

Craighalbert Centre

The Scottish Centre for Children with Motor Impairments

"Unlock multiple rewards with a fulfilling career - it's a job that feeds both head and heart."

ROLE PROFILE

Position:	Paediatric Physiotherapist
Salary:	£33,458 - £49,382
Pension:	NHS Pension Scheme
Working Hours:	35 hours per week (part-time will be considered)
	Monday- Friday 8.30am – 4.00pm
Contract Type:	12 Month Fixed Term
Annual Leave:	55 Days (pro rata for part-time staff)
Closing Date:	Tuesday 5th January 2027, Interviews will take place week commencing 11th January 2027

Reporting Line:	Head of Learning
Reports:	None.
Hours of Work:	35 hours per week.
Salary:	£33,458 - £49,382.
Pension:	NHS Pension Scheme
Contract Type:	12 Month Fixed Term

Purpose of the Post

The Craighalbert Centre (The Scottish Centre for Children with Motor Impairments) is a registered Scottish Charity and Company Limited by guarantee. Its purpose is to work 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. Craighalbert is an independent school for children and young people with a current school roll of 15 and a plan to grow this to 22 as part of our strategic plan. Education provision includes early learning and childcare, primary and secondary provision. Craighalbert is an all through school and one of Scotland's Grant Aided Special Schools. (GASS). Craighalbert is a high performing school with excellent Care Inspectorate Grades and a recent positive HMIE Inspection.

Reporting directly to the Head of Health and in alignment with our multi-disciplinary approach, you will have a significant role not only within the AHP Team but in collaboration with members of the Learning Team and wider team.

Our physiotherapists support and work with all children, young people, parents, and practitioners who take part in the Centre's activities both locally and nationally. The postholder will therefore assess, plan, deliver and evaluate person-led, person-centred, and evidence-based physiotherapy management for children and young people who present with a wide variety of neurological conditions. The post holder will build on a comprehensive knowledge base in paediatric neurological conditions and therapy management.

We believe Physiotherapy management should have a positive impact on the children and young people's whole lives – facilitating health, activity, independence, function and participation with family and friends. The post holder is therefore required to actively participate in a high level of collaborative working with the children, their families, other therapists, education staff and external professionals in order to best integrate the children's therapy needs into their days.

The appointee will be expected to work in the development and delivery of any of Craighalbert's programmes.
Current Programmes / Projects include:

- Nursery, Primary and Secondary classes (Children aged 3 – 18 years)
- Early Intervention Programme (children aged between birth and 4 years)
- Childcare Support Fund

The successful appointee will make a significant and sustained contribution towards the achievement of the organisation's ambition of establishing itself as an exemplar of excellence in the provision of integrated therapy, care and learning for children/young people with motor impairments and extending our national reach.

Responsibilities and Duties

- Responsibility and accountability for the provision of high-quality physiotherapy input; evaluating and modifying interventions appropriately to meet complex individuals' needs.
- Responsibility for managing a complex caseload while working within a closely integrated interdisciplinary team.
- Work as an autonomous practitioner taking full responsibility for a complex caseload.
- Supervise, mentor and support graduate physiotherapists, other therapists, non-therapy staff and support staff.
- Accountable for standards of therapy and deliver these within the context of clinical governance to ensure the highest standards of clinical intervention.
- Comply with the Chartered Society of Physiotherapy Code of Ethics and Professional Conduct and all other documents which support and maintain standards of professional practice and the Health and Care Professions Council Physiotherapy Standards of Proficiency.
- Undertake an internal role in the education, specialist training, and provision of advice regarding physiotherapy interventions to staff, service users, parents/carers, other disciplines and agencies.
- Undertake a role in the education and specialist training of external professionals and other staff.
- Responsible for Practice Education of physiotherapy students.

Practice Responsibilities

- Work as part of a multi-disciplinary team.
- Undertake initial and ongoing assessments of children/young people, using standardised and non-standardised assessments and outcome measures tools to determine appropriate therapy intervention.
- Assess capacity, gain informed consent and have the ability to work within a legal framework with children who lack capacity to consent.
- Manage own caseload, using evidence-based practice and client centred principles to assess, plan, implement and evaluate interventions.
- Through the use of clinical reasoning skills and in collaboration with colleagues, provide an individualised programme plan for the child which is informed by evidence-based practice and which will involve using a variety of methods and approaches.

- Ensure the appropriate therapeutic management of children following Botulinum A therapy and any required orthopaedic surgery, in order to optimise functional gains from the intervention(s).
- Facilitate referral of children to external agencies for appropriate assessment/investigations as required.
- Work as a practitioner to establish high level practice quality on both an individual and integrated multi-disciplinary team level, through the use of evidence-based practice.
- Work collaboratively with other therapy and education staff and families to jointly devise and implement additional support plans/goals and ensure effective multi-professional working.
- Communicate effectively and appropriately and proactively with children, young people and their family/carers in order to ensure an appropriate understanding of their condition and status. Communicate highly complex and sensitive clinical information.
- Negotiate with a variety of internal and external agencies to meet individual children's needs where there are competing demands.
- Ensure a smooth transition during the child/young person's progression through education.

