The Scottish Centre for Children with Motor Impairments

Craighalbert Centre

Enabling Children to Achieve

Recruitment Pack

Welcome

Mary Morgan
Chair of SCCMI

Dear Applicant,

Thank you for your interest in joining our charity, the Scottish Centre for Children with Motor Impairments, also known as Craighalbert.

At the heart of everything we do is a passion for improving the lives and outcomes of Scotland's children and young people and supporting them to thrive.

Our mission is simple, to advance practice in Scotland so that children with complex health, care, communication and learning needs achieve their full potential.

This is an exciting time to join Craighalbert. We are about to launch our new strategy; we are ambitious to deliver a range of new initiatives which will see us drive up standards for children and young people across Scotland and improve our facilities and research base.

It is a privilege to lead this innovative organisation, which is reshaping how integrated therapy, care, and learning are delivered for children and young people with neurological conditions and is recognised for high standards and cutting-edge approaches.

We wish you the very best with your application. If you have any questions about the process, please feel free to contact our Human Resources Team on **01235 456 1000** or **HR@Craighalbert.org.uk** or arrange a time to speak with our Chief Executive, Heather Gray. They will be happy to assist you or provide the information you need.

Mary Morgan
Chair of SCCMI

About Us

The Scottish Centre for Children with Motor Impairments - Craighalbert - is a Scottish charity (SC008428) and Company Limited by Guarantee (SC129291) located near Cumbernauld, offering services to children, young people and families from across Scotland.

The Centre operates as an independent school for children and young people with complex health, care, communication and learning needs. It is one of seven Grant Aided Special Schools supported by the Scottish Government. With a team of 49 staff, the Centre operates on an annual budget of approximately £3.2 million. We are dedicated to helping children and young people from birth to 19 years old with complex health, care, communication and learning needs reach their potential and thrive and are recognised as being a high performing charity delivering a range of innovative approaches that support children and young people to reach their potential.

Mission

We start with the child and family at the centre, unlocking hidden potential and making every interaction count.

Through a playful and right led approach, our integrated team of teachers, care workers and therapists works as one to remove the barriers early, nurture agency and joy and turn potential into everyday participation.

We equip parents and partners to be confident communication allies and share what works, so more children across Scotland are heard and included.

Vision

Our vision is a Scotland where no child's voice goes unheard, and every child with complex health, care, communication and learning needs is supported to communicate, play, learn and thrive to their full potential.

Why do we do what we do?

Everything we do is to promote and support the development of children in Scotland with complex health, care, communication and learning needs to achieve their full potential while they experience the highest level of wellbeing possible. We exist to drive up standards, support the provision of innovative services cross Scotland and be the centre of excellence driving change and improved practice.

How do we do this?

We develop, model, and share best practice in holistic planning and service delivery to promote learning and development, and actively engage families to enhance their capabilities and foster ambition for their children.

What do we do?

We do this through the provision of high-quality nursery, school, and innovative programmes of service delivered by a highly skilled team of practitioners working collaboratively in a fully adapted and accessible environment.

What Makes Us Unique

- **Holistic and Transdisciplinary Approach**
  We take a holistic and transdisciplinary approach to supporting children and their families. Our dynamic team of expert practitioners work collaboratively to promote communication, enablement, learning, development, and independence.

- **Bespoke Facilities and Equipment**
  Our Centre is equipped with state-of-the-art facilities and specialised equipment, designed to meet the unique needs of children with neurological conditions. This ensures that our programmes are as effective as possible.

- **Expert Multidisciplinary Team**
  Our team includes highly skilled therapists, educators, and support staff, all of whom bring a wealth of expertise to every aspect of a child's development. This allows us to provide a personalised approach to care.

- **Commitment to Innovation and Learning**
  We are committed to innovation and learning, constantly exploring new methodologies and technologies to improve our services and outcomes for children.

Community and Family Engagement
We also recognise the importance of family and community. By integrating our practices into daily living, we help families feel empowered and supported.

- **Working in Partnership**
  We work in partnership with individuals and organisations to share and enhance best practices, amplifying our impact and improving the well-being of children and young people with neurological impairments.

- **National Remit**
  Craighalbert has a national remit which allows us to influence practice across Scotland, drive up standards of education for children and young people with complex health, care, communication and learning needs and support families to help their child thrive and achieve regardless of where they live in Scotland. The national remit allows a sharing of best practice and supports better outcomes.

Our Values

Ambitious

We are not afraid to set challenging goals.

Child-Centered

The child's will and wellbeing are at the heart of everything we do.

Collaborative

We work together to achieve the highest possible wellbeing for all.

Inspirational

We seek to stimulate and influence others to improve outcomes for children, young adults and their families.

Kind

We are compassionate, generous and friendly.

Why Work at Craighalbert

We understand that our people are our most important asset, with each individual serving as an ambassador for our charity. To acknowledge this commitment and support the essential work we undertake, here is an overview of the benefits available to our staff members.

