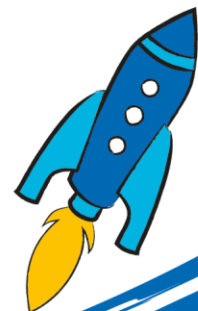


Multidisciplinary Technician Community Rehabilitation Service

(Band 4)

Candidate Briefing Pack



Dear Candidate

Thank you for your interest in becoming a Multidisciplinary Technician at The Children's Trust.

The Children's Trust is the UK's leading charity for children with brain injury. We are unique, with an international reputation for the work we undertake to improve the lives of the children and families with whom we work. We provide information and support to thousands of children with brain injury and their families annually, through education, care, therapy and research. We provide expertise and experience in meeting the needs of children and young people with acquired brain injury, neuro-disabilities and complex health needs.

As a Multidisciplinary Technician working in the Community Rehabilitation Service, you will report to the Community Team Lead. Your role will be to assist qualified therapists and the Psychology Team in the provision of our service across The Children's Trust site and in the child's community environments.

This is a chance for an outstanding candidate to make a significant and lasting difference to the lives of thousands of children and families.

Kind regards

Susie Nolan
Community Team Lead

The Charity

The Children's Trust is the UK's leading charity for children with brain injury and neurodisability.

The charity provides rehabilitation, medical care, special education, community services and expert information.

Our key services are:

- Rehabilitation for children with Acquired Brain Injury (ABI)
- A non-maintained special school, with associated residential houses for children with complex education, health, therapy and care needs
- Rehabilitation and support for children with ABI and their families, in the communities across the UK, through our Community Rehabilitation Service
- Online information and support via our publications and braininjuryhub.co.uk

Our residential services based at our national specialist centre in Tadworth, Surrey, work in partnership with the NHS and Local Authorities, to provide a step-down pathway of care between hospital and home. The centre is entirely child and family focused, to ensure that their needs are appropriately supported.

In the community, we provide clinical support to complement local services and give children and young people with ABI the best chance of succeeding at home and in school.

We are the only paediatric centre with a national specialised commissioning contract (through NHS England) to provide brain injury rehabilitation for children with severe brain injury. Our other services are funded through local health commissioners (such as Clinical Commissioning Groups) as well as social care and education authorities, together with the millions raised through voluntary fundraising.

Thanks to the generosity of The Children's Trust's supporters, our 24-acre Tadworth site features a modern hydrotherapy pool, accommodation for parents, specially adapted equipment, and soft play areas.



We run a non-maintained special school for children with complex education, health, therapy and care needs with associated residential houses. The Children's Trust School supports children and young people from 2 - 19 years old and is dual-registered with the Care Quality Commission (the school residential houses) and Ofsted Education.

The Children's Trust is a charitable organisation with approximately 750 committed staff and over 1,000 volunteers with a range of expertise across nursing and care, education, therapy, operations and centralised support functions such as finance, HR, fundraising and communications. A number of these staff are based off site around the UK in our charity shops

Job Description

Job Title	Multidisciplinary Technician (MDT) Band 4 Fixed Term Contract
Reports to	Community Team Lead
Direct reports	None
Level	Technician (Band 4)
Location	Tadworth, Surrey
Salary	£30,345 - £32,867 per annum (dependent on experience and inclusive of outer London weighting)
Hours of Work	37.5 hours per week (part time considered)
DBS	Enhanced with Children's and Adult's Barred List

Job Purpose

The role of a Multidisciplinary Technician is to provide high quality MDT technician support, in order to promote the participation and functional activity of children and young people.

You will provide support to the Community Rehabilitation Service in delivering a multi-tiered model which includes virtual support, early supported discharge from inpatient neurorehabilitation at The Children's Trust, outpatient packages and community rehabilitation in the Southeast (restricted postcode locations)

Our service delivery aims to promote outcome focussed interventions, safe care, function and participation of children and young people. As such, you will support the provision of therapy and psychology related goals, including specialist equipment, therapy resources and assistive technology, as well as provide support to goal directed independence, self-care, social, leisure and community activities.