Monitoring Evaluation and Quality Development

- Implement methods and systems including specialist, standardised assessments tools with validated appropriate outcome measures, to assess the child's physical abilities.
- Monitor, measure and evaluate the child's progress and the effectiveness of intervention using reasoning skills and modify the programme accordingly.
- With other staff, undertake the ongoing evaluation of programmes designing appropriate tools to enable measurement of quality, with input from stakeholders.

Record Maintenance and Report Preparation

- Implement methods and systems including specialist, standardised assessments tools with validated appropriate outcome measures, to assess the child's physical abilities.
- Monitor, measure and evaluate the child's progress and the effectiveness of intervention using reasoning skills and modify the programme accordingly.
- With other staff, undertake the ongoing evaluation of programmes designing appropriate tools to enable measurement of quality, with input from stakeholders.

Development Activities

- Contribute to the development and advancement of Craighalbert's programmes.
- Undertake a role in research internally and external research engagement as directed.
- Promote and facilitate multi-disciplinary involvement and awareness of relevant research projects.

Professional Development

- Develop, expand and enhance professional skills to ensure the delivery of the Centre's services reflects contemporary research and practice.
- Undertake appropriate professional staff development to maintain membership and registration with professional and statutory organizations.
- Participate in the Craighalbert's appraisal, performance and staff development systems and embrace future professional appraisal, performance systems developed internally and nationally.

Supporting a Positive Organisational Culture

- Support a positive ethos and strive for the best outcomes for children and young people.

Person Specification

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSED BY
Qualifications & Knowledge	Degree/Diploma in Physiotherapy	Evidence of Postgraduate training	Application
Professional Registration	HCPC Registration	Member of CSP Member of APCP or Other Professional Interest group / forum	Application
Experience	Previous experience of managing own clinical caseload autonomously, with support.	Previous experience of autonomously managing a caseload of children with neurological conditions with differing complexity, with support.	Application / Interview

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSED BY
	Experience of multi-disciplinary and inter-agency team working and ability to work as an effective team member. Previous experience of working with Children and families affected by disability.		
Knowledge, Skills and Abilities	Specialist knowledge of paediatric neurological conditions. Previous experience of the use of objective measures as part of assessment and knowledge of relevant measurement tools for the assessment of children. Able to demonstrate Clinical reasoning skills; analysing a variety of evidence, formulating appropriate plans and presenting the information in an appropriate format: e.g. report, presentation Knowledge of appropriate management and therapy, interventions and techniques used to manage abnormalities of muscle tone, maintain range of movement, improve gross motor function, and promote independence and mobility in children with motor impairments.	Specialist knowledge of paediatric neurological conditions; underpinned by theory and experience. Previous experience of using relevant objective measures / measurement tools in the assessment of children presenting with complex additional support needs. Able to demonstrate Clinical reasoning skills in relation to the paediatric population; analysing a variety of evidence, formulating appropriate plans and presenting in an appropriate format: e.g. report, presentation Ability to independently assess for and provide appropriate management for children with motor impairments. Including, but not limited: - 24hour Postural Management - Equipment - Mobility aids - Hydrotherapy - Rebound - Innowalk	Application / Interview

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSED BY
	Effective Organisational skills - Able to manage mixed workload and delegate as appropriate. Competent IT Skills. Risk Assessment Skills Reflective Practice Skills – able to reflect on own practice and adapt according to feedback. Ability and willingness to work flexibly in order to meet the needs of the Service and the Children.	Previous experience of providing clinical supervision to Students and junior staff.	
Professional Development	Knowledge of professional ethics/standards/codes of conduct and their application	Knowledge of national policy/ frameworks/ guidelines related to the field of Paediatrics	Application / Interview
Personal Qualities	Inquisitive Solution focussed Resilient Highly motivated and reliable Ability and willingness to work collaboratively with other staff as part of a team Ability to meet the physical demands of the therapy role and able to comply with organisational manual handling guidelines. Commitment to the vision of the SCCMI		Application / Interview

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSED BY
Relationships & Communication	Ability and willingness to communicate effectively with the Centre's Community including both children, parents and staff within the centre and other external partners who support the children. Evidence of effective verbal, non-verbal and written communication skills.	Experience in communicating with children, parents and other professionals. This may include the discussion around highly sensitive/ distressing topics with families and managing conflict where required. Previous experience of using Augmentative and Alternative Communication strategies.	Application / Interview
Ethos	Child centred Focus on Holistic wellbeing Outcome focussed Collaborative Flexible Learning is Fun!		Application / Interview
Whole Centre Involvement	Commitment to improving outcomes for Children and a willingness to participate in department and whole centre improvement activities	Evidence of participation in organisational improvement programmes	Application / Interview