and delegating work, as required.
- Assess needs, decide priorities and organise, monitor and evaluate the provision of an efficient and effective physiotherapy service, in liaison with the Head of Therapy.

### **Governance**

- Ensure high standards of practice, through adherence to recognised professional standards, evidence based practice, and effective clinical audit programmes.
- 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.
- Critically evaluate new intervention methods and implement where appropriate.
- 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.
- Continue the audit cycle, by evaluating any changes implemented as a result. This should include the adoption of evidence informed practice, the trial of emerging interventions and the cessation of interventions, where evidence is insufficient and other approaches are indicated.
- Recognise and critically appraise situations where the effectiveness, efficiency and quality of the service are compromised and take appropriate action to resolve the situation.
- Attend external Working Parties, as requested by the Head of Therapy, in order to contribute to strategic service development.
- Critically reflect on own performance and that of other staff; use this evaluation to enhance the effectiveness, efficiency and quality of future practice.
- Undergo The Children's Trust Risk Assessor training, to ensure that all activities are risk assessed and documented in the most appropriate format. Ensure that detailed risk assessments are completed, as required.

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

- Undertake all mandatory training, in line with The Children's Trust policy.
- Independently 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/ or visiting other departments.
- Disseminate and ensure the embedding of relevant new practice, through attendance at and contributing to in-service education, Literature Reviews, mentoring and shared sessions.
- Record outcomes of learning activities, in a format that reflects personal preferences and professional requirements.
- Take an active part in the training of junior colleagues and lead the development of Reflective Practice in others.