1. Pay, Pension and Life Assurance

Competitive Salary

We offer salary packages designed to stand out. Our pay is regularly reviewed to ensure it remains competitive, often aligning with or exceeding similar roles in the NHS, Teaching, and Social Care sectors. Your hard work deserves to be rewarded.

Enhanced Pension Scheme

As a member of multiple pension schemes, we offer our staff access to prestigious retirement plans including NHS, Teaching, and Local Government Pension Schemes. Your role will determine which schemes you're eligible to join, ensuring you have access to the most advantageous pension options for your career path.

Life Assurance

All these pension schemes come with (a minimum) of two times annual salary to a nominated beneficiary should death in service take place.

Why Work at Craighalbert

2. Health and Wellbeing

Employee Assistance Programme

Everyone needs a little extra support sometimes. That's why we provide a free, confidential advice line and counselling service, available whenever you need it.

Occupational Sick Pay

Our enhanced sick pay program provides generous coverage beyond statutory requirements, ensuring financial security during health-related absences. This includes full pay for extended periods of illness, subject to service length and conditions.

Health, Wellbeing and Lifestyle Policies

We are committed to supporting our team's overall wellness. Our dedicated People Plan promotes wellbeing and actively encourages participation in health, lifestyle, and wellness programmes to help you thrive both at work and in life.

Why Work at Craighalbert

3. Family Friendly

Helping Families

We're here to support you during life's most important moments. Our enhanced Maternity, Adoption, Shared Parental, and Paternity Leave policies are designed to help you focus on what matters most. We also offer Parental Leave for added flexibility.

4. Time Off

Generous Annual Leave Entitlement

We know how important it is to take time for yourself. That's why full-time employees enjoy an incredible 55 days of annual leave (pro-rated for part-time roles). If you have a teaching position, this is increased to 65 annual leave days.

Working Flexibly

We recognise that everyone has unique commitments outside of work, which is why we support a healthy work-life balance by offering flexible working options where possible. While we aim to accommodate requests, it's important to note that we are a service-oriented, front-facing organisation.

Why Work at Craighalbert

5. Supporting Your Growth

Learning and Development

Your growth is our priority. From a thorough induction to regular supervision and team meetings, we're committed to helping you thrive. We also invest heavily in training and development, offering support for qualifications, certifications, and professional registration. With us, you'll have the abilities and opportunities to reach your full potential.

Shadowing and Career Development Support

Learn, grow, and connect. Our shadowing opportunities allow you to observe, ask questions, and gain immediate feedback, helping you enhance your skills and expand your professional network. We also welcome external organisations to shadow us, fostering collaboration and shared learning.

6. Other Benefits

Fulfilling and Rewarding Duties

We work closely with a small group of children at Craighalbert, following their journey from early years through to young adulthood. This creates lasting bonds with children and their families, making our work deeply meaningful and satisfying.

Free Parking

No more worrying about finding a parking spot. We offer ample free parking spaces conveniently located for all staff members.

At Craighalbert, we're not just offering a job—we're offering a career where you can make a difference, grow professionally, and feel truly supported. Join us and be part of something extraordinary.

Unique Working Methods

At Craighalbert, we've enhanced the traditional concept of multi-disciplinary teamwork into something truly distinctive. While many organisations embrace team-based care, we've developed this approach into a model that sets new standards in integrated support.

Our innovative approach focuses on achieving meaningful outcomes that enhance every aspect of a child's wellbeing. We believe that the most effective support comes from moving beyond traditional professional boundaries and creating a seamless, integrated approach to care.

Creating a Unified Team

What makes our approach special is how we blend expertise from different disciplines. Our team includes teachers, physiotherapists, occupational therapists, speech and language therapists, and learning, care and therapy practitioners, but rather than working in isolation, they function as a unified force. This creates an environment where:

