

Children and Young People's Therapies in Hertfordshire

Occupational Therapy

Physiotherapy

Speech and Language Therapy

June 2020

Which area does Hertfordshire Community (HCT) NHS Trust cover?

Borders with Bedfordshire and Cambridgeshire to the North, Essex to the East, Greater London to the South, and Buckinghamshire to the West



Clinic bases across Hertfordshire

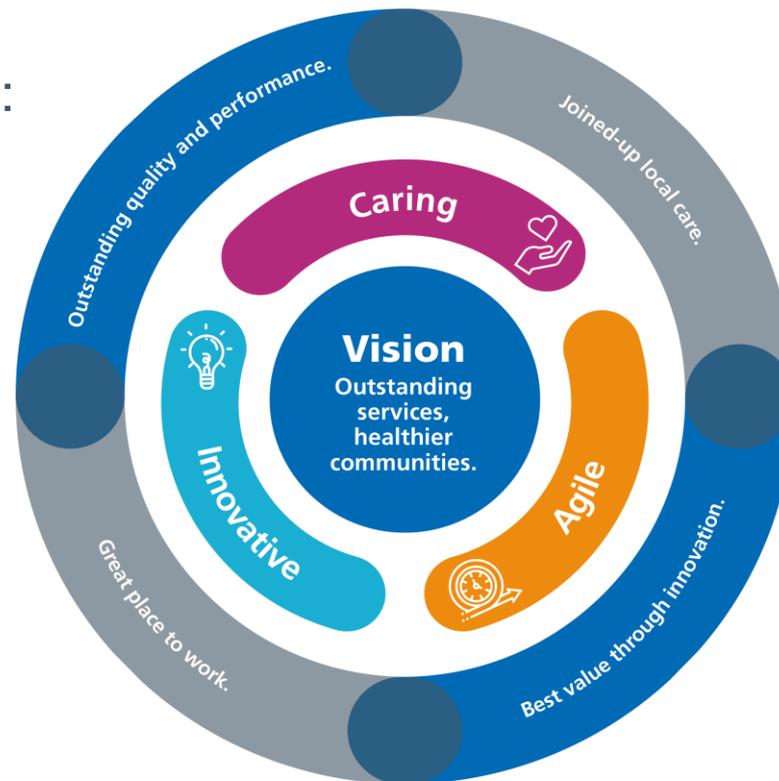
Divided into 4 localities:

- St Albans and Hemel Hempstead
- Watford
- North Herts and Stevenage
- East Herts

Good road and rail links to London and the North

Why work for HCT?

- Hertfordshire Community NHS Trust has a CQC rating of “good”
- We were voted one of the top 100 NHS Trusts to work for in the country
- Our vision and values:



