

Candidate Information Pack

Job Title	Physiotherapist
Location	Ingfield Manor School

Dear Candidate

I am delighted that you have requested further information on our current vacancy. We are looking for a Physiotherapist to join us and become part of our successful team, giving the very best support to our community every day, because Ingfield Manor School believes in 'fulfilling potential' of every learner. This is a fantastic opportunity to work in an engaging and rewarding environment, supporting the learning of our young people with motor neurological difficulties.

We are committed to providing an excellent education for all learners so that we can equip them with the skills and strategies to live as independent a life as possible in the future. Ofsted inspected us in October 2023 and recognised that the school continues to offer a GOOD quality of education and safeguarding is effective. The inspection noted staff care deeply for pupils and understand their needs very well. In addition, staff dedication, warm and trusting relationships between adults and students, teachers who listen and make learning fun, an innovative curriculum, a tailored approach to the needs of students, positive engagement and students who go home happy.

In this role you will gain a wealth of experience and we can offer a solid training package to help you flourish in your role. Most of all we offer a welcoming team environment where everyone's contribution to the community is noticed and acknowledged.

Are you ready to take your place in the Ingfield Manor team? I am really looking forward to receiving your completed application.

Yours sincerely

James Winchester
Principal



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& EDUCATION** 
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Ingfield Manor School is a non-maintained special school and part of Salutem Care and Education who have services across England and Wales supporting adults and children in residential and educational Environments.

Based in its our own idyllic grounds, Ingfield Manor School offers extensive specialist facilities with the aim to provide an exceptional learning environment, helping children and young people fulfil their potential. Facilities include woodland and outdoor classroom space, high specification sensory room and swimming pool.

At Ingfield Manor School, we believe everyone should have the opportunity to live a healthy, active, and fulfilling life, regardless of their background or disability. The aim of our services is to provide a safe and stimulating environment that enables children and young people to flourish and grow.

Our IMS provision caters for students aged 3–19 years with neurological motor impairment such as Cerebral Palsy and associated medical and sensory needs. Following the Conductive Education approach, Ingfield Manor School focuses on the holistic development of everyone, including their physical and communication skills.

Our Woodview provision is for secondary aged students with special educational needs including speech, language, and communication needs (SLCN) and autistic spectrum conditions (ASC)

We are immensely proud of our school and our community. We are committed to providing the very best for young people while they are with us, helping them to develop the knowledge, skills, confidence and aspiration to succeed throughout their lives. We know that our staff team make the school what it is today and are the key to a successful future. Staff are well supported by the leadership team and are offered opportunities to progress. We know that each and every one of our staff have a pivotal role to play and we believe in supporting everyone to fulfil their potential. Ingfield Manor School is a rewarding place to work, and staff report high levels of job satisfaction.

Through working for Salutem we offer a comprehensive range of employee benefits designed to support you in various aspects of your life through our benefits platform Salutem Extras.

Some of these benefits include free online GP access for you and your family, ensuring that healthcare is readily accessible when you need it most. Additionally, our free employee assistance programme extends its support to both you and your partner, providing essential services such as counselling, financial advice, and legal guidance.

Ingfield Manor School has convenient road links and is a 10 minute drive from Horsham. There is a bus stop 10 minute walk from the school, a large car park for those travelling by car.

New employees joining Ingfield Manor School are guaranteed a warm welcome from the community. Our motto is that 'Fulfilling Potential' and we strongly believe that this should include our entire school community. We look forward to getting to know you better and helping you to play your part in providing the very best to our young people.

Job Description

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Reporting To	Head of Department
Location	Ingfield Manor School

Job Overview

To contribute to the planning and delivery of a strategy promoting function and independence in students, to enable and support their learning. Responsible for the day-to-day implementation of agreed aims and programmes reflecting the Conductive Education ethos of the school, working as a member of a trans-disciplinary team.

Hours	37.50 hours. Term time only (39 weeks)
Salary	£30,507 - £38,702 pa (FTE 52wks £35,568 - £45,123). <i>Dependent on hours and experience</i>

Job Responsibilities

- To implement group and individual independence programmes in collaboration with the other professionals and to be involved in associated planning and preparation and share their expertise and knowledge
- To be a member of a team of staff meeting all the pupils' needs
- To contribute to the development of the overall programme of the group.
- To be responsible for the integration of the school's strategy for promoting function and independence; to enable pupils to access the whole curriculum, including oversight of related equipment.
- To be responsible in timely and effective formulation of moving and handling risk assessments, physical and postural management programmes and ensuring its day to day implementation.
- To maintain clear, legible and timely written or electronic documentation in line with professional, GDPR and organisation's requirements.
- To organise equipment clinics to ensure timely postural management reviews and regular maintenance and servicing of postural and moving and handling equipment.
- To deliver relevant training to school staff.

