

## Senior Physiotherapist Job description

### Eden Academy Trust

<b>Job Title</b>	Senior Physiotherapist
<b>School</b>	Eden Academy Trust
<b>Grade</b>	POB: Point scale 34-38 (Term time only – 39 weeks per year, 7.2 hours per day)
<b>Team</b>	Eden Academy Trust Physical Therapies - Physiotherapy Team
<b>Accountability</b>	Clinical Lead/Head of Therapies/ Service Manager

### Main Scope of the Job

- To have a leading role in the delivery of highly skilled physiotherapy assessments and physiotherapy interventions as part of the physiotherapy team to the children and young people at the Eden Academy Trust.
- Working closely with colleagues of all disciplines and the School Leadership teams.
- To provide a service to meet the changing and wide ranging complex needs presented by the children and young people of the school and to propose adaptations of the service to meet any additional demands presented by the children or young people.
- To identify areas of need in children and young people on the caseload and to liaise and refer to relevant professionals in and outside the Trust setting.

- To support children and young people with physiotherapy recommendations on their Education Health Care Plans (EHC plans) and take referrals regarding pupils within the school.
- To involve children or young people and their carers throughout the intervention and to work collaboratively with other professionals in order to support and enhance children and young people's ability to access their education and optimise their physical wellbeing
- To safeguard and promote the welfare of the pupil's attending the Eden Academy Trust and raise any concerns to the safeguarding officer.
- The post holder will be an autonomous practitioner who will carry continuing responsibility for a defined clinical caseload.
- To supervise work of assistants, trainees and therapists who work with the post holder.
- To provide training within the therapy team and academy staff
- To actively contribute to service development and the service profile.

## MAIN AREAS OF RESPONSIBILITY

### 1. Communication and Relationships

- 1) To communicate effectively in a highly skilled and sensitive manner complex and sensitive information with pupils, parents/carers and other school staff, ensuring participation of all involved in effective management of the child's complex physical, cognitive, perceptual and or behavioral development needs.
- 2) To use a specialist level of skills in negotiating, agreeing, and setting goals with the family and other professionals and to manage potentially conflicting situations when information may be contentious or distressing.
- 3) To ensure all work is sensitive to the needs of a range of ethnic, cultural and religious groups, gender sensitive, anti-discriminatory and values diversity.
- 4) To inform and empower parents and carers' in understanding the nature of their child's disability or dysfunction, the impact this has on behaviour and function and activities and strategies they can use in daily routines at home to develop functional abilities and how the physiotherapy needs of their child are met in the school
- 5) To demonstrate flexible communication skills where there may be barriers to communication due to hearing, speech or visual impairment, learning disabilities, social communication difficulties or where English is not the first language.
- 6) To carry out appropriate classroom observations and consult with class teams, parents, carers and other professionals as appropriate prior to assessment or work undertaken with pupils.
- 7) To address consent throughout involvement with a child and aim to work co-operatively with parents, teaching staff and other professionals
- 8) To participate and contribute to class and staff meetings, and parents' evenings.

- 9) To participate and contribute to the Multi-Professional Team Meetings and communicate complex and sensitive information. To contribute to effective team functioning, service delivery and development.
- 10) To participate and contribute to regular Therapies Service Meetings, Team Meetings, Team Supervision and consultations with other members of the Therapies team.

## **2. Knowledge, Training and Experience**

- 1) To provide a highly specialist physiotherapy service, based on professional knowledge acquired through training in physiotherapy to degree level and postgraduate courses.
- 2) To draw on up to date knowledge gained from relevant training and experience of working with special needs, integrating knowledge and understanding of child development, environment and disability to address motor function and motor development.
- 3) To be responsible for the management and development of own Continuing Professional Development (CPD), identifying and contributing to the evidence based practice.
- 4) To attend relevant courses, lectures and visits and keep up to date with relevant professional knowledge, including mandatory school and Trust training.
- 5) To follow the relevant Health Professionals Council (HPC) CPD scheme, and adhere to the CPD requirements of the HPC and of the Eden Academy Trust.
- 6) To participate in a Personal Development Review and an annual Appraisal with the Clinical Lead or Head of Therapies.
- 7) To achieve and demonstrate agreed standards of personal and professional development within agreed timescales.
- 8) To understand and apply National Guidelines and legislation relating to health and education and supports other in the implementation of such guidelines in clinical practice.

## **3. Analytical and Judgemental**

- 1) To undertake comprehensive and highly specialist assessments of children with a complex range of disabilities, using appropriate standardized and non-standardized tests, clinical observations as well as gathering appropriate information from a variety of sources.
- 2) To act as an autonomous practitioner utilizing advanced levels of problem solving, reasoning skills and independence of judgment.
- 3) To assess, recommend and where appropriate provide a range of specialist equipment and / or aids for pupils in school to optimise their learning, productivity and motor performance.
- 4) To assess for and advise others in determining appropriate and safe use of equipment and to assess the competence of others (e.g. school and therapy staff) to carry out advice regarding safe use of equipment.

#### **4. Planning and Organisation**

- 1) To autonomously manage a complex caseload of children with a range of neurological and developmental disabilities.
- 2) To prioritise, plan and develop appropriate individual or group goal and task oriented treatment plans and formulate a range of individualised specialist treatment programmes, in consultation with parents and class staff.
- 3) To organise available resources including equipment and staffing in an effective and efficient manner.
- 4) To identify any issues which could affect service delivery through the correct lines of communication.
- 5) To be responsible for liaising with other agencies, including ordering, referral and/or joint assessments and following appropriate after care protocols.
- 6) To undertake risk assessments in relation to children on caseloads and specialist areas including equipment assessments and to keep up to date with new guidelines and legislation.
- 7) To attend regular clinical supervision in accordance with professional codes of practice and Eden Academy Trust's Policy.

