



JOB DESCRIPTION

Section 1	
JOB TITLE:	Fitness Instructor
PAY BAND:	Band 3
Section 2	
LOCALITY / DEPT:	West Locality
ACCOUNTABLE TO:	General Manager
REPORTS TO:	Lead Fitness Instructor, Lead Occupational Therapist
RESPONSIBLE FOR:	N/A.
JOB SUMMARY:	<p>The postholder will be working to improve our service users' fitness and physical health. This will include coordinating gym sessions; facilitating exercise and gym sessions and providing information about healthy lifestyle.</p> <p>The postholder will be expected to educate and instruct service users during physical health sessions to enable them to get the best from the exercise sessions, ensure safety and improve physical health. The postholder will be expected to motivate and work collaboratively with service users to improve their physical health, as part of mental health recovery.</p> <p>The postholder will be working with service users from the following areas: Shild and Adolescent mental health service, Adule Mental Health; and Learning Disabilities.</p> <p>The postholder will be expected to keep appropriate local records and monitor progress of service users.</p> <p>The postholder will work alongside other members of the Fitness Team, the multidisciplinary team, and be expected to feed back to team members.</p>
LIAISES WITH:	Clinical Staff, Service Users and Range of Health care professionals as Required
Section 3	
<u>KEY RESPONSIBILITIES:</u>	
<ol style="list-style-type: none">1. Facilitate exercise sessions for service users within the gym.2. Demonstrate the correct methods for using exercise equipment. Provide supervision to service users using equipment. Ensure safe use of equipment and intervene if necessary.3. Ensure the gym is clean and free of health and safety hazards as well as in good repair and regularly checked as required.	

4. Coordinate regular gym sessions and communicate this to the health care multidisciplinary team.
5. Deliver exercise sessions which cater to a range of fitness levels and interests. Sessions may be based in the gym or within the hospital environment as indicated by service users' needs eg guided walks, ward based exercise classes. Sessions may be on an individual or group basis.
6. Implement personal exercise programmes, from a range of options available, to meet service user requirements.
7. Provide service users with general information around health promotion and healthy lifestyle.
8. Implement individually tailored induction programmes for service users new to the gym
9. Keep appropriate, professional and timely records of service user sessions and monitor service users' progress.
10. Attend in-service trainings and meetings
11. Communicate program progress and/or problems with clinical staff . Attend staff handovers where appropriate.
12. Collaborate with the multidisciplinary team and service users on managing risks. Seek advice from senior staff when indicated and report all incidents.
13. Maintain a positive and individualised approach, in order to help service users achieve their goals
14. Conduct self in a professional manner at all times.
15. Participate in supervision and appraisal
16. Complete all necessary training, as directed by the Trust.
17. Maintain up to date skills related to exercise and fitness. Participate in appropriate CPD activity as negotiated within appraisal process.

Section 4

1. HEALTH AND SAFETY

All staff has a general duty to take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions. All safety rules, regulations and codes of practice relating to the work area should be observed.

2. INFECTION PREVENTION AND CONTROL

Infection Prevention and Control (IPC) is everybody's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies, and make every effort to maintain high standards of infection prevention at all times in accordance with The Health and Social Care Act 2008: code of practice on the prevention and control of infections and related guidance (2015). All staff employed by Cheshire and Wirral Partnership NHS Foundation Trust, and any contracted staff have the following key responsibilities:

- Staff must wash their hands or use alcohol gel on entry and exit from all clinical areas, between each service user contact and after any clinical or cleaning task.
- Relevant staff members must attend an annual face to face training session or complete the e learning session provided for them by the Trust.
- Staff members who develop an infection (other than common colds and illness) that may be transmittable to others have a duty to contact the IPCT and Occupational Health.

3. EQUALITY AND DIVERSITY

To value diversity and promote equality of opportunity ensuring that individuals are treated fairly and respected for their contribution in terms of experience, knowledge and skills.

4. COMPETENCY OF HEALTH PROFESSIONALS

To maintain professional registration (as appropriate) and to act in accordance with professional codes of practice and guidelines. To follow Trust policies and procedures and maintain up to date skills and knowledge through participation in Continuing Professional Development.

5. STAFF INVOLVEMENT - INDIVIDUAL RIGHTS & RESPONSIBILITIES

To work in partnership to achieve service objectives and promote a culture of working together through good communications, openness and honesty.

6. SAFEGUARDING

Everyone within CWP has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults and for ensuring that they are protected from harm. Every adult has a responsibility to protect children and as employees of the Trust we are duty bound always to act in the best interest of a child about whom we may have concerns.

7. KSF

The post holder will be expected to meet the requirements of the NHS Knowledge and Skills Framework (KSF) appropriate outline for the post.

8. SUPERVISION

To take responsibility for personal development by accessing appropriate supervision and personal development as per CWP supervision policy.

Section 5

PERSON SPECIFICATION

	<i>Essential</i>	<i>Desirable</i>	<i>Method of Assessment</i>
Qualifications	<ul style="list-style-type: none"> Level 2 Certificate in fitness instructing which includes gym qualification or OCR Level 2 Certificate in teaching exercise and fitness, including gym qualification Eligible for registration with Register of Fitness Professionals (REPS) First Aid Certificate 	<ul style="list-style-type: none"> Minimum level 2 Certificate in fitness instructing with children GP Exercise referral certificate 	<ul style="list-style-type: none"> Application
Knowledge and Expertise	<ul style="list-style-type: none"> Knowledge of human anatomy Demonstrate ability to implement individually tailored Physical exercise programmes Some awareness of impact of mental illness and/or learning disability on an individual's health and wellbeing. 	<ul style="list-style-type: none"> Understanding of the link between physical and mental health Knowledge of health promotion and healthy lifestyle eg nutrition/diet, balanced lifestyle, stress management 	<ul style="list-style-type: none"> Application/ interview
Experience	<ul style="list-style-type: none"> Experience of delivering Exercise classes Experience of engaging individuals in physical exercise 	<ul style="list-style-type: none"> Previous experience of working within mental health or Learning Disability services Experience in health promotion, care or working with vulnerable people 	<ul style="list-style-type: none"> Application/ interview
Analytical and judgemental skills	<ul style="list-style-type: none"> Ability to develop and review exercise programmes Ability to work on own initiative To be able to monitor progression. Ability to identify and report risk situations (self and service users) in a timely and effective 	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> Application/ Interview

Section 5			
PERSON SPECIFICATION			
	<i>Essential</i>	<i>Desirable</i>	<i>Method of Assessment</i>
	manner		
Personal skills	<ul style="list-style-type: none"> • Passion for health and fitness • Skills in motivating others • Ability to communicate in a clear and professional manner • Ability to work with specified clients with indirect supervision. • Basic computer skills • Time management skills 	<ul style="list-style-type: none"> • Personal experience of mental health problems. • Interest in supporting others to improve physical health and fitness 	<ul style="list-style-type: none"> • Interview

To be completed by HR

Job Number:		Version No:		Issue Date:	
KSF Number:		Version No:		Issue Date:	
Jurisdiction of JD:					