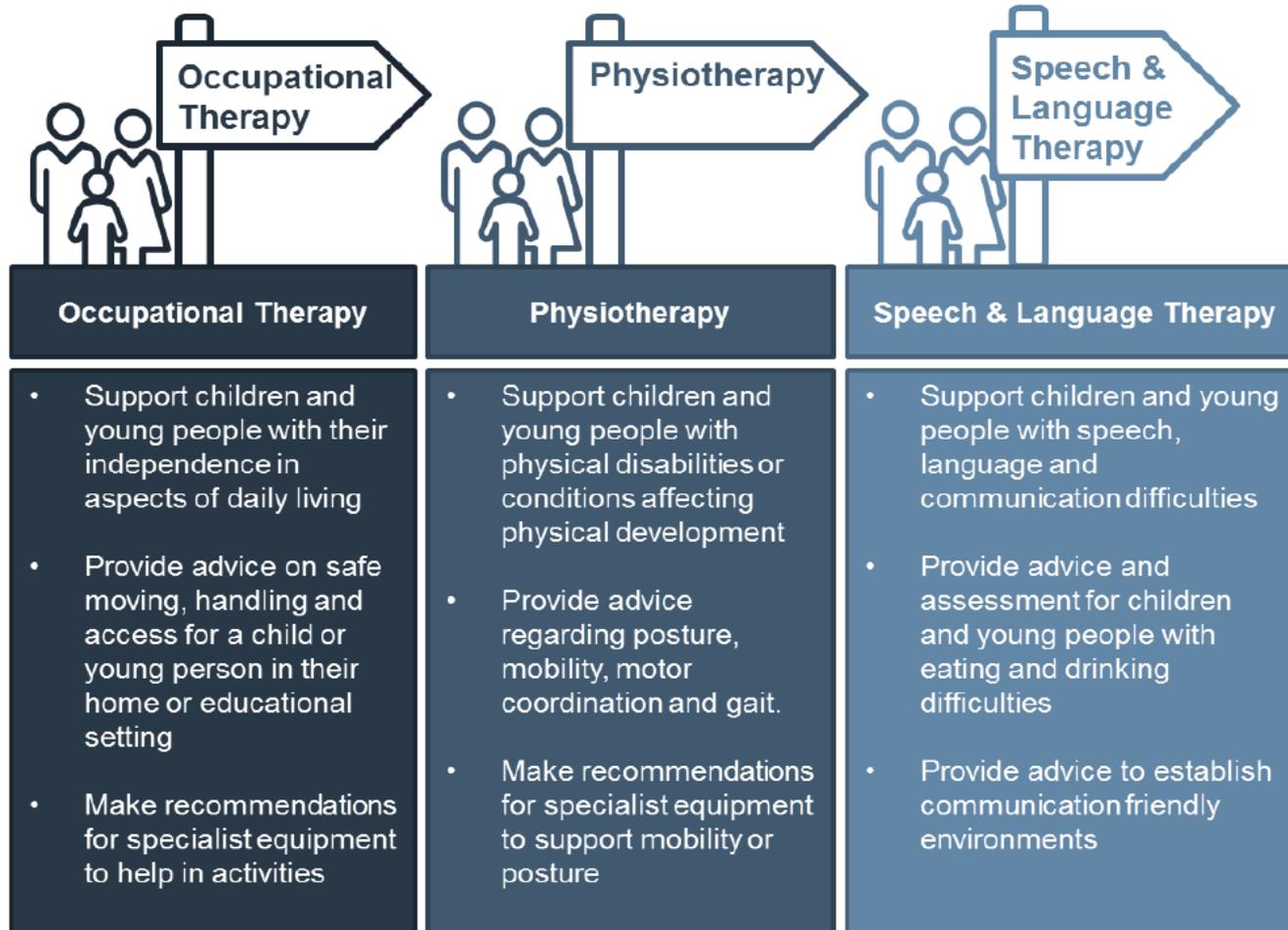
Why work for Children and Young People's Therapies at HCT?

- We are a large, friendly, supportive and innovative team of therapists and assistants working across Hertfordshire
- We offer an integrated service providing Occupational Therapy, Physiotherapy and Speech & Language Therapy Services for children and young people within a 3 tier model of service - universal, targeted and specialist services. Not all children will require specialist support from the service as advice and support can be accessed through our targeted and universal offer
- The integrated therapies service delivers holistic support for a child or young person's needs, under one provider, with multidisciplinary working across the three clinical therapy professions
- Our service is jointly commissioned by health and education, allowing us to provide a seamless pathway of care from early years through to schools, specialist provisions and further education settings
- Our focus is on maximising children and young people's functional skills and abilities to support them to be happy, healthy, safe and independent at home and in school. We share the vision of our partners in Hertfordshire County Council to ensure every child has the best possible start in life and the best opportunities throughout their education
- Our Service offer can be found here: <https://www.hct.nhs.uk/media/4029/cypt-service-offer.pdf>

Why work for Children and Young People's Therapies at HCT?

- We have an excellent reputation for the support we provide to our staff.
- The Children and Young People's Integrated Therapies Service has strong clinical leadership and actively supports continuing professional development through:
 - Regular clinical supervision and line management
 - Access to a range of learning opportunities e.g. bitesize tutorials and CENs.
 - Peer support groups which meets regularly for both professional development and peer support.
 - A well-established appraisal system, with a strong commitment to regular Professional Supervision, which is embedded within our practice.