Duties and Responsibilities

Clinical Skills and Responsibilities

- Provide high quality, evidence-based interventions for children and young people accessing the Community Rehabilitation Service, in partnership with other members of the multidisciplinary team, under the guidance of qualified therapists.
- Deliver suitable, individualised, therapy programmes/strategies, which fit within the child's daily routine.
- Support the child to maximise independence and participation through delivery of therapy programmes.
- Support the therapies teams with measuring short term targets, through using therapy outcome measurement tools e.g. Goal Attainment Scaling (GAS).

- Support delivery of integrated working with the MDT.
- Keep appropriate and accurate intervention records, fulfilling legal, professional and all other requirements of The Children's Trust.
- Work closely with all members of the multidisciplinary team, the child and their family, to provide a fully integrated approach to the overall management of the child. This will include any home/ school visits, professional child related meetings and appointments, as required.
- Support social and leisure activities, embedding therapy advice within goal-oriented activities.
- Provide clinical cover across the service during episodes of staff shortage/ heavy workload, to ensure effective service delivery.
- To be an autonomous technician, with responsibility for assisting with assessment, treatment and planning, for an allocated case load of children/young people, as directed through supervision.
- To manage a small case load of children and young people, under the guidance of a qualified therapist
- Assist qualified therapists with clinical information for children/ young people related reports, as required and assist with the collation of these in a timely manner.
- Support the collation of children's reports/ plans for children/ young people, within the interdisciplinary team framework.
- Monitor equipment and stock for therapy departments and identify resources for order.
- Complete equipment orders for therapy teams and contribute to future equipment needs for service budgets.
- Support children/ young people with leisure swims and therapists delivering aquatic therapy in the therapy pool.
- Support the oversight of specialist equipment for the department.
- Demonstrate and model safe moving and handling practice in all contexts.
- Support the delivery of assistive technology interventions.
- Actively participate in meetings.
- Take minutes of meetings, if and when required.
- Support the delivery of an integrated service model supporting children and young people to maximise their opportunity in learning and participating in everyday activities.
- Work flexibly across the site, as needed e.g. with the Children's Trust School, in the New Cheyne Centre and Children & Family Services.
- Demonstrate understanding of strengths and needs of all family members.
- Place the child, young person and family centre to our care, sharing decisions, actions, family priorities and preferences.
- Recognise families as partners and co-produce decisions to personalise education, health, therapy and care.
- Work as a holistic enabler to support education, health, therapy and care.
- Support implementation of a waking day neurorehabilitation, maximising opportunities for the child/young person to generalise learning and work on goals across the waking day.
- Demonstrate working knowledge of regulatory compliance e.g. CQC, Ofsted Care and Ofsted Education frameworks, children's home regulations and Keeping Children Safe in Education (KCSIE).

- Work in a range of different environments including residential houses, residential rehabilitation and undertaking local community outings/trips.
- To undertake other or additional duties that are within your skills and abilities, as the organisation may reasonably require from time to time.

Management of self and others

- Ensure health and safety regulations, safe use of equipment and storage of materials is maintained.
- Adhere to confidentiality and information governance; ensuring children and young people's dignity, privacy and respect is upheld.
- Engage in Peer Support Sessions and disseminate new learning/ skills to the wider team.
- Provide support and supervision for volunteers within area of responsibility, providing motivation and support to achieve key objectives.
- Participate in the annual Performance Development Review and monthly supervision sessions, as required by The Children's Trust.
- Manage time effectively, ensuring prioritisation of workload appropriately and delegate work, as required.
- Undertake all mandatory training, in-line with The Children's Trust Policy.
- Adequately prepare for Performance Development Reviews, identifying learning objectives and setting targets; identify opportunities for development, in order to meet Continuing Professional Development requirements.
- Participate in in-service competency training programmes and teaching sessions, as appropriate.
- Assist in the Induction of new staff, students and other members of the multidisciplinary team.
- Attend and proactively participate in monthly, formal supervision.

