



Recruitment Pack

Specialist Lead: Physical Activity

Nottinghamshire



Healthier, happier for longer, we make lives better

Contents

Contents	1
Welcome & Introduction to the role	2
Employee Benefits	2
Our History	3
ABL Vision & Values	4
Meet the ABL Leadership Team	5
ABL Services	6
Achievements.....	7
About the role	8
Job Description.....	8- 11
Person Specification.....	11- 14
How to apply.....	14
The closing date for this vacancy is 25 th August 2023.....	14

Welcome & Introduction to the role

Hello and thank you for your interest in the Specialist Lead, Physical Activity for our Integrated Wellbeing Service in Nottinghamshire.

ABL is an exciting fast-paced, growing community health organisation. As an experienced, CQC registered, provider of community health services, we are passionate about delivering evidence based, innovative, effective and relevant health care services in partnership with individuals, communities and stakeholders.

Employee Benefits



The infographic features the ABL logo (a heart with a pulse line) and the tagline 'abl a better life' in the top left corner. The title 'Employee Benefits' is prominently displayed in the top right. The benefits are organized into a 6x2 grid of colored boxes, each with an icon, a title, and a brief description.

Icon	Benefit Title	Description
Gift box	Birthday Day Off	We want employees to feel special as individuals and what better way to do that than giving them an EXTRA day off for their birthday
Calendar	Flexible Annual Leave Scheme	The aim of this policy is to offer staff additional flexibility, where possible, in respect of their time off from work
Pregnant woman	Maternity Leave	Up to 3 years - 6 weeks full pay 3-5 years - 6 weeks full pay 5 years + - 8 weeks full pay
Group of people	Employee Referral Scheme	Any current employee who completes a referral will receive £150 in their pay once the referred colleague passes their probation period.
Alarm clock	37.5 hour working week	ABL wants to offer our employees a good work life balance and therefore from 1 st January 2023 we will be reducing the FTE weekly working hours from 40 hours to 37.5.
Bicycle	Cycle to work scheme	Save money on a new bike and spread the cost. You could save at least 25% on the cost of your new bike and accessories.
Hands holding a heart	Employee Assistance Programme	You can contact Health Assured 24/7 for counselling, legal information, bereavement assistance, medical information or CBT.
Syringe	Flu Jabs	Each year in the run up to flu season you are able to claim back £10 towards the cost of your flu jab.
Glasses	Free Eye Test	Employees who regularly work on a laptop/desktop computer as part of their role, can have the cost of their eye test reimbursed and can apply for £50 towards the cost of their glasses.
Trophy	Staff Awards	Bi-Annual staff award days. Quarterly Hero
Blue light card	Blue Light Card	This comes with a small cost when registering, but offers a huge range of savings in shops, restaurants, for travel and much more.
Hands holding a heart	Employee Volunteer Day	Employees are entitled to take one day paid leave to take part in volunteering activities

Our History

ABL was founded in 2009 by people who believed they could and should change the world!

As a GP and former teacher, Sheena Bedi and Denise Leslie had first-hand experience of community health services that had failed people, the very people who needed them most. The dynamic pair believed they could provide a different, more flexible approach, by combining their expertise in healthcare, education and experiences of the social and economic problems that held people back. They vowed they would find a way to support and encourage people to lead **healthier**, **happier** lives for **longer**, whatever their background. ABL was born, ABL stands for A Better Life.

ABL knew that if they put people at the heart of the services, stepped in their shoes and experienced life from their perspective then they could start to create a new approach to healthcare.

Taking services into communities; making them accessible and by removing the traditional clinical surroundings and approach, they became more engaging and responsive. By constantly assessing the ABL approach and listening to the people and communities we work with, our services became a truly responsive community healthcare offer.

ABL came to understand that a multi-disciplinary approach worked best, that by creating a shared language with a range of professionals from varied backgrounds we could support the whole person and empower them to really make a difference within their community.

To this day ABL still work and engage in this way, we are working not only to design and develop services that treat and support people who are experiencing health problems, but are dreaming up and creating effective ways that we can educate and empower people to eliminate health issues in the future.

ABL staff believe they can change the world, we all deserve 'A Better Life'. Do you hold these values dear, does our way of working resonate with you, do want to be a part of our team?



ABL Vision & Values

Healthier, happier for longer – we make lives better.

Our organisational values revolve around our passion to make all our services:

- People Powered
- Bold
- Effective
- Thoughtful

People Powered

We place people at the heart of our approach. We listen to their wider experiences and needs and work with them to co-design practical solutions to their problems.



Bold

If we do things the way they have always been done nothing will change. We are passionate about finding new approaches, employing new technologies and engaging with the latest sector research to help communities make long lasting, sustainable change.