Children and Young People's Therapies Service



Occupational Therapy in HCT

- The Children and Young People's (CYP) Occupational Therapy service offers a child and family centred approach to support CYP with their independence in all aspects of daily living, such as self-feeding, dressing and participating in play and school activities.
- We work in partnership with parents/carers and other colleagues to promote positive outcomes for CYP by using a range of approaches that are individually tailored to each child and family. This may include the provision of an activity plan, specialist equipment, treatment sessions or training to parents, carers and school staff.
- The service is delivered through individual assessments, treatment, advice and multi-agency working.
- The service is integrated across health and social care, which means in addition to the support above the service can also provide assessment and advice on adaptations to the home or school environment to meet specific needs of the CYP.

Physiotherapy in HCT

- The Children and Young People's (CYP) Physiotherapy Service offers a child and family centred approach to CYP from 0-18 years who have a physical disability or condition that impacts on their development and their functional daily activities at home or in school.
- The Physiotherapy Service provides assessment, treatment, rehabilitation, education and advice for CYP with physical difficulties.
- The service works with families, nurseries, schools and other health and social care professionals.
- We recognise the importance of working in partnership with the child, parents and carers to maximise a child's physical abilities and independence.
- Childrens' Physiotherapists aim to develop both gross and fine motor skills e.g. walking and object manipulation. Physiotherapy can be advice or a hands-on approach that ensures the child is optimally positioned to carry out activities and exercises.

Speech and Language Therapy in HCT

- The Children and Young People's (CYP) Speech and Language Therapy service offers a child and family centred approach to support CYP with speech, language, communication needs (SLCN) and those with eating and drinking difficulties in Hertfordshire.
- We work in partnership with parents, carers, health and education professionals to promote positive outcomes for CYP. Our service model aims to reduce the gap and inequalities amongst CYP in Hertfordshire who have SLCN.
- Our service offer is underpinned by the following aims:
 - CYP and families are empowered through the provision of information and advice
 - CYP and families are able to manage their own health and wellbeing by learning new skills
 - CYP's participation is maximised through enhanced, communication friendly environments
 - The wider children's workforce are confident to support CYP with SLCN
 - There is early identification of SLCN and impacts minimised through early advice and support
 - CYP and families can access high-quality, evidence-based, effective intervention in a timely manner
 - CYP achieve positive outcomes that prepare them for life through a collaborative approach

How we support new staff joining HCT

- New staff joining our service are inducted over a period of several weeks with individual timetables drawn up for their particular needs. All new staff attend the Trust Induction and complete the Trust Induction training.
- Induction includes:
 - Meeting Team Lead, Line Manager and Clinical Supervisor
 - Meeting direct locality team
 - Meeting members of the wider team
 - Observing different parts of the service e.g. shadowing, joint appointments, visits to other settings as appropriate
 - Training including organisational and clinical areas
 - Discussing Trust Probation Framework
- Some areas have been changed whilst responding to Covid-19 and in the future, support mechanisms may look different in a virtual way.

What our staff say about us

- Here's what some of our new members of staff have said about joining our service:

"HCT is a lovely place to work"

"Induction has been organised with plenty of opportunities to observe and shadow a varied range roles and responsibilities e.g. groups, initial assessments, home visits and therapy sessions"

"Members of the team were and continue to be, so friendly and supportive"

"I was quickly made to feel included through invites to book groups, socials, and having a buddy assigned to support with non-clinical queries"

- We have good staff retention and many members of staff have progressed from band 5 to band 6 and beyond.

Our website page

- Please visit our website page for more information about our service <https://www.hct.nhs.uk/our-services/children-young-peoples-therapies-service/>
- We have been working to develop the website with more advice for parents/carers and education staff.

Contact Us

- Please do register with NHS Jobs if you are interested in working for HCT.
- If you require further information, please contact us by email at

HCT.cyptherapies1@nhs.net