

Clinical Lead – Veterinary Physiotherapy	
Reporting to:	Curriculum Manager
Working Hours:	0.6 – 0.8
Position Code:	PC A2
Salary:	£31,4174 - £36,413 Points 28-34 on the Plumpton Scale
Annual Leave:	37 electable days plus 8 bank holidays (plus 5 days during Christmas closure)

### Job Purpose

- To ensure the currency, on-going development and enhancement of all Clinical aspects of the BSc (Hons) programme in Veterinary Physiotherapy.
- To lead and oversee the delivery of all clinical aspects of the programme, assessing and approving all additional Veterinary Physiotherapists engaged in delivery, clinical practice supervision, and assessment of clinical competencies.
- To deliver additional modules to underpin the clinical practice of Veterinary Physiotherapy.
- To ensure that the programme produces graduates that are proficient in all Day-One Competencies required for the professional delivery of Veterinary Physiotherapy.
- To coordinate with the Programme Manager to ensure the maintenance of clinical, academic, and professional standards within all modules within the BSc (Hons) Veterinary Physiotherapy programme.
- Provide clinical and academic leadership, management, and support to the programme delivery team to ensure that lecturing staff and students are empowered and developed to their maximum potential.
- Ensure compliance with requirements for Professional, Statutory, and Regulatory Body (PSRB) accreditation embedded within the programme.

## Duties and responsibilities of the job

### 1. Clinical Lead

a. Work with the Programme Manager to support development of the BSc (Hons) Veterinary Physiotherapy programme in line with industry requirements.
b. Lead on the delivery of all Clinical Competency Modules at level 4, 5, and 6 of the programme.
c. Plan and organise the Clinical Competencies practical examination, to include writing examinations, organising appropriate examiners, a suitable timetable and required resources.
d. Work with the Programme Manager to ensure that the currency of programme-specific physical resources, including those required for Clinical Competency modules remain in line with industry representation.
e. Lead on the delivery and content of the supporting modules to Clinical Competencies.
f. Maintain currency in all clinical and research aspects of the programme through ongoing CPD and continued practice.
g. Perform regular audits on all students Clinical Skills Logs (CSL) taking measures to support improvements where required.
h. Perform regular audits on all students clinical practice hours taking measures to support where required.
i. Support students in developing their clinical skills, ensuring that they have individually based targets which are monitored and achieved.
j. Support students with their career development and progression.
k. Provide Veterinary Physiotherapy subject specific supervision for dissertation projects.
l. To oversee the development of any commercial opportunities linked to the programme, e.g. small Animal Rehabilitation Clinic.

### 2. Quality Improvement

a. Contribute to programme review meetings and reports (to include a Quality Improvement Plan) for the programme(s) allocated as set out in the college quality cycle.
b. Lead clinical meetings to monitor and standardise practice, share information and good practice, and implement improvements.
c. Be accountable for programme(s) clinical key performance indicators (KPIs) and their improvement.
d. Ensure and maintain standards and quality by engaging with and using the college quality systems.
e. Contribute to the evaluation of TLA procedures to enhance the student experience and support Continuous Professional Development (CPD).
f. Ensure programme files are complete and up to date.

g.	Co-ordinate and undertake the role of IV/IQA as required and devise and implement subsequent action plans as well as, where appropriate, manage and conduct professional regulatory requirements and standards for location placements.
h.	Prepare for, and take a lead on, awarding organisation external quality processes with support from the Programme Manager and Curriculum Manager.
i.	Contribute to the programme development by providing subject specialist information.

### 3. Teaching, Learning and Assessment

a.	As directed by Curriculum Manager, plan, prepare, teach assess, report and monitor to ensure highly effective lessons to a consistently good or outstanding standard; share teaching, learning and assessment (TLA) good practice and celebrate students' and others' successes.
b.	Ensure opportunities are created and realised for students to be able to continuously develop their English and maths skills.
c.	Work to ensure high levels of student attendance in all sessions and prompt completion of registers. Report swiftly on nonattendance to Curriculum Manager.
d.	Prepare and effectively use schemes of Learning and lesson plans in line with college processes.
e.	Use and apply modern technology in TLA to enhance the learning experience and support progress for students, e.g. Microsoft Teams, specialist software/resources, working to the college VLE standards.
f.	Ensure cohesive assessment plans are in place for all students across your allocated teaching to ensure effective student progress.
g.	Set exams, homework and extension activities for individual students and provide timely, and constructive feedback to students to support progress.
h.	Mark work and provide effective verbal and/or written feedback to support progression in line with awarding organisation requirements and college processes.
i.	Monitor tracking of individual student progress across programme(s) and ensure action is taken to improve progress where possible.

### 4. Tutoring

a.	Using initial assessment and other information to contribute to the Group Profiles for all tutees.
b.	Work as a personal tutor, co-ordinated by self or other Programme Manager and Curriculum Manager, and engage with Student Services as required.
c.	Participate in student interviews and plan and deliver taster days, 'keep warm' activities, welcome days, enrolment and induction activities.
d.	Support students through enrolment and induction.

e.	Complete one to one tutorials with students, review and set targets and record progress and outcomes on Pro Monitor or any other agreed format set by the College.
f.	Support students to participate in, and gain value from, the cross-college tutorial programme, developing personal, employment and study writer skills, including careers guidance.
g.	Ensure the effective use of value-added data and systems to plan and support individual student progress across allocated programme(s).
h.	Ensure the College's value-added system is used to support emotional, social and employability skills alongside students' studies.
i.	Prepare student reports and contribute to parents' evenings and provide employers with progress updates as appropriate.
j.	Use the College disciplinary process as a positive way to support student success.