Effective

Our success depends on our ability to transform the lives of the people and communities we work with and we pride ourselves on delivering results. Our work is evidence based and we are skilled at delivering on targets and monitoring and recording our impact for all our stakeholders.



Thoughtful

We believe in the value of reflection. By taking time to understand and reflect on 'the bigger picture', we ensure that as an organisation we keep on learning and that our staff and services keep growing and evolving.



Meet the ABL Leadership Team



Denise Leslie (BSc Hons, PGCE) *Chief Executive and Founding Director*

Denise, co-founded ABL with a passion and drive to make a difference to people's lives through innovative community-based healthcare services. Founded in 2009, in a small office in Bolton, the company now delivers positive behaviour change services across the country.



Nick Warnett (BSc Hons, PGCM) *Commercial Director*

Nick joined ABL after working in performance and quality at an NHS commissioning organisation and has experience in designing and commissioning healthcare services for hard to reach groups. Nick was drawn to ABL's passion for making a difference and having a sustained impact on people's lives.



Donal O'Donoghue (MB BCh, BAO, FRCSEd, FRCSEd (Orth) *Medical Director*

Having been enticed by the holistic vision of the company, Donal joined ABL in 2017. Donal is an experienced clinician, senior manager and former NHS medical director. With four young adult children, Donal is passionate about ensuring every child has the support they need to achieve their full potential. Since joining ABL, his focus has been on quality, governance, and performance management.



Paul Richardson (FCA) *Finance Director*

Paul has more than 20 years' experience working with PLCs, SMEs and private equity investors, in social care, construction and the fire and security sectors. Paul has director responsibility for Finance, HR and IT as well as supporting all parts of the business as member of the executive team and main board of directors.



Andy Leslie (BSc Hons, PGCE, NPQH) *Director of Operations and Governance*

Andy has extensive experience in high level management roles at comprehensive schools and academies, predominantly in deprived areas. He ensures ABL services are education and prevention-based and that interventions are based on best teaching practice.

ABL Services

Passionate about and committed to reducing health inequalities, ABL deliver a range of health and wellbeing services across the country including:

Service	Brief Description
Specialist (Tier 3) Weight Management	Multi-disciplinary support including medical, psychological and therapy, nutrition, dietetics and exercise behavior change support. For adults with BMI of 35+ to achieve and sustain long-term weight loss and provide support and referral for Bariatric surgery where appropriate.
Stop Smoking and Tobacco Control	Our stop smoking advisors support smokers for a minimum 12-week intervention. Whilst we support all smokers, we offer targeted support to priority groups including, people with long term conditions, pregnancy, young people and routine/manual workers and include pharmacotherapy.
Community (Tier 2) Weight Management	Support adults with a BMI >25-40 to take realistic, small steps to becoming more active, making positive food choices and goal setting. ABL also offer healthy weight pathways including integrated tier 2, tier 3 adult and family weight management services (in commissioned areas only).
Family Weight Management	Specialist and community family weight management for families and young people. Includes a multi-disciplinary approach with family focused support including nutrition, exercise and behavior change.
Low Calorie Diet Programme	Part of a new NHS programme which provides a low calorie diet treatment for people who are overweight and living with type 2 diabetes. The service supports people to make healthy lifestyle changes, achieving remission wherever possible. The multicomponent programme combines specialist nutrition, psychology, and physical activity support.
Intensive Personalised Support	Our IPS service take a whole family approach to supporting children and young people with a learning disability and/or Autism, who display challenging behaviours. We work with individuals and their families to understand the reasons behind behaviours and implement a co-produced behaviour support plan, with the aim of keeping the child at home and out of long term hospital stays or residential care.
Patient Participation in Prisons	An award winning service facilitating and leading quarterly health care councils in 35 prisons across the North of England, enabling patients to be actively involved in decisions about their healthcare services within their custodial setting.
Integrated Wellbeing Services	We offer realistic and practical support for people to make life long healthy behaviour changes, supporting people to manage their weight, stop smoking, move more, drink less alcohol and falls prevention.
Workplace Health	Supporting workplaces such as museums, hospitals and councils across the North West to understand health and wellbeing needs of their employees. Includes training, nutrition analysis, tailored workplace health packages.

Achievements



We've supported **over 6,000 people** to quit smoking.



We've supported **over 11,000 people** to lose weight.



Over 14,500 of our clients have increased their physical activity.



Over 16,000 of our clients have improved their mental health.



We are awards winning:
Social Impact award,
Growing Business
Awards November 2022.
HSJ Partnership Award in
2020



Co producing pioneering,
innovative research
projects across our
smoking services.



We are Investors in
People Accredited.