#### **5. Responsibility for Pupil Care**

- 1) To assess, plan, implement and evaluate physiotherapy interventions, using advanced clinical reasoning, critical thinking, reflection and analysis.
- 2) To provide highly specialist, individual, child focused assessments and intervention for children with physiotherapy recommendations on their Education Healthcare Plans, including reviewing assessments, contributing to Learning goals and target setting.
- 3) To deliver physiotherapy in a variety of settings including class based and hydrotherapy.
- 4) To use specialist knowledge to refer children and families to other services or professionals as necessary.
- 5) To ensure that children's complex needs are identified, assessed and constantly monitored, including equipment and orthotic provision.
- 6) To use specialist knowledge, skills and experience to select and administer specialist paediatric standardised and non-standardised physiotherapy assessment tools.
- 7) To monitor, evaluate and modify intervention using set goals, feedback, re-assessment and evidence based practice to measure the effectiveness of the intervention.
- 8) To provide varied modes of intervention e.g. group settings, paired therapy sessions, joint therapy sessions, advice, consultation, teaching others.
- 9) To use hands on diagnostic and therapeutic techniques of manual handling to enable children to access the educational curriculum.
- 10) To report any incidents of harm or near risk in line with Trust's Policy ensuring appropriate actions are taken to reduce risk and reoccurrence.

- 11) To promote and safeguard the welfare of the children and young people in therapy at all times, and to maintain good standards of client care and personal professionalism to provide an effective therapeutic environment.

## **6. Responsibility for Policy/ Service Development**

- 1) Work within a changing environment and make recommendations for service development.
- 2) To actively promote service development within the central services team and deliver on agreed service development plans.
- 3) To actively support the service profile and contribute the development of the therapy outreach service.
- 4) To work in accordance with Eden Academy Trust and school policies and procedures and local authority guidelines.
- 5) To be responsible for the health and safety of self and others, using proactive and reactive strategies. This may include using positive handling techniques.
- 6) To liaise closely with the Clinical Lead or Head of Therapies on the role of the physiotherapist within the school and propose changes to practice and procedures within service.
- 7) To implement policies and propose changes to the therapies team, in order to develop physiotherapy services according to pupil and school needs and in accordance with national and professional guidelines.
- 8) To contribute to clinical governance initiatives.

## **7. Responsibility for Financial and Physical Resources**

- 1) To ensure that children's complex equipment needs are constantly monitored and reassessed and that each child has the most appropriate equipment to facilitate their independence within the educational setting.
- 2) To work within budgets e.g. for equipment prescription and to use resources efficiently.
- 3) To consider value for money when recommending and/or sourcing equipment.
- 4) To maintain and upkeep equipment in accordance with departmental guidelines.
- 5) To keep and support the keeping of an inventory of equipment, monitor resource levels and contribute to the ordering of new equipment.
- 6) To be responsible for the security, care and maintenance of equipment ensuring standards of infection control and safety are maintained.

## **8. Responsibility for Human Resources**

- 1) To train, supervise and provide guidance to therapy assistants and to delegate reasonable duties to them following local protocols.
- 2) To supervise and provide guidance to students from various professional fields who work with the post holder as appropriate.
- 3) To support the induction of new staff within the clinical area and new members of the MDT and school as a whole.
- 4) To supervise and support the development of physiotherapy staff.

## **9. Responsibility for Information Resources**

- 1) To provide written guidance for staff and complete practical demonstration of equipment/specific interventions when required.
- 2) To keep up to date and accurate clinical records within the codes of practice and professional guidelines for physiotherapy, Health & Care Professions Council (HCPC) and the Trust's policy.
- 3) To maintain up-to-date records of your clinical intervention according to professional standards, including goal setting, clinical paperwork and statistics.
- 4) To prepare specialist reports where appropriate, to inform local health, social care and education providers of a child's needs, to make recommendations as to provision required to assist a child's development and inclusion in family, educational and community life, including providing written clinical reports for Annual and Statutory Reviews
- 5) Utilise formal and informal reporting mechanisms including electronic reporting to ensure effective communication across education, health and social care.
- 6) To ensure that all paperwork is followed up to completion e.g.: equipment orders.
- 7) To safely and securely store any audio and audio-visual recordings from sessions.
- 8) To manage all information in accordance with the Trust's General Data Protection Regulation Policy (GDPR).

## **10.Responsibility for Research and Development**

- 1) To initiate and participate in specific projects as agreed and contribute to discussions of research articles in the therapy team.
- 2) To demonstrate the ability to critically appraise current research and present findings to colleagues.
- 3) To actively search for and critically appraise research evidence to inform own practice and to maintain an up to date knowledge of research, new initiatives and professional practice.
- 4) To participate in and lead in the collection of data using outcome measures for departmental audits or service development projects.

## **11.Freedom to Act**

- 1) To comply and work within codes of practice, professional guidelines and standards of the Health & Care Professions Council (HCPC), the Chartered Society of Physiotherapy (CSP) and Eden Academy Trust – including those relating to Equal Opportunities, Health and Safety, Confidentiality of Information and Data Protection Act and to be professionally and legally responsible and accountable for all aspects of own professional activities.
- 2) Work is managed rather than supervised.

*This list is only an indication of the main tasks required to be performed. It is not an exhaustive list of duties and responsibilities and may be subject to amendments to take account of changing circumstances.*

*Eden Academy Trust reserve the right that you may be required to undertake such other duties and/or hours of work as may reasonably be required of you commensurate with your grade at your normal place of work or from another location within the Trust.*