



Job Description

Job Title: Junior Allied Healthcare Professional Therapist

Responsible to: Allied Healthcare Professional Lead

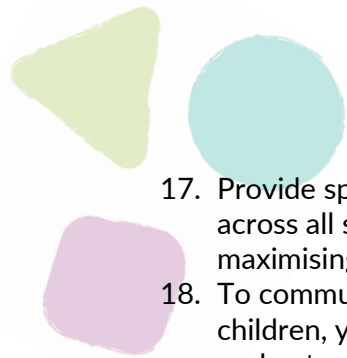
Accountable to: Allied Healthcare Professional Lead

Job Purpose:

The main purpose of this post is to provide therapy input, as part of a specialist multi-disciplinary team, to children and young people referred for specialist palliative/end of life care. Provide therapy provision within your scope of practice across all settings

Clinical Duties:

1. Work in accordance with the HCPC Code of Conduct and Scope of Practice relevant to your discipline remaining professionally and legally accountable.
2. Be responsible for the planning and delivery of holistic care to children, young people and their family on the therapy caseload, across all settings and as part of the Multi-Disciplinary Team (MDT)
3. To identify need for therapy intervention through assessment skills and create collaborative and realistic goals for intervention in episodes of care.
4. To use clinical reasoning skills to create treatment plan and goals for episodes of care
5. Deliver evidence-based therapy intervention to children and young people with complex health needs.
6. Promote person-centred care, co-creating care with people affected by life limiting/ life threatening palliative conditions and encouraging self-management where possible
7. Participate in multi-professional meetings, acting as child/ young person advocate and representing therapy specific views.
8. Be aware of resources/services available to the child, young person and families and signpost/refer to other services or professionals when appropriate.
9. Maintain clear, accurate and contemporaneous record-keeping in line with HCPC guidance and Acorns policy.
10. Develop and maintain good multi-professional working relationships across the service divisions and clinical specialities to ensure optimal care.
11. Promote and interpret national policies and guidance within the MDT to influence the child or young persons journey and ensure delivery of quality care.
12. To provide responsive, clinical therapy to children and young people in line with Acorns values.
13. To undertake all clinical duties as an autonomous practitioner, seeking support when required
14. To consistently evaluate child or young person's progress, reassess and adjust treatment programmes as required and to communicate changes effectively to the MDT.
15. To identify the needs of the child or young person requiring specialist equipment and/or medical devices; teaching safe and effective use to the child, young person and family where necessary and working collaboratively with NHS and local authority services to support provision.
16. To liaise with other healthcare professionals involved in the child/YP's care, including NHS services, to optimise the management of the child or young person, and to be available as a specialist resource for generalist healthcare professionals.



17. Provide specialist therapeutic intervention to children, young people and their families across all settings that optimises function, activity and participation, and focuses on maximising quality of life.
18. To communicate effectively and work to overcome barriers to communication that allow children, young people and their families to participate in decision making with maximum understanding and exercise choice.
19. To work collaboratively with the wider therapies team to promote activity, participation and function across all settings.
20. To support discharge planning that optimises patient function and quality of life, irrespective of life expectancy.
21. To work collaboratively and delegate appropriate tasks and roles to other members of the therapy team to maximise the cost-effective and efficient use of resources.
22. To provide flexibility and support across all hospices to cover sickness, annual leave and help to maintain the therapy service offer where directed by the therapy lead
23. To utilise facilities and resources to enhance outcome driven interventions.
24. Work within own scope of practice and seek support from senior staff members when required
25. Work in line with trust safeguarding policy, identifying and escalating any concerns and informing clinical supervisor/line manager

Non- Clinical Duties

1. To share therapy knowledge and skills with other members of the healthcare team to facilitate holistic care.
2. Maintain and develop competency through Continual Professional development (CPD) training, maintenance of portfolio and reflective practice.
3. To complete annual appraisal and contribute to development of team objectives
4. To identify own learning needs and seek support and development opportunities
5. To support education, supervision and assessment of undergraduate therapy students to the standard required for degree level university
6. Support annual appraisal process of therapy assistants.
7. Maintain standards and ensure clinical governance is central to the function of the service.
8. Maintain a professional attitude and approach, acting as a role model to other team members whilst maintaining professional boundaries.
9. Contribute to development, implementation, monitoring, evaluation and audit of appropriate policies, protocols, guidelines and standards ensuring that they meet current practice and professional regulations.
10. Contribute to provision of education, training and advice to other professionals involved in patient care
11. Contribute to team development, management, promotion and evaluation of the therapy service, ensuring high-quality service delivery and cost-effective care
12. Participate in education and development to support the delivery of evidence based, safe and effective holistic patient care.
13. To recognise that the hospice is a charity, committed to supporting palliative care and end of life services to the local community which relies on fund raising and marketing to raise the profile of the hospice to deliver a high-quality service to the community it serves.
14. To demonstrate compliance with the mandatory training and care education competency programme.
26. To act independently to manage personal work schedules and priorities

27. To report incidents, near misses and potential complaints in line with Acorns policy and procedures

Infection Prevention and Control

All Employees and Volunteers of Acorns will be expected to follow all infection prevention and control policies and procedures to ensure a safe and healthy environment. This includes maintaining best hygiene practices, using personal protective equipment (PPE) as required, and adhering to safety protocols to minimise the risk of infection. It is everybody's responsibility to promote a clean and safe environment for staff, children, young people and their families.

Health and Safety

All Employees and Volunteers of Acorns are required to comply with all health and safety policies and procedures in accordance with the Health and Safety at Work Act 1974. This includes taking reasonable care of their own health and safety, as well as that of others who may be affected by their actions. The role involves using personal protective equipment (PPE) when necessary, following established safety protocols, reporting hazards or unsafe conditions, and participating in health and safety training. All Employees and Volunteers of Acorns must actively contribute to maintaining a safe and healthy environment and cooperate with the employer to ensure compliance with relevant health and safety legislation.