We are a Disability
Confident Leader.



ABL Prison Team, collecting their HSJ Partnership Award for their innovative procurement project that gave a serving prisoner a voice in the procurement process of healthcare services.

ABL team collecting their Social Impact Award .



About the role

Job Description

Specialist Lead: Physical Activity

Job Title:	Specialist Lead: Physical Activity
Location:	Nottingham County Wide
Salary:	£29,000 -£33,000 (dependent on experience)
Hours:	37.5 per week
Type of Contract:	Permanent
Accountable/Responsible to:	Operations Manager
Staff Accountable to Postholder:	None

Nottinghamshire Integrated Wellbeing Service (IWS) overview

ABL Health and Nottinghamshire County Council have partnered to deliver an Integrated Wellbeing Service across Nottinghamshire called Your Health Your Way. This transformative service will play a central role in system change, bringing previously separate lifestyle behaviour change services together into one holistic service. It seeks to work collaboratively with communities to support the transformation of services for the local population. The service will provide integrated behaviour support for smoking cessation, weight management, alcohol reduction, physical activity and falls prevention, all embedded in sustainable behaviour change and positive wellbeing.

Role Purpose:

You will be the Physical Activity Specialist Lead for Nottinghamshire's Integrated Wellbeing Service Your Health Your Way, and will drive physical activity KPI, co-ordinate all physical activity interventions, and lead on specialist projects such as Falls Prevention and MSK. The role may also require a small amount of delivery.

You will be a motivated, passionate, organised, and proactive advisor, with significant experience working in community health programmes. You will be passionate about promoting healthy lifestyles and delivering motivational change which is client centred. You will have a background in supporting people to build their confidence and ability to make sustainable healthy behaviour changes which works for their personal circumstances.

Our team have working backgrounds in nutrition, weight management, exercise, alcohol reduction, falls prevention and smoking cessation. We offer you a full in-house training package to help you support our clients on their journey to a sustainable healthy lifestyle change and you will be required to deliver on all elements of the integrated service.

Your key responsibilities will be:

- Lead and coordinate Falls Prevention groups and resources
- Lead, coordinate and present data around frailty Pilots in relation to various PCNs
- Lead on pilot interventions involving PA. – frailty, CBE, dementia care.
- Monitor and oversee MSK referral pathway
- Drive Physical activity KPI's
- Be the point of contact around client risk stratification.
- Support the Chair of Physical Activity Companywide meeting. Held every 4 weeks with input from all services delivering physical activity or weight management.
- Develop and sign off physical activity resources companywide, curriculum resources to be signed off by the specialist teams and utilised in projects
- Work in partnership with Active IQ to keep ABL as an approved/accredited business to deliver Active IQ Qualifications.
- To set up and deliver level 2 gym instructing and level 3 personal training courses within ABL partnership with Active IQ
- Seek external courses and identify staff to support developing physical activity opportunities
- Source, maintain and catalogue equipment for physical activity sessions.
- Lead and coordinate physical activity resources companywide - overseeing physical activity working group (Teams thread) to develop and have final sign off on new resources.
- Keep up to date with latest evidence, changes in guidance and seminars.
- Liaise with external partners around physical activity interventions and exercise referral schemes.
- Supporting the YHYW App and signing off PA resources
- Deliver evidence-based education around physical activity and behavioural change as advised by ABL Health's Specialist team and in line with ABL Health's programme curriculums.
- Develop curriculum resources to be signed off by the specialist teams and utilised in projects.
- Deliver health promotion activities as and when required at a variety of localities.
- To maintain a case load of clients directing them to a variety of lifestyle interventions and monitoring their progress throughout their journey with ABL.
- Support the triage process for the Integrated Wellbeing Service, providing expert knowledge as and when required.
- Contribute to training and support of new staff and volunteers.
- Undertake and complete all mandatory and additional skills training, as required.
- Keep detailed files, recording data accurately, ensuring all forms and other documentation is completed correctly and up to date in line with ABL policies and procedures.
- Have a thorough understanding of ABL Health policies and procedures.
- To be able to organise own workload in order of priority and deadline dates, daily administration tasks and other work-related activities.
- Build community links and partnership working to encourage the service to develop specific to community needs including new referrals into the service, partner work with other community assets as directed by the project lead.
- To attend and actively participate in team and wider company meetings.
- To work with the wider multi-disciplinary team to improve and sustain health behaviours e.g., physical activity.
- To demonstrate personal and professional development in line with ethos of lifelong learning.

