



CPotential  
we do

# JOB PACK

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## Senior Paediatric Physiotherapist

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# WELCOME

Dear Applicant,

Thank you for your interest in the position of Senior Paediatric Physiotherapist.

You will be a forward-thinking experienced physiotherapist, at a point in your career where you want to deliver integrated therapy services in the way you think they should be delivered.

We will provide you with the most innovative equipment, funding support and resources you need to deliver a top-notch rehabilitation service for children and young people with movement disorders, due to conditions such as cerebral palsy, global developmental delay and acquired brain injury.

You will be part of a vibrant team of professionals and work on joint ventures with educational leaders, introductions of new technologies and research projects surrounding paediatric physiotherapy.

We are an ambitious charity, committed to achieving the best possible results for our clients. We are looking for someone passionate about making a difference and are eager to play a critical part in our innovative strategy.

We will challenge, train and reward you to ensure you have the best environment to thrive.

For further charity insight, I encourage you to [watch our video](#), [visit our website](#) and browse our social media pages.

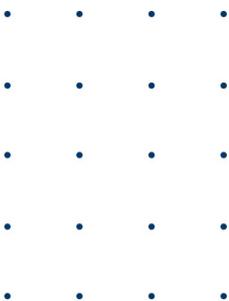
To apply, please email [info@cplondon.org.uk](mailto:info@cplondon.org.uk) with your CV and a covering letter explaining your suitability against the criteria outlined in this pack, and why you would like to work for CPotential. We are accepting applications on a rolling basis so there is no closing date.

We look forward to hearing from you.

Best wishes,



Brett Parker  
CEO



# JOB DESCRIPTION

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**Job title:** Senior Paediatric Physiotherapist

**Reports to:** Clinical Services Manager

**Responsible to:** CEO

**Contract:** Permanent, full-time (part-time considered)

**Hours:** 37.5 per week (occasional evening/weekend/bank holiday working)

**Salary:** £37,998 - £46,545 FTE, including Outer London Weighting

**Annual leave:** 27 days per annum (pro-rata if part-time)

**Location:** CPotential, 143 Coppetts Road, London N10

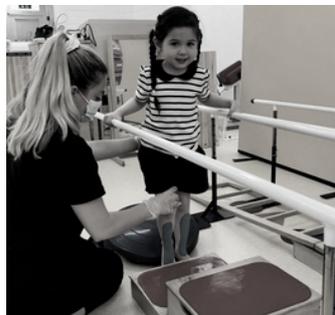
## **Job summary:**

- To provide high standards of advanced physiotherapy input and high quality of care to children of all ages including adolescents and their families across the charity, facilitating integrated service delivery to include assessment and specialist therapeutic interventions
- To manage a caseload of children and their families with varied and sometimes complex needs undertaking appropriate assessment, intervention and evaluation through programmes of therapy and support to meet identified needs
- To work in a variety of settings most appropriate to the child's needs
- To communicate effectively with a range of people to include users of services and their families, education, local authority, NHS services as well as independent and voluntary sector partners
- To actively participate in the team around the child model of care
- To work closely with education for additional provision of services to mainstream and special schools
- To assist with service developments, audits, fundraising and service promotion
- To supervise and delegate responsibilities to more junior staff, students and therapy assistants
- To make recommendations for innovations and service-wide changes in practice and be responsible for the implementation of such change.

