

# PHYSIOTHERAPIST RECRUITMENT 2024

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Registered charity: 1177659

[www.legs.org.uk](http://www.legs.org.uk)

# INTRODUCTION FROM CHAIR

PHYSIO RECRUITMENT PACK | 02

Do you believe that people with neurological conditions should have just as much access to physical activity as people without a diagnosed condition?

Do you share our vision of equality, believing that we should all be able to lead healthy and active lives, through regular and enjoyable exercise and social interaction?

Do you want to be part of a small but ambitious organisation which is actively finding creative solutions to remove outdated barriers? If so, you could be who we are looking for to help drive forward the next exciting stage in our development.

**We're looking for a London based specialist neurological physiotherapist to join the team and run online exercise classes and face to face groups.**

We are looking for someone to:

- **lead a range of high quality, evidence-based exercise groups for individuals with various neurological conditions;**
- **provide staff cover for our timetable of exercise sessions.**

**We are keen to receive applications from physios who would be able to run/cover classes in any of our current locations: Croydon, Barnet, Islington, Wandsworth, Hanwell and Notting Hill.**

Our ideal candidate is someone who really cares about the work we do and wants to make an impact at our dynamic charity.

We are committed to supporting you to develop new skills in your role, and for you to take these with you, beyond your time with us. If this sounds interesting, please get in touch.

*Anny's Fairweather*

**Anny's Fairweather**  
Chair of Trustees, LEGS, December 2024







## VISION

Every person living with a neurological condition has access to affordable, long term exercise and physical activity.

## MISSION

To provide high quality, specialist and tailored rehabilitation, support and exercise groups to people living with neurological conditions, in an affordable and accessible way.

## VALUES

Our values express who we are. They form the basis for all we do.

- We deliver excellence.
  - We are inclusive.
  - We are collaborative.
  - We have integrity.
  - We are kind.
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LEGS was founded to provide high quality, long-term, [affordable rehabilitation](#), alongside or after NHS rehabilitation has come to an end. Community rehabilitation is often time limited and under-resourced for people living with a long term neurological condition. People report feeling lost after NHS services have finished, resulting in them becoming or remaining physically inactive and socially isolated. We want to change that.

Meaningful improvement for people with neurological conditions can happen over many years and LEGS recognises the need for a programme which sustains increased physical activity and social participation over months and years, rather than weeks. We take a [holistic](#) approach by providing participants with both professional and peer support and advice.

By providing our award-winning, [weekly exercise](#) sessions, LEGS helps people improve their [physical activity](#) and [social participation](#), which has a huge impact on their quality of life and reduces health and social care costs.

Our programme enables participants to improve their physical [function](#), [independence](#) and [confidence](#), whilst reducing reliance on carers and family.

LEGS helps people access and engage in lifelong physical and social activity within their communities. We support people back into previous activities and enable the confidence to take up new opportunities.



# OBJECTIVE AND ACTIVITIES IN 2024-2025

Our outcomes include:

- improving health and emotional well-being
- increasing physical activity and
- reducing social isolation.

We enable people to enjoy activities that are meaningful to them and assist them to fulfil their personal and societal roles.

- We provide physiotherapy assessments and reassessments
- We run online and face to face rehabilitation groups
- We deliver educational sessions to help participants better manage their conditions
- We create community and facilitate peer support

Our three main aims are:

- **To reach more of the people who need us the most.**
- **To open face to face groups in local authority and social enterprise leisure centres.**
- **To create operational systems which ensure high-quality, cost-effective services.**





# PARTICIPANT FEEDBACK

***Thank you for being open to all. Living with multiple system atrophy I find it hard to access groups as they are normally for stroke or Parkinson's only and it is so refreshing for me to be able to access this amazing community and the physio lead has just been so so kind.***

***Collaboration at its best.  
A million thanks.***

***I do not what I would have done without the LEGS class.***

***You have been simply amazing and supported me through some very dark days and led me to the light and the belief that I can live well with this condition.***

***I have never been as strong, thank you.***

***My confidence has skyrocketed, and my class is the highlight of my week.***



# PARTICIPANT FEEDBACK

***My uncle has not been out of the house engaging in any social activity for over a year and half, in hospital he used to refuse all groups, I do not know how you have done it, but he loves it.***

***We frequently find him waiting for us at the door on a Wednesday ready to go the gym. The group has been so important to him. Thank you for everything you do for him and all the support you have given us. It is simply invaluable and we need more classes as he would come every day if he could.***

***" I can now deadlift and get up from the floor on my own, never ever did I think I would say that living with a progressive condition"***

***Great session yesterday. I can walk !!!***



## JOB TITLE

Specialist Physiotherapist

## TERM

Permanent, Part-Time (0.8 FTE)

## HOURS

To be agreed but within Monday - Friday, 08:00 - 16:30 (with occasional Wednesday delivery of online group until 19:00).

