

Job Description and Person Specification

Children's Community Therapist

Band 5

About Sirona

Sirona care & health is a Community Interest Company committed to providing local communities with a range of high quality specialist health and social care. For us, it's about the personal approach; we take pride in what we do and deliver the high standard of care that we'd expect for ourselves and our families.

Summary about the Service

The Children's Therapy Services identify, assess, support and manage the health needs of children and young people aged 0-18 years, working closely with children and their families in health settings and family homes; and with education colleagues in early years and school settings.

The Children's Occupational therapy, Physiotherapy and Speech and Language therapy services provide assessments and interventions that enable children and young people to reach their potential in terms of communication, independence and skill development and in management of their physical disability.

The Children's Therapy services cover Bristol, North Somerset and South Gloucestershire. Services are offered in various parts of these localities to facilitate easy access for families.

Job Purpose

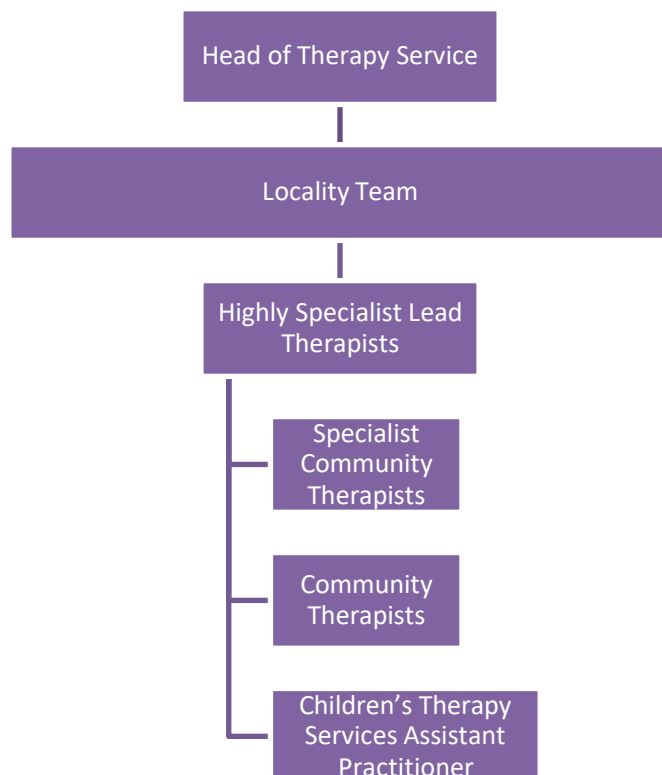
- To offer assessment and interventions for child or young person within specified area of clinical need
- To identify needs and work towards chosen outcomes as they relate to activities of daily life. This may include the individual's educational, leisure, self-care, social communication, speech and language and motor needs and the management of the individual's physical disability
- To carry own caseload within specified clinical area
- To provide a safe, client centred, effective and evidence based therapy service in the community setting
- You will work within the Children's Service to deliver clinical activities, supported by a robust competency framework to children within their own home and other settings such as school / early years or clinical environments
- You will be part of an integrated multi-disciplinary team (MDT), which may include Paediatrician's, Orthotists, Nurses, Occupational Therapists, Speech & Language Therapists, and Physiotherapists

Key Responsibilities

- Complete initial assessments as indicated by the service guidelines, clinical offer and within area of professional expertise. In turn, interpret assessments, contribute to the evaluation of prognosis and diagnosis and provide clinical advice
- Work alongside multidisciplinary team members, including Children and Young People, parents and carers, other health care professionals, educational staff, therapists and therapy assistants to assess and provide interventions
- Demonstrate clinical effectiveness by using evidence based practice, clear care plans and the organisations identified outcome measures. E.g. TOMS
- Following an assessment, recommend appropriate resources equipment or technological aids to facilitate a child's or young person's independence, development and or skill acquisition. This will include recommending equipment required for health related needs
- Plan and implement group and / or training sessions for children, young people, their carers and education staff as required
- Manage and take responsibility for individual caseload and identified non-clinical duties effectively
- Ensure advice, recommendations and information is provided to service users and colleagues in a professional, accessible and timely manner
- Meet regularly with team, supervisor and line manager
- Follow departmental policies to ensure safe working when in the community; for example, keeping online diaries up to date
- Contribute to specific team activities in order to promote good team working practices; this may include teaching
- Contribute to the professional development of, and provide support as appropriate to therapy assistants, students and volunteers
- Refer children or signpost parents/carers/educational staff to other agencies and professional groups as appropriate
- Maintain regular, clear and accurate records to comply with Sirona Care and Health standards in relation to professional standards of practice
- Comply with departmental and local procedures regarding clinical and non-clinical duties
- Contribute to the needs assessment of children as part of the SEND process in line with the local guidelines and the code of practice. This will include completing formal reports for Educational Health Care Plans as required
- Maintain appropriate level of Continuing Professional Development in line with the Health Care Professional Council guidelines
- Take responsibility to attend and record supervision regularly
- Contribute to projects undertaken within the service, such as research and audits
- Be flexible and respond to challenging situations in a positive manner and seek advice from colleagues when necessary

