



HARTPURY
UNIVERSITY
AND COLLEGE

Sports Therapist / Physiotherapist Candidate Information Pack



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Strategic Priorities

Being the best we can be

Hartpury will be relentless in the pursuit of excellence, building upon its reputation as a world-class provider of specialist further and higher education.

- To develop our high academic standards we will:**
- Retain our TEF Gold and our Ofsted Outstanding ratings
 - Attain sector leading student satisfaction scores
 - Contribute to new knowledge and transfer into practice, at national and international levels
 - Continue to aim for the best possible student experience



Inclusive in all we do

We will create an inclusive and accessible environment that promotes respect for our students, staff, and the wider community.

Through our culture and frameworks we will:

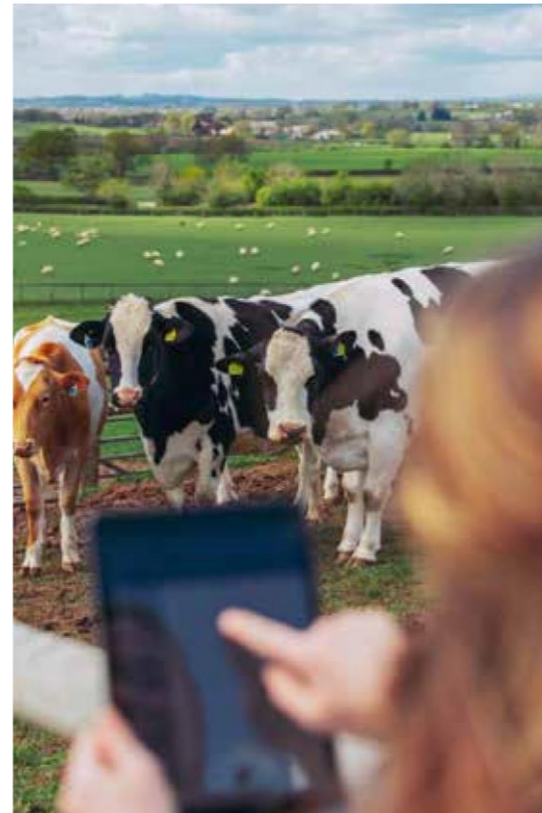
- Pro-actively recognise and promote equality, diversity and wellbeing within our community
- Support students from under-represented groups to access, succeed and progress at Hartpury
- Strive to achieve and sustain sector leading student and staff retention rates
- Commit to listening to the student and staff voice and utilising it to enhance activity.

Building strength through partnerships

Our development will be enabled through effective partnerships and collaborations with those who share our vision for the future.

As a result of effective partnerships we will:

- Create Hartpury College and Hartpury University side by side on the same campus, with parity of esteem
- Work in partnership with our students, staff and parents, supporting them to achieve their full potential
- Drive forward successful centres or hubs, to support the sharing of best practice and research in the agriculture, equine, animal and sports industries
- Contribute to economic and community development within our region
- Work closely with employers and industry to shape the specialist education we provide



About the role

Post:

Physiotherapist / Sports Therapist

Department:

Sports Academy

Reporting to:

Head of Medical Services

Salary:

£21,432 - £23,460 per annum

Hours per week:

37.5 hours per week

Contract Type:

Support/Fixed Term

Annual Leave:

25 days per annum

Probationary Period:

6 months

Main Purpose of the Role:

To provide a high quality Sports Physiotherapy / Therapy Service to assigned sports academy groups, in liaison with the Clinical Lead and Head of Medical. In addition to this, you will provide the same high level of service to the Hartpury Sports Injury Clinic which may include both staff and students at Hartpury University and College.

Main Clinical Duties & Responsibilities:

1. Act independently to assess, analyse and provide a clinical diagnosis for individual players to determine their need for therapy intervention within specialist area.
2. Act independently to plan, implement, evaluate, treat and progress patient care to maximise rehabilitation potential within specialist area.
3. Manage an individual caseload of athletes effectively and efficiently.
4. Liaise with Head of Medical Services / Clinical Lead or Senior Therapists to gain support and direction in management of their caseload.
5. Work as part of a team to ensure effective communication and delivery of care.
6. Maintain patient documentation, records and accurate statistical information to reflect care provided and meet professional standards.
7. To provide pitch-side medical cover during team training and games as required.
8. Create innovative strategies for monitoring players' fitness and develop strategies for improving athlete performance.
9. Communicate and make recommendations to all relevant disciplines of staff to maximise athlete care and promote multidisciplinary team working.
10. Implement appropriate clinical guidelines to optimise athlete care and development.

Main Managerial Duties & Responsibilities:

1. Deputise for the Senior Physiotherapist / Sports therapist to maintain continuity of service delivery in their absence.
2. Supervise clinical workload of Sports Therapy Interns to maximise efficiency and achieve desired quality of care.
3. Participate in medical department audit and department professional development training to promote personal and service developments.

Main Educational Duties & Responsibilities:

1. Participate in department in-service training to promote personal development.
2. Annually, produce and present projects to promote service development and / or personal development.
3. Supervise the clinical training of undergraduate Sports Therapy students as required.

Assignment and Review of Work:

1. Clinical caseload will be generated by the specific needs of the department.
2. The Head of Medical Services / Clinical Lead / Senior Therapist may also delegate other non-clinical tasks.
3. Work independently on a day-to-day basis with available Senior Therapy support.
4. Head of Medical Services will undertake performance reviews on a six monthly basis.