## SALARY

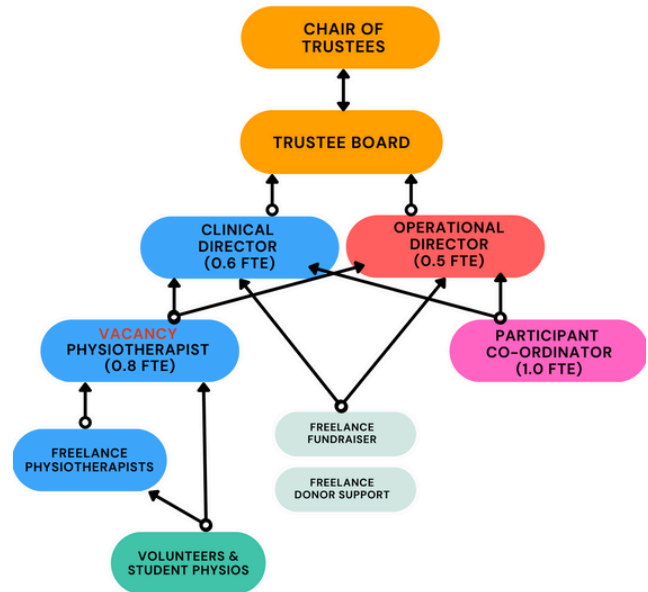
Dependent on experience and within range of £35,000 - £38,000 per annum (pro rata'd to £28,000 - £30,400).

## LOCATION

We are seeking a London based physio who will teach regular classes in (some of) our existing locations.

The majority of your role will be leading the telerehabilitation services, using Zoom, so you will need a suitable space at home with access to a high speed and secure internet connection. We will provide you with a laptop and mobile phone.

## CHARITY STRUCTURE



## JOB PURPOSE

- To lead a range of high quality, evidence-based exercise groups for individuals with various neurological conditions.
- To provide staff cover for our timetable of exercise sessions.
- To complete clinical assessments of participants.
- To contribute to the development of the groups and educational programme.



## CLINICAL DUTIES

- Work independently as an autonomous practitioner assessing individuals with a wide range of neurological conditions and provide neurological rehabilitation with evidence-based exercise groups.
- Assist the clinical team in the delivery of exercise groups and education sessions via a blended approach of face-to-face sessions and online groups via Zoom.
- Demonstrate a sound knowledge of strength and conditioning principles within neurological rehabilitation.
- Contribute to and lead education sessions (the Neuro Café and Carers' Café), facilitating informal discussions and peer support.
- Update participant records in a concise, accurate and timely manner in line with charity policy and professional standards.
- Maintain clinical attendance registers for groups and follow up with participants in their absence.
- Process outcome measures data to ensure clinical change is measured appropriately.
- Be professionally and legally accountable for all aspects of your own work.
- Work within the guidelines of good practice and codes of conduct of the CSP and the HCPC.
- Prepare and maintain a safe and clean environment for treatment (including risk assessing exercise environments).
- To follow all charity's infection control and Health and Safety policies and comply with Health and Safety at Work Act.
- Maintain strong, professional links with referrers and other clinical and professional services relevant to LEGS.



## ADMINISTRATIVE DUTIES

- Assist in managing telephone, WhatsApp and email systems.
- Monitor and maintain stock (e.g. exercise equipment) as directed.
- Have a working knowledge of IT systems including Microsoft Office.

## COMMUNICATION REQUIREMENTS

- Demonstrate a high level of interpersonal skills, self-awareness and empathy in all communications.
- Communicate information effectively and appropriately to participants and carers where English is not a first language.
- Determine the participants' understanding of treatment options to ensure valid, informed consent is gained.
- Communicate with team members regarding participants' conditions and medical history.
- Deliver presentations on the charity and services we offer to NHS teams and other referrers such as GP practices, private practitioners and other relevant services.
- Attend staff meetings as appropriate, and feedback relevant handovers.
- Assist in fundraising or marketing campaigns and social events.