Communication

- Communicates effectively with children/young people (applying the principles of consistent communication).
- Facilitate effective communication with families and members of the Multidisciplinary team.
- Maintain clear and concise documents and records, in accordance with The Children's Trust Policies.
- Ensure documents are managed confidentially at all times.

Governance

- Read and implement all policies, procedures and risk assessments, pertinent to working practice and keep up to date with policy changes as they occur.
- Critically reflect on own performance and that of other staff, and use this evaluation to enhance the effectiveness, efficiency and quality of future practice.
- Actively support therapists with local clinical governance activities.
- Adhere to the policies and procedures of The Children's Trust.
- Maintain professional boundaries and professionalism at all times.

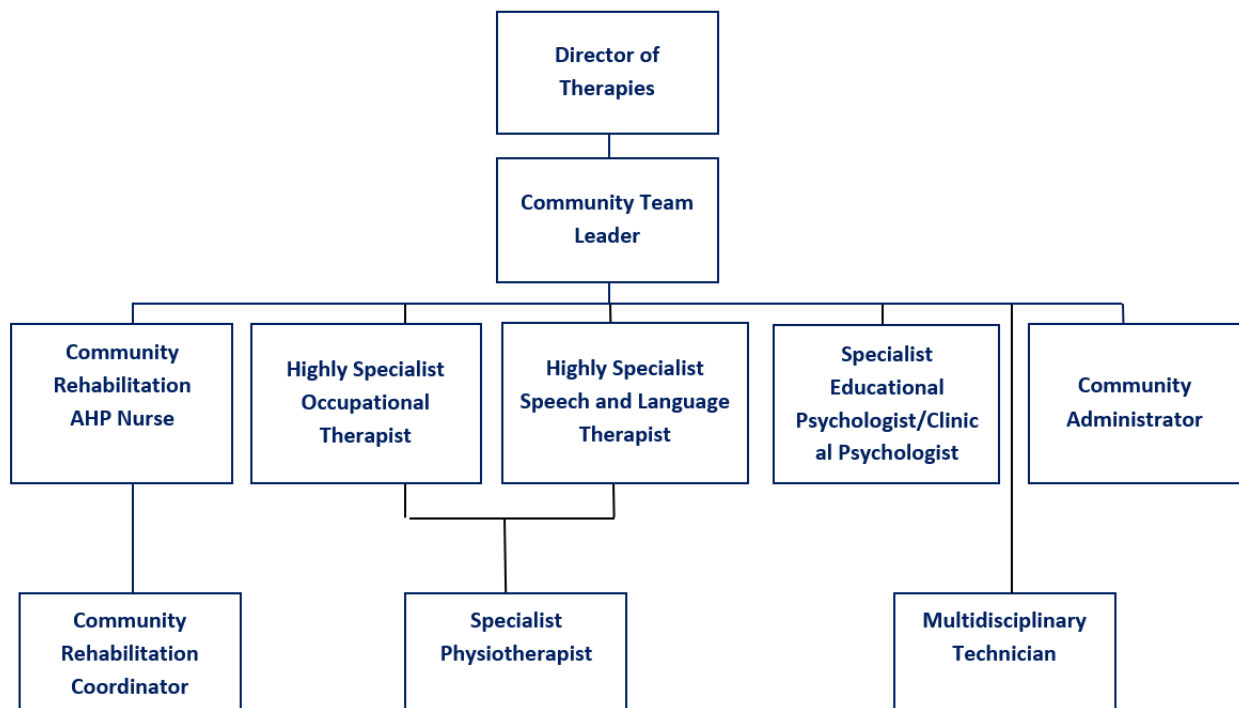
Health and Safety

- Adhere to all Health and Safety guidelines, principles and regulations required to perform the role and comply with The Children's Trust policies and procedures.
- Adhere to lone working guidelines.
- Provide evidence of all vaccinations (or medical exemption) required for the post.
- Adhere to manual handling procedures and complete mandatory manual handling training.
- Promotes the health and safety of others.
- Uses the incident reporting and risk assessment system (IRAR), to identify and report risks and incidents/actions if directed.
- Responsible for identifying and mitigating risk within the work environment.