Communications and Relationships:

- **Athletes**
 - Provides and receives information regarding assessment, diagnosis, prognosis and treatment to encourage compliance.
 - Players will have a range of medical problems and require the Physiotherapist / Sports Therapist to utilise developed motivation and persuasion skills to facilitate rehabilitation both in an individual and group setting.
- **Physiotherapy / Sports Therapy Staff (internal / external)**
 - Consult senior staff for advice.
 - Delegate tasks to Sports Therapy Students.
 - Pass on information relating to player transfer to both internal and external colleagues.
- **Multidisciplinary team within the specialty**
 - Pass on player assessment findings, player progress with treatment and suggest other professional input requirements.
 - Teach player therapy management strategies to optimise care.
- **Medical Staff**
 - Pass on player assessment findings, progress with treatment and suggest other professional input requirements.

Teaching Posts Only

For all teaching and related posts, the following duties are specified: formal scheduled teaching; tutorials and student assessment; management of learning programmes and curriculum developments; student admissions; educational guidance and counselling; preparation of learning materials and assessments; marking of student work and examinations; management and supervision of student visit programmes; research and other forms of scholarly activity; marketing activities; consultancy; leadership and staff management; administration and personal professional development. Workloads will be determined in line with your timetabled activity

Other Reasonable Duties:

This Job Description sets out the main duties of the post at the date when it was drawn up. Such duties may vary from time to time without changing the general character of the post or the level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post. In cases, however, where there is a permanent or substantial change in the duties and responsibilities Hartpury reserves the right to amend the job description in consultation with the employee to reflect changes in the duties of the post. This list of duties is not exhaustive and from time to time staff will be asked to undertake any other reasonable tasks in relation to their role.

About the person

Essential

Desirable

Attainments and Qualifications

A BSc in Physiotherapy, Sports Therapy or Sports Rehabilitation.

Additional qualifications in relevant areas such as SMA's L5 in Sports Massage or Acupuncture.

Current governing body membership as relevant to your degree, such as: Health Care Professions Council and Chartered Society of Physiotherapists, or Society of Sports Therapists, or British Association of Sports Rehabilitators and Trainers.

Be able to demonstrate on-going immunity (or in the case of non-responders freedom from infection) to hepatitis B and able to produce dated evidence demonstrating an anti HBs level of >10 international units per ml and a dated statement from an occupational service stating no further vaccinations are required – Or an ability to obtain this in 6 weeks.

RFU Pre-Hospital Immediate Care in Sport Level 2 or 3, or the ability to obtain it within 6 weeks of employment.

Previous Experience

Experience with developmental athletes.

Previous full-time employment at a professional sports team, private clinic or hospital.

Demonstrated commitment to continued professional development.

2 years or more of post-graduate experience.

Essential

Desirable

Previous Experience

The ability to educate, advise and motivate individuals.

Experience of working collaboratively within a multi-disciplinary team.

Able to demonstrate energy, enthusiasm, proactivity, reliability and accountability with a challenging and demanding schedule and caseload.

Behavioural Competencies

Excellence

With enthusiasm, we work to deliver a high-quality service to meet personal, organisational student and customer expectations. We pursue a 'cando' attitude in all of the work we deliver ensuring it meets the needs of all current and potential students and customer.

Champion Change

With enthusiasm we seek to continually improve and are always receptive to new ideas. We display agility and promote change as an opportunity to apply new skills and foster a learning environment.

Responsibility

We take ownership of our work and use our initiative to deliver. We are accountable for our own performance and development, and we take responsibility for our actions and decisions.

Working Together

We work with others to reach a common goal; sharing information, supporting colleagues and searching out expertise and solutions from relevant partners.

Trust and Respect

We are aware of our impact on others and our use of resources. We value openness and listen carefully to understand the views of others. We promote the values of diversity.



Where aspects of the person specification are shown as 'desirable' it is understood that the knowledge, skills or experience required could be achieved through relevant training which Hartpury is committed to provide. In decisions on selection, however, preference will be given to those candidates who can already demonstrate competence in areas specified. In addition to the candidates ability to perform the duties of the post, the selection process will also explore issues relating to safeguarding and promoting the welfare of young people and vulnerable adults. The candidates will also be tested with regard to their openness to diversity. This post is subject to Hartpury obtaining medical clearance, DBS clearance, and evidence to show eligibility to work in the UK and employment references satisfactory to Hartpury.

About the person

Safeguarding

Hartpury recognises that it has a statutory and moral duty to ensure that Hartpury safeguards and promotes the welfare of young people and vulnerable adults receiving education and training at Hartpury. It is the responsibility of everyone at Hartpury to protect young people and vulnerable adults and there are procedures in place to minimise risk and ensure appropriate action is taken should abuse be suspected. You are responsible for familiarising yourself with the Child Protection & Safeguarding Policy and Procedures, the Code of Professional Conduct, the Guidelines on Professional Boundaries and Keeping Children Safe in Education and adhering to these regulations in the workplace. A copy of these Policies and Procedures can be found on the staff intranet.

Equality, Diversity and Inclusivity

It is the responsibility of the post holder to promote equality, diversity and inclusivity across Hartpury. The post holder will undertake their duties in accordance with Hartpury's policies relating to equality and diversity. Hartpury is committed towards promoting positive mental health by working towards the MINDFUL EMPLOYER Charter. Hartpury aims to create a culture of support within the workplace where employees can talk about mental health problems without the fear of stigma or discrimination.

Health and Safety

The post holder will be required to promote health, safety and wellbeing throughout Hartpury. They will also be required to undertake their full duties and responsibilities in accordance with Hartpury's Health and Safety Policies and Procedures.





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