# Key tasks and responsibilities

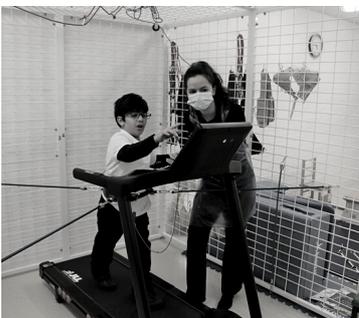
## Clinical

- To undertake all aspects of clinical duties as an autonomous practitioner, including professional and legal accountability and managing clinical risk for all aspects of own work. Some aspects of work will involve the delivery of care as an individual practitioner or as part of the multi-agency team
- To undertake advanced physiotherapeutic assessment of children with neurological or other disabling conditions that affect gross motor/fine motor acquisition as well as children presenting with developmental delay. These children may also have complex health needs, psychological, cognitive and behavioural problems which will need to be considered when designing a management plan using advanced clinical reasoning
- To assess patient/carers understanding of treatment proposals, gain valid formal consent and jointly agreed goals
- To have the capacity to work within a legal framework with patients who lack capacity to consent to treatment
- To formulate and deliver an individualised physiotherapy treatment programme, including postural management, therapeutic handling, patient/carer education, provision of exercise/physical management programmes, hydrotherapy and other alternative options
- To be responsible for safe and competent assessment, provision and use of physiotherapy equipment ensuring that parents/junior staff/education learning support assistants/technical instructor attain competency prior to use
- To undertake training of parents and carers and other members of the children's multi-agency team on physical management programme and use of equipment.
- Work collaboratively with other disciplines and agencies across Health, Social Care and Education to ensure that services for individual families are coordinated, seamless, timely and robust
- To participate in assessments for clinical locality and where required act as an Initial Coordinator and Key Worker for delegated children and families
- To work in partnership with parents and carers to enable and empower families of disabled children, to function effectively, and signpost to other services
- To represent the service through attendance at children's multi-agency meetings e.g. Team around the Child reviews, educational review, child concern/child protection meetings
- To provide effective external communication including discussion with teachers and related agencies regarding physical management programmes as well as GPS, health visitors, carer services and Social Care.



## Professional

- To assume delegated tasks as requested by the line manager and Director of clinical service, including leading on service initiatives, policy development etc
- To actively participate and engage in iPDR systems and in professional and personal development including in-service training, Clinical supervision, journal club and peer support maintaining professional standards and ensuring best practice
- To keep up-to-date with clinical developments by the use of clinical databases, electronic technology e.g. interactive CSP, Cliniko
- To attend relevant training and development in order to maintain and develop skills and knowledge required of a senior paediatric physiotherapist thereby maintaining up to date HCPC registration e.g. relevant courses, meetings, special interest groups and reading
- To maintain up-to-date, comprehensive and accurate case notes, in line with HCPC and CSP professional standards and local service policy
- To adhere to HCPC and CSP codes of professional conduct and perform in line with Charity policy
- Adhere to Charity guidelines regarding patient consent and confidentiality of information about patients, staff and health service business in accordance with the Data Protection Act
- To undertake, as directed, collection of data for use in service audit and make recommendations to clinical lead/manager changes to practice by the team. May implement specific changes to practice
- To have a good working knowledge of and ensure compliance with National and Local guidelines, policies, procedures, local risk assessments and service processes
- To be responsible for own professional actions and recognise own professional boundaries through interpretation of clinical/professional policies relevant to the local team and/or identified area of expertise
- To ensure that confidential and personal information remains secure and the terms of the Data Protection Act are met in respect of all such information held
- To work as an effective and responsible team member, arriving and leaving promptly, working effectively during agreed hours
- To be responsible for organising and planning own caseload to meet service and patient priorities. Readjusting plans as situations change/arise and delegating duties to junior staff or technical instructors
- To represent physiotherapy service, and/or individual patient to ensure the delivery of a coordinated multidisciplinary service presenting a positive impression of the MDT team and the Paediatric Physiotherapy Service.



## General Duties

### Other duties

The information supplied above is intended to summarise the key responsibilities and duties of the role. The post holder may be required from time to time to carry out other reasonable requests and duties, consistent with the responsibilities of their Banding and development as agreed between employee and manager.

### Job Design and Review

This job description may be subject to change in the future. Any proposed changes will normally be discussed fully with the post holder with the AfC job evaluation process applied and confirmed via the issue of an updated job description.

### Confidentiality and Data Protection

All employees who have access to personal data in relation to patients or employees will be aware of their responsibilities under the Data Protection Act 1998 and will abide by the eight principles of that Act. Any breach of the Act could result in disciplinary action being taken and criminal charges being brought against the individual who has breached the Act.

### Health and Safety

All employees are responsible to work with managers and supervisors, for maintaining safe working practices for the health and safety of themselves and other persons who may be affected by their acts or omissions at work.

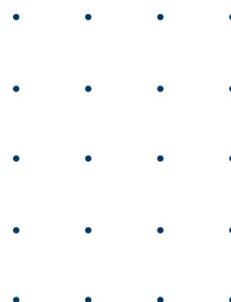
All employees must adhere to their duties under the Health and Safety at Work Act 1974 and other associated safety legislation, including all-new Health & Safety Regulations.

In addition, employees must comply with all of the organisation's policies relating to Health & Safety and Risk Management to secure a safe workplace and will draw management's attention to any deficiencies and/or hazards, which might prove detrimental to themselves or others.