## TRAINING

- Attend organised training sessions, including all statutory and mandatory training and comply with training requirements and charity policies.
- Support training of physiotherapy students and volunteers where appropriate.
- Recognise your own learning needs and seek relevant learning opportunities to ensure your own clinical knowledge is up to date, evidence-based and that effective clinical care is delivered.



## CLINICAL GOVERNANCE

- Demonstrate a sound understanding of Clinical Governance and Risk Management and apply within all aspects of the role.
- Be aware of Health and Safety aspects of your work and implement these in line with the charity's policies, including the reporting of incidents and first aid requirements.
- Observe strict confidentiality in respect of any information regarding clients or information relating to the running of the charity.
- Record and monitor accurate data and information relating to the charity which will be utilised in the provision of care and the development of the service.
- Effectively use IT support systems to collect, collate, analyse and interpret data.
- Maintain electronic participant records in compliance with GDPR and professional standards.
- Ensure all work is carried out to the expected standard level and adheres to professional body standards and codes of conduct.
- Adhere to and at all times promote the charity's policy of equal opportunities and cultural awareness.
- Comply with the requirements of employees under the Health and Safety at Work Act and report any accident/hazards to the leadership team.





# PERSON SPECIFICATION

Attribute/Skill	Essential	Desirable	Measurement
Education	<ul style="list-style-type: none"> <li>• BSc/MSc (pre reg) or recognised postgraduate diploma in Physiotherapy</li> <li>• HCPC registered.</li> <li>• Evidence of CPD within the field of neurological rehabilitation and exercise prescription.</li> <li>• Member of the Chartered Society of Physiotherapy.</li> </ul>	<ul style="list-style-type: none"> <li>• Active member of a neurosciences interest group.</li> <li>• Evidence of post graduate neurological courses.</li> </ul>	<ul style="list-style-type: none"> <li>• CV</li> <li>• Original certificates</li> <li>• Interview</li> <li>• CPD</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Minimum of two years of neurological clinical experience in the UK.</li> <li>• Experience running group exercise classes face to face or virtually.</li> <li>• Experience of working with people directly affected by neurological conditions, and their families or carers.</li> <li>• Working in a team.</li> <li>• Administrative skills, including record keeping, writing reports and ability to interpret and present data in a variety of formats.</li> </ul>	<ul style="list-style-type: none"> <li>• Recent, relevant work in an NHS/charitable sector environment.</li> <li>• Specialist knowledge/skills in strength and conditioning.</li> <li>• Clinical research and audit experience.</li> <li>• Experience of supervising clinical colleagues.</li> </ul>	<ul style="list-style-type: none"> <li>• CV</li> <li>• Interview</li> <li>• References</li> </ul>
Knowledge, skills and abilities	<ul style="list-style-type: none"> <li>• Knowledge of the effects of common neurological conditions and impact of the ageing process on an individual's function.</li> <li>• Experience in supporting mobility, exercises, and personal and domestic activities of daily living.</li> <li>• Knowledge of NHS neurological rehabilitation pathways.</li> </ul>	<ul style="list-style-type: none"> <li>• Pilates training</li> <li>• Tai Chi training</li> <li>• Knowledge of multi agency services available and processes for referral.</li> </ul>	<ul style="list-style-type: none"> <li>• CV</li> <li>• Interview</li> <li>• References</li> </ul>

