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| **Job title** | Clinical Lead Physiotherapist within School Service |
| **Reports to** | Director of Clinical Services |

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| **Overview of role**   |  | | --- | | Responsible for the delivery of a flexible and effective physiotherapy service within the Pace School.  Contribute to the strategic planning and development of this specialist transdisciplinary service for children with neurodevelopmental challenges attending Pace school.  Use expert clinical reasoning skills to provide specialist intervention, support and advice to the transdisciplinary team, child and families.  Support the Director of Clinical Services and Education to identify and implement clinical research audit and data collection within the area of own expertise to inform clinical strategy.  Be involved in the development and implementation of training for Pace staff and outside agencies.  Be responsible for maintaining and improving all aspects of clinical governance, evidence based practice and quality assurance within the school service.  The role of clinical lead physiotherapist at Pace school entails applying, adapting and incorporating conventional paediatric physiotherapy treatment strategies within Pace’s broad integrated school curriculum  As a highly specialist setting, a physiotherapist at Pace will need to be creative, flexible and innovative in their clinical reasoning, planning and delivery of their interventions, both through academic programmes and through transdisciplinary input into all programme delivered throughout the school day.  As a member of the school management team clinical lead physiotherapist will attend management meetings and support the training and development of the centre overall.  The clinical lead physiotherapist may also at times be required to assist the with the school’s development. This may include presentations, assisting in fundraising events and assisting in development events. | |

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| **Key responsibilities and duties** |
| To plan and deliver appropriate and effective physiotherapy intervention incorporated within the integrated education programmes in collaboration with other team members, for children who attend Pace School .  To provide physiotherapy advice, guidance and information to the child, their family/carers, health care professionals and other external agencies  The role will entail a high level of physicality for which the member of staff will be expected to adhere to the Centre’s manual handling policies. It is also therefore expected that the staff member maintains a good level of physical health and wellbeing in order to fulfil the physical requirements of the role.  To work in close liaison with other professional staff and families to address children’s needs both at home and at school. |

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| **Clinical**  To provide clinical leadership of physiotherapy provision at Pace school.  To work effectively as part of a team ensure the team demonstrates a high level of clinical effectiveness.  To maintain own clinical practice in accordance with current research, evidence based practice, audit results and legislation.  To be professionally and legally accountable for all aspects of work undertaken. To work within the standards and guidelines of Pace, CSP, HCPC and APCP code of ethics  To carry out appropriate and accurate assessment and therapy input to the children who have diverse clinical presentations and complex needs, utilising appropriate assessment tools.  To apply clinical reasoning, critical thinking and reflection to effectively contribute to team clinical decision making.  To plan programmes and conduct assessments of the children’s physical learning in keeping with the Pace ‘Planning and assessment policy’ and ‘teaching and learning’ policy.  To work within school groups as a both a leader or skilled facilitator. To lead or assist children in group sessions which will include: mobility and transfers, sensory/motor tasks, activities of daily living, communication and academic programmes  To have knowledge of orthopaedic/musculoskeletal development in order to implement appropriate intervention.  To deliver specialist physiotherapy as required for specific interventions such as Botox and surgery.  To evaluate intervention and progress through reflection, analysis and outcome measures and document appropriately.  To support child centred care across Pace School Service, ensuring the child and their family/carers are actively involved in their own goal setting.  To be involved in the planning and delivery of daily programmes in accordance with the school’s curriculum policies which address the physical, social, communication and cognitive needs of the children within the group,  To ensure that the children’s learning objectives (based on assessment of need) are integrated into programmes which are imaginative and creative and develop the children’s motivation.  To oversee the coordination of the hydrotherapy service, ensuring that all children continue to have access to a hydrotherapy service with sessions planned with an appropriate challenge.  To lead programmes in such a way that each child can maximize their potential for learning new skills and consolidating existing ones across the full range of development.  To work in close liaison with other specialist team members to ensure that the children’s active participation in all aspects of daily life is being developed and that continuity between Pace and home is fostered.  To have knowledge of paediatric specialist equipment and be able to assess and order equipment appropriately.  To be able to undertake complex risk assessments in the following areas: moving and handling risk assessment, use of specialist equipment, environmental risks. To advise others on how to manage, or minimise risk to themselves and the child. For example, to advise on moving and handling, the use of specialist equipment and environmental adaptations to carers and colleagues.  To use knowledge of other transdisciplinary roles and external agencies to ensure best referral management and achieve the best care for each child.  To promote and support the development of extracurricular activities such as swimming, horse riding, rebound therapy.  To provide advice, guidance and information to the child, their family/ carers, health care professionals and other external agencies.  To ensure child records are kept according to Pace School policies. To write reports and programmes and communicate with relevant parties about the child. Produce any additional physiotherapy documentation as required to support EHCP’s and tribunal reports. |
| **Management/Administration**  To provide clinical leadership and supervision to the physiotherapy team at Pace School.  To work as part of the school management team involved in the strategic development of the school.  To be involved in the day to day training needs of Pace and be part of the Pace School training team as required.  To contribute to specific service related projects related to service delivery, quality programmes and education and setting and monitoring practice standards within Pace School.  To participate in relevant meetings within Pace School including but not limited to: team meetings, staff meetings, CPD meetings, annual review meetings, supervision meetings.  To participate in meetings with external agencies including but not limited to: EHCP meetings, multidisciplinary meetings, consultant appointments.  Contribute to the writing of Pace’s full assessment and/or progress reports.  Produce any additional physiotherapy documentation as required to support a joint report both internally and externally such as statement reports and tribunal reports.  Produce any additional physiotherapy documentation needed for external meetings/appointments relevant to the child such as orthopaedic reports, progress reports.  To comply with all PACE policies and procedures and ensure that all other members of their team are aware of their responsibilities. To ensure health and safety issues/hazards/complaints and service issues are brought to the attention of the relevant staff members.  To lead the Medical Equipment Committee in relation to the use and maintenance of specialist equipment within Pace School Service  To respond appropriately to incidents that may arise and escalate these appropriately, keeping line manager informed and provide accurate documentation  To attend all mandatory training required by Pace.  **Communication and Development**  To communicate and liaise with Director of Clinical Services and Education Services, other staff members at Pace School to ensure the smooth running of the Pace transdisciplinary approach.  To demonstrate an ability to communicate complex and sensitive information to parents, carers and outside agencies.  To take a key role in the support and development of Pace staff in terms of their training and practical skills. A commitment to share skills is required. The post will carry supervisory duties. Alongside senior team members to take a key role in the support and development of junior team members in terms of their training and practical skills. A commitment to share skills is required.  To communicate and liaise with parents regularly and consistently in order to develop a close working relationship, meet their needs and objectives and promote continuity of care.  To promote the good name of Pace generally and apprise others of its philosophy, practice and fundraising objectives.  To ensure that all information relating to children is kept confidential. The post holder will have access to confidential information, which may only be disclosed to parties entitled to receive it. Unauthorised disclosure is a disciplinary offence in accordance with Pace’s Confidentiality policy  To support parents and fellow team members in the overall care of children and ensure that their needs are considered at all times.  The post will carry supervisory duties.  To participate in and contribute to training days for staff, parents and volunteers.  To act in such a way as to ensure both your own safety and that of fellow users of the Centre and to act in accordance with the Centre’s moving and handling policy at all times.  To further the Equality and Diversity policy at all times consistent with Pace policies and legislation.  To adhere to the Centre’s Safeguarding Policy and Procedure.  To ensure that the care of equipment, as well as the safety and hygiene of the working environment is always maintained to a high standard.  To undertake such other duties as may reasonably be expected  Pace is a regulated organisation and as such all post holders must have enhanced CRB.  Pace is a dynamic organisation; therefore this job description may be subject to change. Any proposed amendments to reflect or anticipate changes to the post will be amended in consultation with the post holder.  Propose research/ clinical governance / audit projects. Planning and carrying out service reviews/ audits as agreed with Director of Clinical Services  To keep abreast of physiotherapy evidence based practice by use of relevant reading, attendance at in service training, external courses.  To receive regular supervision and annual appraisals. To identify individual training and learning needs with your supervisor. To utilise opportunities to develop skills and knowledge further, keep up to date with current practice and attend relevant courses  Identify limitations within you own scope for practise and seek guidance from supervisor.  To maintain a current CPD portfolio in line with HCPC standards |