- Be able to manage the need for manual handling or physical effort, dealing with bodily fluids and managing challenging behaviour from service users
- To have an awareness of and comply with appropriate health and safety policies and safeguarding issues and policies
- Ensure the safe carriage and storage of records and equipment, working within manual handling guidelines

Team Structure Diagram



Skills, Experience and Knowledge Required

Essential:

- Experience of working with children and / or young people
- Experience of multi-disciplinary working
- Effective written and verbal communication skills
- Effective organisation and time management skills
- Good levels of IT literacy
- Knowledge of safe working practices
- Knowledge of professional standards of practice

Desirable:

- Experience of running therapeutic groups
- Ability to communicate sensitive, diagnostic and prognostic information to parents and carers including where there maybe barriers to understanding.
- Due to the isolated nature of a community post, the post holder will be required to understand complex situations and autonomously make good clinical decisions.
- The post holder will need to be mobile for travel preferably a car driver and may need to and be able to transport necessary equipment for community visits.
- Experience of teaching or ability in teaching others.
- Evidence of ability to work as part of a team

Qualifications and Training Required

Essential:

- Degree or equivalent in Occupational / Physiotherapy / Speech and Language Therapy as recognised by the Health and Care Professions Council

Required Membership and/or Registrations relevant to post:

Registration with the Health Care Professions Council

Additional Information

The essence of Sirona is about 'Taking it Personally' and we work hard to ensure that everyone who comes into contact with us feels welcomed, supported, safe and valued; these are the experiences we want everyone to have throughout their employment with us.

Every contact we have with individuals makes a difference and our aim is to make that difference a positive one.

Sirona Values

- We provide care to the standard we expect for ourselves and our families
- We offer a high quality environment where the individual feels in control of the care and the support they receive
- We offer a working environment where high quality care and compassion are respected and rewarded
- Our staff focus on the goals of the individual taking into account their inter-related physical, mental and social care needs
- Every member of staff takes personally their responsibility to improve the health and wellbeing

of those to whom we provide support

- We nurture a just culture where all staff are supported to deliver to the highest standard and are fairly held to account when they fail to do so

Taking it Personally

Taking it Personally sets out standards of behaviour that have been developed by staff for staff and support Sirona's values. We expect all staff to adhere to the Taking it Personally behaviours to ensure the Sirona values are upheld at all times.

Taking it Personally underpins Sirona's vision to achieve our aim to make a difference by providing health and social care services ensuring that we

- Focus on individuals, families & communities
- Promote the prevention of poor health and wellbeing and intervene only to support recovery
- Add value to our local communities above what we are contracted to do
- Work with others to ensure joined up services
- Remove unhelpful boundaries between services and professionals
- Continually learn and grow as a Company.

We will ensure that everyone who comes into contact with Sirona feels welcomed, supported, safe and valued in line with our commitment to Taking It Personally.

Making Every Contact Count (MECC)

Staff across Health and Social care has many contacts every day with individuals and are ideally placed to promote and engage in conversations about their health and lifestyle. As part of MECC staff are required to support and encourage individuals to make positive changes to their physical and mental health and wellbeing, including directing them to local services that can support them in making positive changes. MECC focuses on the lifestyle issues that, when addressed, can make the greatest improvement to an individual's health:

- Stop smoking
- Alcohol intake and staying within the recommended limits
- Healthy eating
- Physical activity
- Keeping a healthy weight
- Improving health and wellbeing

Safeguarding

We are committed to safeguarding and promoting the welfare of children, young people and adults at risk and expect all staff to share this commitment and promote safeguarding by implementing policies and procedures, acting promptly on concerns, and sharing information appropriately. We are committed to safe recruitment practice and all appointments are subject to satisfactory clearance

appropriate to the post.

Infection Prevention and Control

Infection Prevention and Control is everybody's responsibility.

Compliance with all infection control policies, procedures and guidelines will form an integral part of practice for all staff.

All staff will be responsible for familiarising themselves with the Infection control policies and guidelines on the Intranet site.

Staff must keep up to date with new policies and guidelines and the subsequent implementation in practice.

Staff must seek support and advice from the Infection Prevention and Control Team in all instances where cross infection is likely to have occurred or when managing situations involving patients with infections where guidance in the policies is not applicable.