# PERSON SPECIFICATION

Attribute/Skill	Essential	Desirable	Measurement
Knowledge, skills and abilities cont.	<ul style="list-style-type: none"> <li>• Excellent oral and written communication skills</li> <li>• Basic computer and keyboard skills.</li> <li>• Good level of numeracy.</li> <li>• Knowledge and understanding of risk management and implementation.</li> <li>• Knowledge of the array of needs of vulnerable adults in relation to their health and well-being.</li> <li>• Ability to analyse, interpret and record data in a clear, and succinct manner</li> </ul>	<ul style="list-style-type: none"> <li>• Experience delivering presentations or training sessions to a diverse audience.</li> <li>• Familiarity with specific software (e.g. Power Diary/Zanda)</li> <li>• Understanding of statistical analysis or familiarity with tools like Excel for complex data.</li> </ul>	<ul style="list-style-type: none"> <li>• Covering letter</li> <li>• CV</li> <li>• Interview</li> <li>• References</li> </ul>
Communication skills	<ul style="list-style-type: none"> <li>• Excellent oral and written communication and presentation skills.</li> <li>• Ability to communicate with participants with impaired communication abilities e.g. aphasia and hearing impairment.</li> <li>• Ability to demonstrate an understanding of the impact of communication difficulties.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience working with interpreters.</li> </ul>	<ul style="list-style-type: none"> <li>• Covering letter</li> <li>• Interview</li> <li>• References</li> </ul>
Personal and Physical Attributes	<ul style="list-style-type: none"> <li>• Ability to work in a team.</li> <li>• Good analytical and problem solving skills.</li> <li>• Ability to work under pressure, prioritise effectively and manage competing demands.</li> <li>• Ability to work without direct supervision and demonstrate initiative, managing time effectively.</li> <li>• Proactive and innovative, a warm and caring attitude.</li> </ul>	<ul style="list-style-type: none"> <li>• Training in motivational interviewing or behaviour change techniques.</li> <li>• Access to own vehicle and full driving licence.</li> </ul>	<ul style="list-style-type: none"> <li>• Covering letter</li> <li>• Interview</li> <li>• References</li> <li>• Offers subject to health clearance, via self-declaration</li> </ul>

# PERSON SPECIFICATION

Attribute/Skill	Essential	Desirable	Measurement
<p>Personal and Physical Attributes cont.</p>	<ul style="list-style-type: none"> <li>• Ability to advocate for participants, their families and carers with health and social care professionals.</li> <li>• Able to demonstrate empathy, motivate and persuade participants.</li> <li>• Excellent organisational skills.</li> <li>• Ability to carry out strenuous physical effort e.g. demonstrating exercises, carry out concurrent activities requiring skill and dexterity.</li> <li>• Ability to comply with moving and handling regulations.</li> <li>• Ability to work flexibly according to the needs of the service.</li> <li>• Ability to travel independently within service catchment area (if role includes face to face services).</li> <li>• Commitment to own and others' professional development and learning.</li> <li>• Ability to reflect critically and appraise own performance.</li> <li>• Ability to recognise and manage conflict and complex situations.</li> </ul>		



## HOW TO APPLY

To apply, please email [sarah.sparkes@legs.org.uk](mailto:sarah.sparkes@legs.org.uk) with:

1. **Answers** to the questions below
2. A copy of **your CV**

You can write your answers in an email or record them as a voice note or video.

Please give examples or evidence from your own life experiences – these could be from your working, volunteering, community or personal life.

• **Why are you interested in working for a charity?**

(max 300 words or 3 minutes)

• **What knowledge, skills and experience have you gained in your professional and personal life that you would bring to LEGS?**

(max 300 words or 3 minutes)

**Application deadline:**

**5pm on Thursday 19th December 2024**

(Though we may appoint before this date as applications may be assessed as they arrive).

## RECRUITMENT TIMELINE

We're aiming to induct the successful candidate as soon as possible (from January 2025) but we are flexible and will work around your notice period.

If you need additional support, please let us know what you need and where we can help to make this accessible.

**Informal conversations:**

Any time - just get in touch! Please note we are on leave from Mon 23rd Dec - Fri 3 Jan but will try to get back to you asap.

**Shortlisting panel**

- Sarah Sparkes (Clinical Director)
- Sarah Shiner (Physiotherapist)

**Interviews:**

- Week beginning **Monday 6th January 2025**. Interviews will be held on Zoom.

**The interview panel will be:**

- Victoria Bailey-King (Operational Director)
- Sarah Sparkes (Clinical Director)
- A LEGS participant/Trustee

**Start date:**

January 2025, or as soon as reasonably possible dependent on your notice period/availability.

# CONTACT DETAILS

## CHARITY NAME

LEGS (Local Exercise Groups for stroke and neurological conditions)

## REGISTERED ADDRESS

LEGS, c/o LB Group  
1 Vicarage Lane  
London  
E15 4HF

Charity no: 1177659

## CONTACT DETAILS

Telephone: 07717 825 564  
(Sarah Sparkes)

Email: [sarah.sparkes@legs.org.uk](mailto:sarah.sparkes@legs.org.uk)  
Website: [www.legs.org.uk](http://www.legs.org.uk)

## LEADERSHIP TEAM

Anny Fairweather, Chair of Trustees and  
Founding Physiotherapist

Victoria Bailey-King, Operational Director

Sarah Sparkes, Clinical Director & Lead  
Physiotherapist

