

POSITION: Head of Health and Wellbeing

REPORTS TO: Executive Director

KEY RELATIONSHIPS: Artistic Director and Professional Training Lead

BASIS: Permanent, full time, Academic year (40 weeks)

Job Purpose:

As a member of Senior Management, to lead the Health and Wellbeing Team, delivering physical and mental health support to Central School of Ballet higher education students. A qualified physiotherapist, the Head of Health & Wellbeing will directly engage in the treatment and support of students, whilst also managing a team of part-time and freelance practitioners.

Key Deliverables:

To agree with the Artistic Director and Professional Training Lead a programme of health and wellbeing support fully integrated with the vocational ballet and dance training offered at Central School of Ballet.

To personally deliver physiotherapy services and student support, and lead and manage the Health and Wellbeing team offering a range of physical and mental health services to approximately 120 students, predominantly aged 16-19 years:

Physical health services include a physiotherapy clinic operating 4-5 days a week; group and individual sessions of pilates; strength and conditioning; ballet rehabilitation; management of medical conditions including REDS (relative energy deficiency in sport); and external medical referrals.

Mental health services include preventative mental health sessions, on site counselling and external referrals for mental health services and support.

Duties:

Students Focussed

- To take an organisational lead on ensuring health and wellbeing expertise and support through all stages of the student lifecycle from recruitment to graduation
- Participating in student on site or online open days and student induction programmes
- Engaging in the assessment of applicants or individual students and offering physio expertise and health and wellbeing guidance to the teaching team as needed
- Liaising closely with the Artistic Director and the ballet tutors, in assessing, prioritising and managing the needs of the cohort of students as well as those of individuals

- Coordinating and delivering focussed physical testing and activity programmes to cohorts of students in response to priorities identified with the Artistic Director
- Ensuring that the appropriate data is collected, analysed and shared to monitor the service and deliver on priorities
- Managing and participating in a triage service to students and delivering physiotherapy assessments and treatments as needed
- Managing acute physical injuries on site and onward referrals where needed
- Overseeing the development, delivery and monitoring of rehabilitation programmes
- Maintaining oversight of any weight issues for students, in line with Central's REDS Policy
- Overseeing mental health and student support for individuals and ensuring effective care pathways are created and maintained
- Offering crisis management of acute mental health events for individual students, supporting the student and communicating with related staff as needed
- Engaging with Support Through Studies, bringing expertise on health and wellbeing matters
- Contributing to the design of programme and online activity e.g. Summer Exercise Programme
- Abiding by Central's Child Protection and Safeguarding Policy and liaising with the Designated Safeguarding Lead as necessary

Staff and External Relationships

- Managing a multidisciplinary part-time team delivering physiotherapy, Pilates, strength and conditioning, counselling and other health and wellbeing services
- Liaising with Artistic Director and teaching team to ensure health and wellbeing support is integrated into the core training and related priorities
- Representing Health & Wellbeing at the Attendance and Engagement meetings
- Liaising with Head of Studies with regard to Support through Studies
- Liaising with the member of staff engaged in Student Support and managing that aspect of their work
- Attending Executive Management and Senior Management Team meetings (EMTSMT) and supporting the planning and smooth running of Central School of Ballet
- Attending other meetings as needed on occasion: Safeguarding Committee; Academic Board; Learning and Teaching Committee; Research and Ethics Committee; Equity, Diversity and Inclusion Committee; Student Voice Forum.
- Maintaining ongoing relationships with external agencies and liaising them with regard to medical and mental health referrals and support
- Liaising with and co-ordinating meetings with students, parents and external consultants and practitioners as needed

Other

- Maintaining appropriate administrative records, and ensuring good practice with regard to confidentiality and GDPR
- Opportunity to take up role of Deputy Safeguarding Officer
- To contribute towards fostering an inspirational and inclusive atmosphere
- To adhere to School policies, procedures, and guidelines
- To contribute to the operating values and ethos of the School as determined in its mission statement
- Exercise discretion/confidentiality in business, personnel and financial matters externally, particularly regarding press/media and potential competitors
- Support Central School of Ballet's commitment to addressing the barriers and inequality that some individuals and communities in our society face

Person Specification

ESSENTIAL

- Hold an undergraduate (BSc) and preferably a postgraduate (MSc) qualification in Physiotherapy
- Registration with the Healthcare Professionals Council (HCPC) and membership of Chartered Society of Physiotherapy (CSP)
- A minimum of 5 years of physiotherapy practice
- Experience of working with young people preferably in a vocational training and/or higher education setting
- Experience of line management and/or of leading teams
- An understanding of and openness to working collaboratively in a cross-disciplinary team setting
- The ability to communicate effectively and build trusting relationships with colleagues and students
- A commitment and willingness to flexibly support student care pathways as needed, in a holistic manner
- An interest in exploring and developing services, programmes and treatments which respond to the opportunities and challenges experienced by young dancers in an intensive, high quality, vocational ballet and dance training
- Excellent organisational and administrative skills with a systematic approach and strong IT skills (MS Office 365 etc.)

DESIRABLE

- Experience of working with dancers and an appreciation and understanding of the dance industry.
- An understanding of and proactive interest in the wider context of research and evidence based best practice in sports science and elite training.

Terms and Conditions

- The post is being offered on a permanent basis and will be offered with an initial 6-month probationary period (in line with Central's policy)
- This post is based at the School's premises, The Countess of Wessex Studios, 21/22 Hatfields, Paris Garden, London SE1 8DJ
- The job is full-time. The hours of work are 37.5 hours a week (7.5 per day over 5 days) plus an hour per day for lunch
- Attendance at some weekend and evening events may be required
- In line with School Policy, this post requires a Disclosure & Barring Service Enhanced Disclosure
- In line with School Policy, this post holder may be required to undertake a First Aid course at the beginning of their contract, and to attend refresher courses as necessary to ensure the qualification remains current
- Holiday Entitlement: The Head of Health and Wellbeing will work 40 weeks a year - during term time (36 weeks) plus 4 weeks worked as needed during half terms or holidays in agreement with the Executive Director. In addition, all English Bank & Public Holidays will be given as leave.
- Access to a workplace pension scheme with BC & E (People's Pension) and enrolment with employer contributions at currently 3% of salary (subject to eligibility criteria)

The purpose of this document is to describe the key accountabilities that the person holding this position needs to achieve. It is not an exhaustive list of responsibilities of the role and in any event, the duties and requirements of this role may change from time to time as required by the School and/or Executive Director.