Environmental sustainability

All Employees and Volunteers of Acorns are required to support minimising environmental impact wherever possible, including recycling, switching off lights, computers, monitors and equipment when not in use. Helping to reduce paper waste by minimising printing/copying and reducing water usage, reporting faults and heating/cooling concerns promptly and minimising travel. Where the role includes the ordering and use of supplies or equipment, the post holder will consider the environmental impact of purchases.

Safeguarding

Acorns is committed to safeguarding and promoting the welfare of children and adults and expects all staff and volunteers to share this commitment. It is the responsibility of all staff to always safeguard and protect children and adults at risk, staff must report any concerns as per safeguarding policies and procedures which are available on Acorns internal systems. Every staff member must undertake regular mandatory safeguarding training at a level relevant to their role.

Data Protection and Confidentiality

All Employees and Volunteers of Acorns are required to comply with all relevant data protection laws, including the Data Protection Act 2018 and the General Data Protection Regulation (GDPR). This includes ensuring the confidentiality, integrity, and security of personal and sensitive information. All Employees and Volunteers of Acorns must handle all data in accordance with organisational policies and procedures, ensuring it is only used for its intended purpose and is not disclosed to unauthorised individuals. The role may involve safeguarding personal data, report any data breaches, and always maintain strict confidentiality to protect both individuals' privacy and the organisation's legal obligations.

Equality, Inclusivity and Diversity

All Employees and Volunteers of Acorns are required to promote and uphold the principles of equality, inclusivity, and diversity in all aspects of their work. This includes ensuring that all



individuals are treated with respect and fairness, regardless of their race, gender, age, disability, sexual orientation, religion, or any other characteristic protected by law. All Employees and Volunteers of Acorns must comply with relevant legislation, including the Equality Act 2010, and contribute to creating an inclusive environment that values diverse perspectives. The role involves actively challenging discrimination and bias and supporting the organisation's commitment to providing equal opportunities for all.

Other Duties:

1. To act as an ambassador for Acorns, raising awareness of its charitable aims and objectives and enhancing its reputation through exemplary behaviour, conduct, and teamwork.
2. To contribute to Acorns fundraising aims by raising awareness with your stakeholder groups about how vital fundraising is to the charity's mission and sharing opportunities for fundraising support
3. To put the needs and interests of Acorns children and young people and their families first in all aspects of their work.
4. To ensure compliance with Acorns policies for diversity, employment, equal opportunities, health and safety, information governance and safeguarding.
5. To actively participate in an annual performance and development review process and any training and development identified to further enhance your role with Acorns.
6. Promote a coaching culture within Acorns and provide coaching expertise as a resource across the organisation.
7. To carry out any other reasonable duty as requested by your line manager.

Acorns adhere to the United Nations Convention on the Rights of the Child. As an employee you will be a Duty Bearer for Children's Rights and support all children to be Rights Holders.

Person Specification: Junior Allied Health Professional Therapist

	Essential	Desirable
Qualifications	> Current Healthcare Professions Council registration (HCPC) in a therapy discipline e.g. Physiotherapist, Occupational Therapist, SALT etc) > Evidence of Continuing Professional Development and any relevant postgraduate training	
Experience	> Experience of working within a variety of clinical settings e.g. community, hospice, acute > Experience and ability to work as part of a multidisciplinary team. > Experience of delivering interventions in challenging environments > Good organisational skills and personal effectiveness. > Prioritising clinical and non-clinical activities > Experience of delivering group interventions	> Experience working with individuals with complex needs.
Skills and Ability	> Ability to complete physiotherapy assessment, identify problem list and create treatment plan based on episodes of care > High degree of self-motivation and ability to work using your own initiative. > Excellent verbal, written, and personal communication skills. > Computer literate, able to use emails & Microsoft Word, Excel and PowerPoint > Demonstrate ambition, focus, drive, and energy. > Ability to gain the confidence and credibility of a range of professionals and patients, relatives and carers > Able to work under pressure and prioritise tasks and meet deadlines > Flexible and resourceful, responding positively and effectively to solve any unexpected situations and problems. > Good listening skills and an empathetic approach. > High level of integrity. > Able to independently travel in the community > Willingness to work across all sites and settings > Demonstrates a commitment towards continuing professional development. > Be a confident swimmer to deliver hydrotherapy where needed.	
Behaviours	> Will challenge the status quo > Positive, enthusiastic approach & can-do attitude > Curious, always seeking to understand and improve experience of customers > Open to change and continuous improvement > Innovative mindset and passionate about learning > Commitment to the Acorns strategy & its success	

Terms and Conditions of Employment

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Job Title:	Junior Allied Healthcare Professional Therapist
Responsible To:	Allied Healthcare Professional Lead
Accountable To:	Allied Healthcare Professional Lead
Location:	Acorns for the Three Counties Hospice 350 Bath Road Worcester WR5 3EZ With cross-cover across all sites as directed
Salary:	Acorns Pay Level D £30,600 to £40,800 per annum (pro rata)
Notice:	8 weeks
Hours:	30 hours per week
Holidays:	27 days plus statutory bank holidays (pro rata)
Pension:	Contribution to Group Personal Pension Plan or NHS Pension Scheme (if already in scheme).
Life Assurance:	Acorns Group Life Assurance Scheme or NHS Pension Scheme Life Assurance cover (if already in scheme)

All terms and conditions will be detailed in writing together with Employee Handbook which must be read and observed.