- To work within the framework of clinical governance to maintain and improve patient care, quality and efficiency.
- Cover sessions where necessary

Skills and Competencies Required

- Be an experienced physical activity specialist in a community health environment, assisting and delivering physical activity interventions and falls prevention sessions.
- Experience of evolving and developing Physical Activity groups within a complex health system.
- Positive and proactive leader with the ability to motivate, engage and support delivery teams to achieve the highest possible standards and outcomes.
- Adept in communication; a strong communicator who adapts the message to suit the audience.
- Build strong relationships; foster trust and cooperation among colleagues, stakeholders, community leaders, commissioners and sub-contractors; develop and sustain personal contacts to benefit health and wellbeing of the people of Nottinghamshire.
- Quality driven; you naturally seek high standards and actively seek to improve them.
- Value and remain open to new ideas and perspectives Value and remain open to new ideas and perspectives.

The desire to make a difference...

We are looking to change the lives and improve the wellbeing of the people in Nottinghamshire.

Standard Information

Information Governance

Employees of ABL Health must comply with the provisions of GDPR and the Data Protection Act 2018. The postholder must not; either during the course of their employment, or following termination of their employment, disclose any information relating to service users or employees, or of the lawful business practices, of the organisation.

The postholder will be required, when and where appropriate to the role, to comply with the processing of requests under the Freedom of Information Act 2000

The postholder must comply with ABL's policies that protect the information assets of the organisation from unauthorised disclosure, modification, destruction, inappropriate access or use. The postholder will be responsible for maintaining the clinical and/or corporate records that fall within the remit of this role to the standards in ABL's records management policies, and data quality processes and standards.

Health & Safety

Compliance with the Health & Safety at Work Act 1974 – the postholder is required to fulfil a

proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards, and a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions.

Safeguarding is Everyone's' Business

ABL has a responsibility to ensure that all children / young people and adults are adequately safeguarded and protected. As a consequence, all ABL's employees, temporary staff and volunteers are required to adhere to ABL's safeguarding policies / procedures in addition to local and national safeguarding policies and to act upon any concerns in accordance with them.

Smoke Free

ABL is Smoke - Free. Smoking is not permitted on any of our premises or the surrounding land including car parking facilities.

Training

The postholder must attend any training that is identified as mandatory to their role.

The range of duties and responsibilities outlined above are indicative only and are intended to give an overview of the range and type of duties that will be allocated. They are subject to modification in the light of changing service demands and the development requirements of the postholder.

Equality, Diversity & Human Rights

It is the responsibility of every person to act in ways to support equality and diversity and to respect human rights, working within the spirit and detail of legislation including the Equality Act 2010 and the Human Rights Act 1998. ABL is an equal opportunities employer and aims to challenge discrimination, promote equality and respect human rights.

Person Specification

Job Title: Specialist Lead: Physical Activity

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications and experience	<p>Minimum of 3 years' experience delivering physical activity to specialist populations.</p> <p>Degree in a relevant subject or equivalent level of qualification or significant equivalent previous proven experience.</p> <p>Demonstrable experience of administrative and reception duties Level 3 Personal Trainer Level 3 GP Referral.</p>	<p>Otago Strength and Balance or Level 4 Postural Stability Instructor.</p> <p>An advanced Level 4 Specialist qualification.</p>	<p>Application Form/ Interview/ Certificates/Assessment.</p>

Skills & Knowledge	<p>Excellent written and verbal communication and listening skills across a variety of people</p> <p>Experience of delivering physical activity interventions to multiple specialist populations.</p> <p>Office and Personal Organisational Skills Clear understanding and experience of Confidentiality and Information Governance</p> <p>Experience of developing innovative and effective physical activity interventions A sound knowledge of national guidance around physical activity Experience of training others to deliver physical activity interventions</p> <p>Experience of conducting observations and providing constructive feedback to improve performance</p>		<p>Application Form/ Interview/ Certificates/Assessment.</p>
-------------------------------	---	--	--

Job Specific Requirements	<p>The ability to travel independently across the organisational footprint.</p> <p>Work flexibly and adapt to suit service need including evening and weekend work as required.</p> <p>Must be willing to undertake an Enhanced DBS check.</p>		Application Form/ Interview
----------------------------------	--	--	--------------------------------

How to apply

Application Form

As a *Disability Confident Employer*, we are committed to ensuring that our recruitment process is inclusive and accessible. If you have a disability or learning difficulty which means you are unable to complete an application form, please contact us to complete a telephone assessment. If you feel your disability or learning difficulty prevents you from completing the application form, please contact us to discuss your personal circumstances.

We are happy to accept application forms electronically or written by hand. You can also request an application form in a larger font size.

Contact Details

If you have any questions about the role or would like to discuss the post further, please contact:

NAME: Dean Kerry

CONTACT DETAILS: dkerry@ablhealth.co.uk

The closing date for this vacancy is [25th August 2023]