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Job Responsibilities

- To take a key role in the assessment and implementation of seating and mobility equipment solutions.
- To write reports
- To support in the assessing and planning of access routes to technology (switching, etc.).
- To lead group programs such as therapeutic movement in water
- To contribute at Reviews and other relevant meetings and to liaise with parents/guardians and external medical services where necessary.
- To provide good standards of physical and emotional care.
- To provide intimate care.
- To ensure the physical environment is maintained to high standards of safety, hygiene and presentation.
- To share professional knowledge and participate in the staff training and development programme.
- To undertake such other duties as may be reasonably determined by the Principal
- To be proactive in own Continuing Professional Development and keeping abreast with the latest evidenced based practice and changes to legislations relating to practice.

This job description should not be seen as all encompassing, and the post holder will be expected to undertake any other responsibilities appropriate to the post as identified by the company.

The post holder will further Salutem's vision and comply with the policies and procedures of Salutem and the school. This job description will be kept under review to ensure that it remains up to date. The post holder will be consulted about any proposed changes.

Salutem Care and Education are committed to safeguarding and promoting the welfare of children and young people. All offers of employment are subject to rigorous pre-employment checks, including enhanced DBS, in line with our stringent safer recruitment policy.

Successful candidates for all posts will undergo a minimum of 6 months' probation period.

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Our Values

- We are **Supportive** by promoting opportunities for everyone so they can reach their full potential
- We are very **Ambitious** to provide the best possible outcomes for the people who use our services
- We are **Loyal** because we put the people that we support and our staff at the centre of everything we do, and we deliver on our promises. We also are committed to ensuring that our services are meeting the needs of all stakeholders
- We are **Unique** because we are ambitious and innovative about the diversity of the services that we provide without compromising quality
- We are **Transparent** by being open, honest and fostering a culture of mutual respect. We promote a culture where we learn by our experiences, and we are committed to doing things better and setting the highest standards in what we do
- We are **Engaging** because we work in partnership with the people that we support, our staff and all our stakeholders
- We encourage everyone to experience a **Meaningful** life by being aspirational and by offering opportunities

Job Description

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Knowledge, skills and competency

Area	Essential	Desirable	Evidence
Professional Qualifications	Degree in Physiotherapy HCPC registration CSP registration Evidence of CPD maintained	Member of ACPC Post registration qualification	Application Form Interview Certificates
Knowledge	To be aware of data protection and GDPR Understanding of the Principles of equal opportunities in relation to staff and students Neurology and orthopaedic understanding Advanced clinical reasoning skills. Excellent knowledge of assessment and treatment tools & treatment approaches.	To have a basic knowledge of cerebral palsy and awareness of disabilities Safeguarding children and adults	Application Form Interview
Skills	To be able to communicate clearly both verbally and in writing To adhere to safe practice Experience in working in a multi-disciplinary setting and multi-agency environment.		Application Form Interview
Experience	Neurology / orthopaedics	Working within paediatrics	Application Interview References

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Knowledge, skills and competency

Personal Qualities	To be empathetic, supportive and promote independence and inclusion. The ability to use own initiative and be adaptable and willing to accept changing priorities To be reliable, flexible and motivated	Act as a role model to the young people in all aspects of your working life	Interview
Other	Have a non-judgmental approach		Application Interview

We hope you have found this pack useful. Please do take a look at our website as well for more information and to see lots of images of our staff and young people, to help you get a feel for the work of the school.

<https://www.ingfieldmanorschool.co.uk/>

For further information please contact James Winchester, Principal by phone 01403 782294 or email james.winchester@ambitoeducation.co.uk

Data Protection:

All information is stored securely and processed appropriately. Any information supplied by unsuccessful candidates will be destroyed through a confidential waste system after six months from notifying unsuccessful candidates, in accordance with our information and records retention policy.

Closing Date: 28th February 2025

Interviews: w/c 10th March 2025