



Shrewsbury School

JOB DESCRIPTION and PERSON SPECIFICATION

SCHOOL PHYSIOTHERAPIST

Section:	Medical Centre	Salary Range:	£6,000pa - £10,000pa (dependent upon qualifications & experience)
Responsible to:	Senior School Nurse	Hours of Work:	10 hours per week (term-time working only)
Status of position:	Permanent		

I. INTRODUCTION

Shrewsbury School is an independent Boarding School, committed to the highest standards of education. Its vision is to be the best independent boarding school north of the Thames Valley, and to be comparable with the best in the United Kingdom in terms of breadth, depth and quality of achievement.

The School is a registered charity with a number of wholly owned trading companies. The School is governed by a Governing Body, which has approximately 19 members. The Governing Body and its Committees meet once a term. On occasions there are ad hoc committees to oversee the planning and execution of particular projects.

The Bursar is responsible to the Headmaster and the Governing Body for the overall financial management of the School and its resources in order that the School's objectives can be met. The School has approximately 350 employees and an annual turnover of over £17,500,000. The Bursar is supported by a Heads of Department team, which includes the Human Resources Manager, Financial Controller, Head of Estates, Director of IT, General Services Manager and Grounds Manager.

2. MAIN PURPOSE OF ROLE

To centralise all physiotherapy care for pupils and sports teams.

3. LEVEL OF POSITION

The Post holder will report directly to the Senior School Nurse who is responsible for day-to-day Line Management including annual reviews, training and development and health and safety.

There will be a close working relationship with the Director of Sport in providing pre- and post-sports injury support.

4. DUTIES AND RESPONSIBILITIES

The duties and responsibilities below are illustrative. The position holder will be expected to become involved in a range of work on occasions that may not be shown below:

Main Responsibilities:

The Physiotherapist will be required to:

- Be responsible for arranging your pupil caseload in liaison with the Senior School Sister.
- Provide physiotherapy treatments for any pupils with injuries (via Medical Centre, Nurse and Doctor referral).
- Provide physiotherapy support to sports teams' pre & post match – massage, strappings, acute injury management (via referral from DoSp).
- Run S&C/ rehab sessions in the school gym/pool for pupils during games sessions.
- Provide pitch-side physiotherapist cover for some sports matches.
- Monitor, assess, record and report to the Senior School Nurse on the impact of physiotherapy treatments.
- Keep all medical notes up-to-date within 24 hours of treatment.
- Be responsible for liaising with the Bursary Finance team in regard to re-charges to parents in liaison with the Senior School Nurse.
- Carry out relevant risk assessments for all physiotherapy undertaken.
- Safeguard and promote the welfare of pupils. Establish positive relationships with pupils, acting as a good role model.

- At all times, working with the School's policies and procedures ensuring compliance particularly with the school's Health & Safety policy and Child Protection policy.

CONTACTS

In all contacts the successful applicant will be required to be a good ambassador for Shrewsbury School as well as maintain constructive relationships.

5. TERMS AND CONDITIONS

- ❖ **Salary:** Pay will be based on qualifications and experience but will be between £6,000pa – £10,000pa
- ❖ **Hours:** Normal hours of work will be 10 hours per week during term-time. Please note that the actual working hours will be discussed with the successful applicant, however the provisional working week may be as follows:-

Mondays	-	5pm to 7pm (2 hours)
Wednesdays	-	1pm to 5pm (4 hours)
Saturdays	-	1pm to 5pm (4 hours)

The above hours will be split between sports, rehabilitation and clinical sessions.

- ❖ **Holidays:** Annual leave entitlement is 5 weeks pro-rata, which is incorporated within your normal paid working year which is 37 weeks; therefore you receive payment for this entitlement.
- ❖ **Pension:** All support employees will be eligible to join Shrewsbury School's Pension Scheme subject to auto enrolment (employee contributions 5%, employer 7.5%).
- ❖ **Sickness Leave:** You will automatically join the contractual sickness scheme after the first six months of employment. In the event of sickness, you will receive 6 weeks at full pay and 6 weeks at half pay and thereafter Statutory Sick Pay.
- ❖ **Insurance:** You will automatically join the death-in-service insurance scheme. In the event of your death whilst in Shrewsbury School's employment your estate will receive two times your basic salary.
- ❖ **Disclosure and Barring Service (DBS):** You will be expected to have an up-to-date DBS Certificate and we shall request one upon appointment and every 3 years thereafter.
- ❖ **Other Benefits:**
 - You will be able to enjoy the benefit of a free school lunch at Kingsland Hall when the kitchens are in operation.
 - You will be able to use the school sports facilities, when not in use by the pupils.



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A = Application form, D = Documents, I = Interview, P = Presentation, T = Test/Exercise

Description	Essential	Desirable	Method used
QUALIFICATIONS:			
Physiotherapy degree (or equivalent).	✓		A / D
A registered member of Chartered Society of Physiotherapy.	✓		A / D
Sports injury related qualification.		✓	A / D
Strength & Conditioning qualification.		✓	A / D
First Aid qualification.	✓		A / D
WORK EXPERIENCE:			
Previously worked as a physiotherapist in a similar working environment.	✓		A / D
The ability to work as part of a team with an understanding of staff roles and responsibilities.	✓		A / D
Extensive knowledge & experience in injury prevention & rehab using movement dysfunction analysis and re-training principles.	✓		D / I / P
Knowledge and experience of strength and conditioning		✓	D / I
Ability to effectively deliver data gathering and reporting process around student injury	✓		
Experience with sports injuries.	✓		D / I
Demonstrate the ability to use clinical judgement to select appropriate assessment tools, methods, techniques and equipment from wide knowledge base in line with the individual pupil needs and wishes.	✓		D / I
Knowledge of child development		✓	D / I

Description		Essential	Desirable	Method used
	Ability to communicate complex medical information to students and/or parents/guardians employing diplomacy, tact and discretion		✓	A / I
SPECIALIST KNOWLEDGE:				
	Sports Fitness.		✓	D / I
	Holistic treatments or local contacts to refer to e.g. chiropractic, sports therapy, acupuncture.		✓	D / I
PERSONAL ATTRIBUTES:				
	Must be adaptable, positive and love of sport.	✓		D/ I
	Ability to relate well to and to form and maintain appropriate relationships with children, young people and adults	✓		D/ I
	The ability to plan, organise and prioritise.	✓		D/ I
	High levels of dexterity, coordination and sensory skills for the assessment and management of pupils.		✓	D/ I
	A proactive rather than a reactive approach.		✓	I
	Confident IT user.	✓		D/ I
	A strong team player, capable of integrating own ideas with those in a broader organisational environment.	✓		I
	A self-starter capable of creating new ideas and implementing them.		✓	D/ I
	Confident in own knowledge base and ability to work independently in a highly specialised area.	✓		I
	Excellent interpersonal skills, including ability to provide non-judgemental and empathic emotional support to pupils whilst maintaining safe and appropriate boundaries.	✓		I / D
Other / Special Working conditions				
	Experience of working in a similar environment would be an advantage.		✓	A/ D