



ROYAL BALLET SCHOOL

PHYSIOTHERAPIST & PHYSICAL HEALTH LEAD

OVERALL PURPOSE OF THE POST

Reporting into the Head of Healthcare, the role's purpose is to lead on the development and delivery of the physical health service within the Healthcare Team at the Royal Ballet School. The Physiotherapist & Physical Health Lead will work as part of a team that supports the physical, mental health and emotional wellbeing of students at both Upper School, Covent Garden and White Lodge, Richmond Park. This will involve leading best practice in physical health service provision and protocols, and appropriate levels of scientific support to drive both student development and performance outcomes.

SUMMARY OF THE ROLE

The Physiotherapist will be responsible for the musculoskeletal management of students as part of the healthcare service at Upper School (US). They will also contribute to the effective administration of this service and the delivery of a sports science-based approach to injury prevention and management. This role works closely with the Head of Healthcare, within a multi-disciplinary team, to ensure we aid the School mission of 'setting the standard'.

CONTRACT TERMS

Salary	£44,917.90 per annum
Hours	40 hours per week, term time, to be split between both roles
Location	Upper School, Covent Garden and White Lodge, Richmond Park
Annual Leave	All annual leave to be taken outside of term time and other scheduled Inset times
Other	This position does require two weeks of work during the Summer to cover the Intensive Courses
Line Managed by	Head of Healthcare
Line Manages	Physiotherapists, Trainee Massage Therapist service
Key contacts	White Lodge Healthcare Team, Pastoral staff and Artistic Staff

SAFEGUARDING DUTIES AND RESPONSIBILITIES

The School is committed to safeguarding and promoting the welfare of children and young people and recognises that safeguarding and promoting the welfare of children is everyone's responsibility. The School expects all staff and volunteers to share this commitment to children's safeguarding and to share this child-centered approach. This approach means that staff must consider, at all times, what is in the best interests of the child. Additionally, the following is expected of all staff:

- To uphold the School's policies relating to safeguarding and child protection, behavior, health and safety and all other relevant policies
- To promote and safeguard the welfare of children and young persons for whom you are responsible, and come into contact with
- To report any safeguarding concerns using the relevant channels, such as informing the Designated Safeguarding Lead, in a timely and appropriate manner
- To ensure full compliance with all statutory regulations, in particular the most recent Keeping Children Safe in Education, and communicating concerns to the Designated Safeguarding Lead, other relevant staff of The Royal Ballet School or local children's services as appropriate.

MAIN DUTIES

This list should be seen as illustrative rather than prescriptive

PHYSIOTHERAPIST

- The diagnosis and treatment of musculoskeletal injuries sustained by the students at the School, to include Sports Massage where necessary, use of the physiotherapy equipment, & providing clinical updates to Head of Healthcare as required
- Delivery of evidence-based treatment to all students and establishment of long-term rehabilitation pathways in conjunction with the student, physical development team and artistic teams
- Development and implementation of individualised rehabilitation plan as part of the wider MDT management, to include management of RED-S where appropriate
- Supporting the delivery of a sports science-based approach to injury prevention and management using our online athlete management system
- Contributing to the efficient administration of the healthcare service for the US students, including arranging physiotherapy and other appointments, including in school holidays, completing accurate records, as well as liaison with and administration of necessary external specialists
- Proactive liaison with artistic and pastoral staff to ensure the welfare and wellbeing of students, to include sending weekly healthcare reports through our online athlete management software
- Ensuring appropriate and timely parental communication

- Regular liaison with artistic staff, sport scientist, and other rehabilitation staff regarding injury prevention, management, and rehabilitation
- Advising students on fitness and use of the gym
- Ensuring all reasonable measures are taken for the health and safety of users of the gym and healthcare facilities
- Adherence to all relevant professional standards, regulations (statutory or otherwise) and codes of practice relevant to the role
- Participating in the WL hydrotherapy service
- Participating in the students termly healthcare profiling (3x a year)
- Regular liaison with Upper School healthcare team and White Lodge healthcare staff
- Maintenance of own continuing professional development (CPD) in conjunction with that of the Healthcare Team
- Occasionally respond to emergencies out of hours as and when required
- Any other duties that may reasonably be requested by the School and falling within the general range and scope of the position.

PHYSICAL HEALTH LEAD

- To lead the delivery of best practice in physical health outcomes and ensure this quality is maintained throughout the team
- To lead on the educational content on physical health topics set on the degree and in-line with the Training & Access Lead to support other avenues of the organisation
- To support the Head of Healthcare in the following areas:
 - Policies, protocols and injury pathways, including hydrotherapy
 - Managing physical health equipment requests and stock takes/equipment checks
 - Healix support as required
 - Injury reporting and narrative
 - Staff CPD
 - Reporting staff IPR's
 - Research projects relating to physical health
- To lead on wellness strategies with the Head of Healthcare and other Lead roles
- To lead on the yearly review of physical health profiling
- Work to develop a physical health curriculum and Long-Term Athlete Development (LTAD), with the other leads and Head of Healthcare, to ensure physical health strategies are considered in line with the students' age and training age
- Partake and contribute to departmental in-service training, always focusing on best practice
- To oversee and lead on smartabase data management with the Head of Healthcare and Healthcare leads
- To line manage/oversee the Physiotherapists and Trainee Massage Therapist service and ensure it is effective and follows correct school procedures.

PERSON SPECIFICATION

ESSENTIAL CRITERIA

- A BSc (Hons) in Physiotherapy from a reputable institution including registration with HCPC and CSP
- Substantial professional practice in physiotherapy specialising in musculoskeletal / sport Physiotherapy
- Solid experience in diagnosing and treating musculoskeletal injuries in a high performance or elite sport environment
- Proven rehabilitation competency in sport and/or dance with the ability to implement innovative ideas
- Commitment to maintaining own professional development
- Experience of working in a multi-disciplinary healthcare service in an elite high-performance environment
- Good verbal, numeric, IT and written communication skills
- Good organisational, time-management and administrative skills
- The ability to work well under-pressure and handle conflicting priorities
- Ability to work independently, manage own caseload and use initiative
- Passionate about the delivery of an exceptional healthcare service to gifted and talented young people and the ability to support a high-performance culture and team ethic
- Empathy with the aims and ethos of the School.

DESIRABLE CRITERIA

- Have completed or working towards a relevant MSc or other comparative qualification in a related field
- Experience in writing/developing sports exercise medicine protocols to ensure excellence in practice
- A relevant sports massage/acupuncture/hydrotherapy qualification
- Experience of working with electronic athlete management software/online clinical notes.

We're passionate about creating an inclusive workplace that promotes and values diversity. At The Royal Ballet School we are committed to creating an environment where every one of our employees feels part of our team and can flourish, regardless of their background.