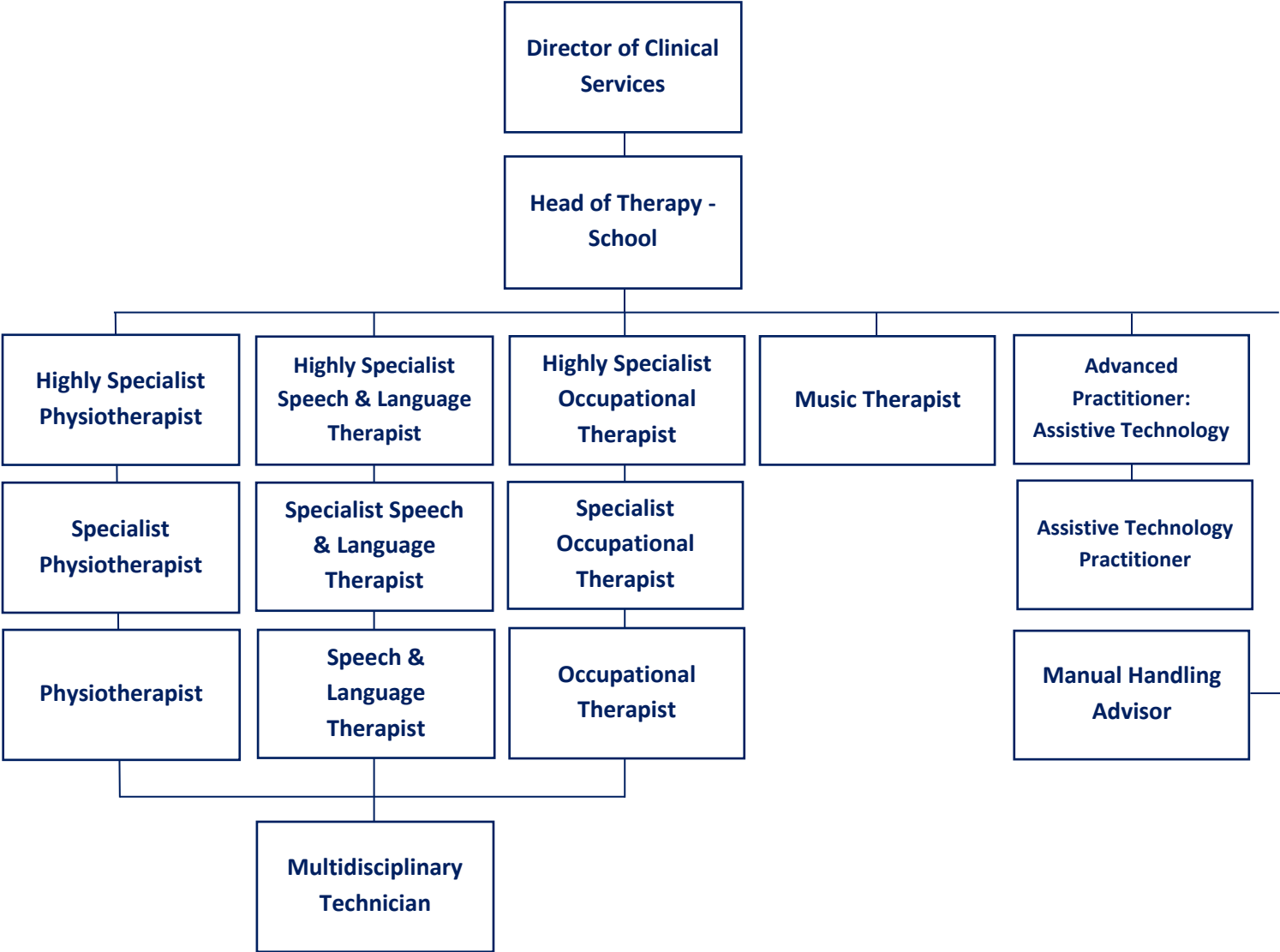


- Take a lead in being the named Clinical Educator for student physiotherapists, following University specific guidelines.
- Contribute to talks, workshops, presentations and lectures at internal and external training sessions, conferences etc.
- Be aware of a range of research methodologies, in order 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 Highly 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.
- Monthly formal supervision.
- Provide monthly, formal supervision to Specialist Physiotherapists, Physiotherapists and/or Multidisciplinary Technicians.
- Refer equipment and resource needs to Head of Therapy.
- Support recruitment processes, as requested by the Head of Therapy.

# 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>• Member of specialist interest group or forum - <b>Essential</b></li> <li>• Continuous Professional Development, above the regulatory body standards - <b>Essential</b></li> <li>• Recent relevant training with respect to Respiratory Physiotherapy - <b>Essential</b></li> <li>• Member of Chartered Society of Physiotherapy - <b>Desirable</b></li> <li>• Postgraduate Diploma or Masters (or currently enrolled/ near to completion) - <b>Desirable</b></li> <li>• Recent relevant training with respect to casting and/or specialist seating/postural management - <b>Desirable</b></li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Minimum of five years clinical experience post qualification - <b>Essential</b></li> <li>• Minimum of three years clinical experience working in Paediatrics or Neurodisability - <b>Essential</b></li> <li>• Working within a multidisciplinary team and a specialist school setting - <b>Essential</b></li> <li>• Working with children and families - <b>Essential</b></li> <li>• Experience of service development and quality improvement - <b>Essential</b></li> <li>• Experience undertaking a research study or audit - <b>Essential</b></li> <li>• Experience of SEND legislation and SEND tribunals - <b>Essential</b></li> <li>• Experience working with MDT around tone management, including botulinum toxin injections - <b>Desirable</b></li> <li>• Experience of leading a team and change management - <b>Desirable</b></li> </ul>
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>• Knowledge of a wide range of physiotherapy management for neurodisability, supported by advanced clinical reasoning - <b>Essential</b></li> <li>• Knowledge of a wide range of approaches and application of techniques for the management of complex children with disabilities - <b>Essential</b></li> <li>• Highly specialised observation and treatment skills, relevant to assessment and management - <b>Essential</b></li> <li>• Ability to meet the physical demands of a school therapy physiotherapy role - <b>Essential</b></li> <li>• Attention to detail - <b>Essential</b></li> <li>• Ability to supervise/manage others and enable development of their skills - <b>Essential</b></li> <li>• Professional integrity, particularly in relation to clinical governance - <b>Essential</b></li> </ul>

	<ul style="list-style-type: none"> <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>• Advanced written and verbal communication skills - <b>Essential</b></li> <li>• Workload management, including delegation of tasks and day-to-day team leadership - <b>Essential</b></li> </ul>
<b>Knowledge</b>	<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> <li>• Knowledge of current research in paediatrics and/or Neurodisability - <b>Essential</b></li> <li>• Knowledge of relevant outcome measures and statutory outcome requirements - <b>Essential</b></li> <li>• Podium and/or poster presentations at conferences - <b>Desirable</b></li> </ul>
<b>Personal Qualities</b>	<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 towards competing workload 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 and 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