There is a general responsibility for employees to act sensibly and reasonably and attend mandatory health and safety training sessions.

### Clinical Governance

All employees are required to actively contribute towards the organisation's clinical governance systems, taking responsibility as appropriate for quality standards and work towards the continuous improvement in clinical and service quality.



## Safeguarding

### Children

CPotential, working with partner agencies, is committed to safeguarding children and promoting their welfare. All employees have a responsibility to ensure that children and young people are safe from abuse and harm, regardless of their role or where they work. Children include young people up to the age of 18 years.

Employees must comply with CPotential's Child Protection Policy and Procedures and recognise the importance of listening to children. All employees must attend child protection training relevant to their role and know how to seek advice or support from their manager or the Safeguarding lead if required.

### Vulnerable Adults

All employees have a responsibility to support the safety and wellbeing of vulnerable adults and to practice in accordance with legislation. Knowledge, skills and competency are to be maintained according to role and responsibilities in order to fulfil Vulnerable Adults responsibilities.

## Equality and Diversity

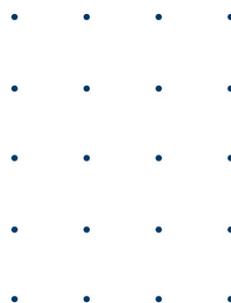
The organisation is committed to promoting equality opportunities to achieve equity of access, experience and outcomes, and to recognising and valuing people's differences. All employees have an obligation to help achieve this through personal example, open commitment and clear action.

Each individual will take responsibility for promoting inclusive and accessible service provision, employee development and a culture that values and respects difference. All employees should be familiar with, actively promote and work within Equality and Diversity policies at all times ensuring that they do not unlawfully discriminate, either directly or indirectly, on the grounds of race or ethnicity, nationality, religion or belief, sex, marital or civil partnership status, sexual orientation, disability, gender reassignment, age, pregnancy/maternity or any other grounds.

This applies to all activities as a service provider and as an employer.

Further responsibilities involve employees in ensuring that service users and members of the public are actively engaged (using a variety of methods) in appropriate service delivery, service development and decision making within their service area and the wider organisation.

Determination of these responsibilities should be in conjunction with your line manager and delivered accordingly.





# PERSON SPECIFICATION



## Qualifications and Experience

### Essential

- Degree in Physiotherapy
- HCPC Registered
- CSP Registered
- Experience of working with children.

### Desirable

- CPD evidence of paediatric experience
- Specialist paediatric training
- Experience of lone working
- Experience of teaching staff.

## Skills and Abilities

### Essential

- Good interpersonal skills
- Able to develop a therapeutic rapport with service users
- Able to prioritise own clinical and non-clinical workload
- Excellent communication skills and able to present information written and orally, in a clear and logical manner, and to keep accurate and legible client notes
- Understand the legal responsibilities of the role
- Up to date with evidence-based practice and new research
- Able to work under own initiative and within the role boundaries
- Competent IT skills
- Demonstrate flexibility and adaptability of approach
- Ability to reflect on and critically appraise own performance.

### Desirable

- Able to supervise staff and students effectively when required
- Able to deem others competent in specific physiotherapy interventions

### General

- This role requires an Enhanced Disclosure & Barring Service (DBS) check
- Some evening/weekend/bank holiday working required.

# STAFF BENEFITS



As a CPotential member of staff, you are one of the charity's most important assets. We want you to love working for us and to develop personally and professionally while you're with us to give us your best.

## Holiday

It's important to recharge your batteries, so we offer a generous holiday allowance, in addition to Public Holidays.

## Learning and development

We offer life-changing learning to the children and young people we work with and we value your learning just as much. All staff can access in-house training and we budget for external training too.

## Family support

We offer a range of benefits to support family life, including parental leave and compassionate leave when needed.

## Pension scheme

We offer the NEST pension scheme, of which staff members are eligible to join at 3 months from start date of employment.

## Charlie HR Perks Scheme

- Exclusive discounts and rewards at over 30,000 brands
- Enjoy up to 55% off cinema tickets
- Save up to 15% off at 80+ high street retailers
- Earn "WOWPoints" as you shop, then spend them like cash
- Share deals and discounts with up to 10 of your friends and family.

## Employee Assistance Programme

It isn't in anyone's best interests if you have issues that are keeping you awake at night. We subscribe to an Employee Assistance Programme, so that you can access 24 hour support for things that are bothering you, whether at work or home.

Come and  
join the ride



CPotential  
we do

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

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