Wellbeing and Emotional Resilience

- Maintains a positive approach and outlook when dealing with change and overcoming challenges and problems.
- Recognises own limitations, develops realistic goals, and uses support network resource when or if necessary.
- Treats challenges and problems as a learning experience.
- Remains organised and focused when under pressure.
- Responds appropriately and effectively to all constructive feedback.
- Motivates self and others.

Organisation and Structure



Person Specification

Selection Criteria		Essential / Desirable
Education & Qualifications	<ul style="list-style-type: none"> GCSE or equivalent in Numeracy and Literacy. Post graduate course e.g. PMLD, Makaton. NVQ Level 3. IT Qualification. Aquatic Therapy training. Lifeguard. 	Essential Desirable Desirable Desirable Desirable Desirable
Experience	<ul style="list-style-type: none"> Experience of working with children or adults with acquired brain injuries or complex needs or neurodisability. Experience of working with children, young people and their families. Previous experience of working as a Therapy Technician. Experience of working as part of a multidisciplinary team. Experience of working with specialist therapy equipment e.g. specialist seating, slings, personal care. Experience of delivering leisure swims or aquatic therapy for children with complex needs. Experience of working in the community 	Essential Essential Desirable Essential Desirable Desirable Desirable
Skills & Abilities	<ul style="list-style-type: none"> Competent verbal, non-verbal and written communication skills. Ability to work independently and as part of a team. Good time management. Ability to prioritise and plan work/ manage a small case load. Ability to motivate self and others. Ability to meet the physical demands of the role. Ability to work flexibly to meet the needs of the service and the children. 	All Essential
Knowledge	<ul style="list-style-type: none"> Typical child development. Working knowledge of childhood disability. Competent skills in Microsoft Word, PowerPoint, and Excel. Knowledge and understanding of safeguarding children and young people with complex disabilities. 	Desirable Desirable Essential Essential
Personal Qualities	<ul style="list-style-type: none"> Commitment to the vision and Promises of The Children's Trust. Flexible and 'can do' attitude to competing commitments in workload. Highly motivated and reliable. Ability to cope working in a demanding environment. Commitment to maintaining personal wellbeing and the wellbeing of colleagues. Driver with access to own vehicle for work use. 	All Essential

Safeguarding

The Children's Trust is committed to safeguarding and promoting the welfare of children and we expect all staff to share this commitment.

Many roles at The Children's Trust are exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974, by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended) and as such, are subject to an Enhanced DBS check. Successful applicants will be required to complete an Enhanced Disclosure & Barring Service (DBS) check.

The exceptions to this are our retail roles within The Children's Trust shops, which are subject to Basic DBS checks.

The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended) provides that when applying for certain jobs and activities, certain convictions and cautions are considered 'protected'. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account.

Guidance about whether a conviction or caution should be disclosed can be found on the [Ministry of Justice website](#).

Equity, Diversity & Inclusion

At The Children's Trust we recognise how important it is to have leadership that reflects the children, young people and families that we support. We also recognise that staff, comprised of a range of skills, backgrounds and experiences will help us to better understand the needs of those we support, and how we can best represent their interests.

We, therefore, particularly welcome applications from disabled people, individuals from diverse ethnic backgrounds and those from other under-represented groups.

The Children's Trust is committed to achieving equity, diversity and inclusion (EDI) across all levels of the organisation. For further information, see: <https://www.thechildrenstrust.org.uk/jobs>

Our Promises

Our Promises capture our strengths and aspirations. They guide the way we act, interact and come together to achieve our goals. The journey we took to reach our Promises has been an important one. A highly collaborative and iterative process that has seen each word shaped by our people – our volunteers, employees, partners, trustees, and suppliers. Perhaps most importantly, at the core of this process are our children, young people, and their families. This journey has given us a critical opportunity to give children and young people a voice. As a result, our Promises have been genuinely enriched by them. That's because how we work and carry out our role is as important as what we do, and that's why as part of The Children's Trust, we all need to live by our five Promises.