**Clinical Directorate / Pace School:** **Job Title: Clinical Lead PHYSIOTHERAPIST**

**Responsible to: Director of Clinical Services**  **Date prepared: March 2019**

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|  | Criteria | **E/D** | **A** | | | **I** |
| Qualifications  - Vocational  - Professional  - Academic | University degree in Physiotherapy | E | | ✓ |  | |
| Registered with the Health Professionals Council | E | | ✓ |  | |
| CSP membership | E | | ✓ |  | |
| APCP membership | D | | ✓ |  | |
| Hydrotherapy qualification  Sensory Integration qualification  Bobath qualification  Postural Management qualification  Rebound qualification | D | | ✓ |  | |
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| Previous Work  Experience | Experience with working with individuals with neurological conditions/physical disabilities | E | ✓ | | | ✓ |
| Experience of working in paediatrics | E | ✓ | | | ✓ |
| Experience of working collaboratively with a range of other professionals | E | ✓ | | | ✓ |
| Proven consistency in work performance including reliability & flexibility and professional competence | E | ✓ | | | ✓ |
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| Professional knowledge and skills | Knowledge and/or interest in working as part of a transdisciplinary team, Conductive Education, the education curriculum | E | | ✓ | ✓ | |
| Knowledge of neurological conditions such as CP and other related conditions | E | | ✓ | ✓ | |
| Experience working with a variety of adjuncts to physiotherapy (hydrotherapy, posture and seating, rebound therapy) | E | | ✓ | ✓ | |
| Experience in supervising others | E | | ✓ | ✓ | |
| Willingness and interest in developing skills in the physical facilitation of movement and posture | E | | ✓ | ✓ | |
| Ability to learn and apply Pace policies and procedures | E | |  | ✓ | |
| Ability to learn new skills, policies and procedures and to integrate them into own practice | E | | ✓ | ✓ | |
| Knowledge of manual handling procedures | D | | ✓ | ✓ | |
| Excellent verbal and written communication skills | E | | ✓ | ✓ | |
| Commitment to Continuous Professional Development | E | | ✓ | ✓ | |
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| People Management skills | Supervisory Skills | E | ✓ | | | ✓ |
| Time management | E |  | | | ✓ |
| Ability to deal with confidential and sensitive personal information and situations with professional competence and empathy. | E |  | | | ✓ |

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| Other personal  Qualities | Values and behaviours suitable for working with children and young people | E | ✓ | ✓ |
| Demonstration of behaviours such as:  initiative, efficiency, thoroughness, problem solving and decision making, personal sensitivity and  empathy, safety, calm under stress, self-motivated, creativity. | E | ✓ | ✓ |
| Ability to work effectively in a transdisciplinary team, openness to others’ perspectives and ideas, professional respect, excellent interpersonal skills. | E | ✓ | ✓ |

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| Special Requirements | Physically and medically able to carry out the duties of the post. | E | ✓ | ✓ |

E = Essential Criteria Method of Assessment: A =Application form

D = Desirable Criteria I = Interview