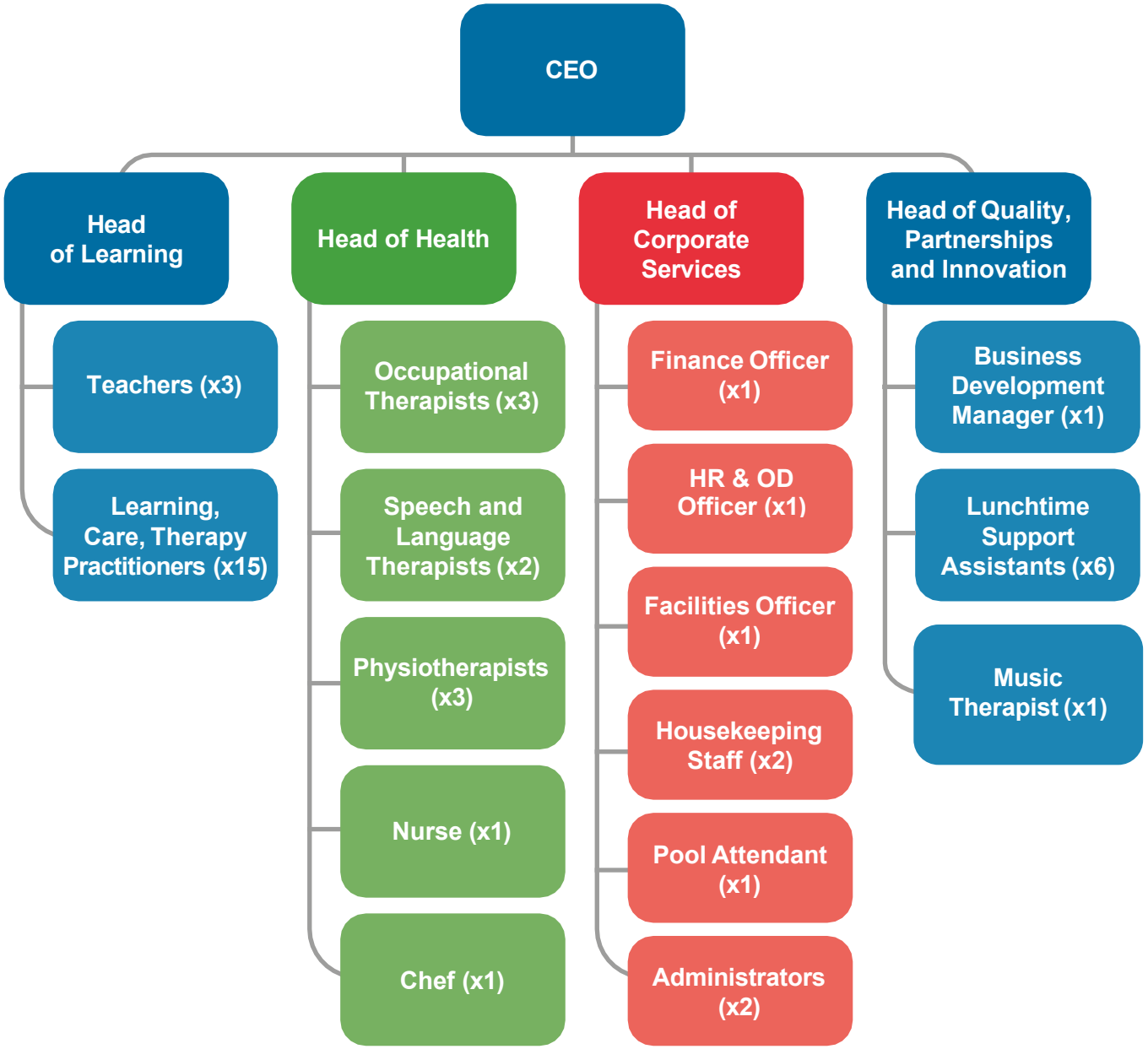
- Every interaction becomes a learning opportunity
- Therapy naturally integrates into daily activities
- Care is delivered in creative and engaging ways with dignity
- Professional knowledge is shared and enhanced
- Children receive consistent, coordinated support

The result is a service that's greater than the sum of its parts. By working across traditional professional boundaries, we create a fluid, responsive approach that adapts to each child's unique needs. Our practitioners share their expertise freely, learning from each other while maintaining their specialist skills.

This collaborative spirit means that whether a child is in a classroom, therapy session, or playing with friends, they're supported by a team that understands their complete needs and works together seamlessly to help them achieve their goals.

Through this integrated approach, we ensure that every child receives comprehensive, personalised care that considers not just their immediate needs, but their overall development and wellbeing. It's a model that maximises the impact of our professional expertise while keeping the child's experience natural, enjoyable, and effective.

The Structure of the Organisation



- **CEO:** Oversees the entire operation, ensuring alignment with strategic goals, compliance with regulations, and effective resource management.
- **Head of Learning:** Leads the teaching and learning team, educational programmes, curriculum development, and, ensuring that educational offerings meet the specific needs of students.
- **Head of Health:** Bridges with specialist NHS services and leads the Centre's team of health practitioners, including occupational therapists, speech and language therapists, physiotherapists, and nurses to provide integrated and individualised care.
- **Head of Corporate Services:** Responsible for financial planning, management, and reporting, ensuring sustainability and proper use of funds alongside human resources, facilities, ICT and administration coordination.
- **Head of Quality, Partnerships, and Innovation:** Responsible for establishing trust in the excellence of our comprehensive services, aiding their ongoing enhancement, and nurturing the creation of new services and partnerships.

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Contact Details

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Registered Scottish Charity No. SC008428

Working with families and partners to deliver integrated learning, therapy and care for children in Scotland, supporting the enablement of children affected by motor impairments to achieve their potential and fulfil their ambitions.