## 5. Continuous Professional Development

a.	Participate in staff development activities to support Continuous Professional Development (CPD) and keep a Professional Development Portfolio (PDP) to evidence personal development and impact on practice.
b.	Actively participate in the College performance management processes, including appraisals to support personal and professional development and enhance student experience.
c.	Complete all mandatory training as required in line with College expectations.

## 6. Other responsibilities and duties

a.	Participate in staff and student recruitment campaigns, interviews, Open Days and promotional/information events.
b.	Work with employers and other stakeholders as required to develop and deliver high quality curriculum.
c.	Contribute to, and support delivery of the college strategic plan.
d.	Implement and monitor the college operating plan with the Curriculum Manager and Head of Faculty and contribute to action plans as needed.
e.	Ensure equality of opportunity and promote diversity in all aspects of college life with reference to Ofsted vulnerable student groups and protected characteristics.
f.	Analyse and selectively implement the calendar of key equality and diversity events across the programme.
g.	Ensure all safeguarding policies and procedures are followed.
h.	Maintain student destination data to inform self-assessment and quality improvement.
i.	Any other duties connected with the post as are reasonably required from time to time.

## Qualifications / Skills / Knowledge / Qualities

At Plumpton College we are:

- Ambitious and Progressive
- Enterprising
- Professional
- Passionate about everything we do
- Supportive

<b>Essential criteria for the post</b>
A minimum of 5 years professional practice as a Veterinary Physiotherapist.
Membership of a PSRB relevant to Veterinary Physiotherapy.
Current developments in regulation of veterinary para-professionals.
Teaching and mentoring experience in the field of Veterinary Physiotherapy.
Development and management of professional education programmes.
Hold a degree / professional qualification or equivalent.
Hold a relevant teaching qualification for level of programme.
Experience of teaching and assessing with the ability to teach to a consistently good/outstanding standard.
An ability to lead the development of teaching, learning and assessment across programme(s).
Excellent communicator with highly developed interpersonal skills.
Demonstrate competency in English and maths or hold Level 2 or higher qualifications in both English and maths.
Show a strong desire to see students succeed.
Skills and experience in problem solving and a flexible and adaptable approach.
Clear understanding of the needs of students and how these may be met.
Willing and able to develop curriculum, teaching and learning materials in subject specialisms as part of continuous development.
Comprehensive and well-developed IT skills.
Demonstrate a clear understanding of the factors affecting student welfare and best practice in maintaining and enhancing student safeguarding.
Have a strong desire to see students succeed, evidenced by good or better on key performance indicators for your programme(s).
Extensive sector/industry experience and evidence of specialist subject knowledge in key areas.
Demonstrate a strong desire to work collaboratively as part of a high performing team.
Be a highly effective and well organised teacher evidenced by consistent achievement of good / outstanding observation grades with an ability to role model good practice.
Demonstrate evidence of raising standards.

<b>Desirable criteria</b>
Post Graduate Certificate in Education.
Have a supervisory/team leader qualification and or supervisory experience.

## CONDITIONS OF EMPLOYMENT

### Working hours

Basic working hours are from 08.30 to 17.00 Monday to Thursday but some flexibility will be required to meet the needs of the business. This is an all-year-round post. There will be some evening and weekend working required to support departmental activities, and whole college recruitment and promotional events.

### Annual leave

The holiday year is from 1 September - 31 August each year. The annual leave entitlement for this role is 37 working days, plus 8 bank holidays and up to 5 efficiency days when the college closes at Christmas. Annual leave is bookable subject to business needs and should be planned and agreed with your Line Manager. Annual leave sheets will be available from the start of the new holiday year.

### Continuous Professional Development (CPD)

This post will be entitled to CPD for skills updating, personal and professional development. All CPD must be planned, agreed and booked with your Line Manager.

### Benefits

The candidate appointed to the post will automatically become a member of the Teacher Pension Scheme and pay contributions as determined by annual salary levels. The pension scheme includes life assurance cover, and the College will also pay a contribution towards your pension. There is also free car parking and a competitively priced dining room service.

### Equality and Diversity

Plumpton College is committed to the promotion of equal opportunities and is dedicated to pursuing non-discriminatory policies and practices and eliminating unfair discrimination on any basis. This means that no job applicant will receive less favourable treatment than another on grounds of gender, marital status, age, racial origin, disability, sexual orientation or political or religious beliefs.

### Criminal Record Check via the Disclosure Procedure

The Rehabilitation of Offenders Act 1974 gives individuals the right not to disclose details of certain old offences when asked about their criminal record as they may be defined as 'spent'. There are exemptions to this if the individual is offered a post which involves contact with children or regular work at an establishment exclusively or mainly for children.

The post you have applied for falls into this category and, therefore, requires a criminal background check.

If a job offer is made, you will be asked to apply for a DBS Disclosure Certificate. The Disclosure Certificate will contain details of current and "spent" convictions, cautions, reprimands or warnings held on the Police National Computer, excluding certain specified old and minor offences.

The DBS Disclosure will also indicate whether information is held on government faculty lists of those individuals who are barred from working with children or vulnerable adults (if applicable).

The post-holder cannot begin employment with the College until the DBS Disclosure Certificate is received and considered by the Principal