



**Craighalbert Centre**  
Enabling Children to Achieve

# Craighalbert Centre

The Scottish Centre for Children with Motor Impairments

*“Unlock multiple rewards with a fulfilling career - it’s a job that feeds both head and heart.”*

# Welcome

Dear applicant,

**Thank you for expressing interest in working at the Scottish Centre for Children with Motor Impairments; sometimes known simply as the Craighalbert Centre.**

We are passionate about making a positive contribution to improving the outcomes for Scotland's children and young people.

Our aim is simple; to support children, young people, their families, and the team around them so that children with profound disability attain and maintain the highest level of holistic well-being possible.

In the coming years, we will be rolling out a range of projects that will see us transform the way we work helping us to achieve our vision of becoming a National Centre of Excellence – it is a truly exciting time to join the Craighalbert Centre.

It is an enormous privilege to lead this creative organisation that is remodelling integrated therapy, care and learning for children and young people affected by neurological conditions.

Good luck with your application. If you have any questions about the application process, feel free to reach out to Kirsty, our Human Resources Officer, who may be able to assist or who can find the answers to any questions you may have!

*Bob Fraser,*

Chief Executive





## About Us

**The Scottish Centre for Children with Motor Impairments (SCCMI) is a Scottish charity based in the Craighalbert Centre near Cumbernauld and provides services for families throughout Scotland.**

The Centre includes an independent school for children and young people with profound and multiple learning disabilities and is one of the Scottish Government's seven Grant Aided Special Schools. We employ approximately 50 staff in the Centre and have an annual budget in the region of £2 million.

# Why Work at the Craighalbert Centre



## Competitive Salary

Our salary packages are designed to be competitive and undergo annual reviews to ensure they remain so. We compare our salaries with similar organisations and either align or offer improved salaries.

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## Enhanced Pension Scheme

We recognise the significance of saving for a comfortable retirement and provide a variety of pension options based on the role. Our employer contributions, ranging from 19-24% (depending on the role), far exceed the statutory minimum contribution rate for employers. Moreover, we offer additional savings options for those who want to save more for their retirement.

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## Generous Annual Leave Entitlement

Taking time off from work to unwind, travel, or simply recharge is essential. As a full-time employee, you are entitled to a total of 55 days of holiday per year (pro-rated for part-time). We also offer accommodations for special occasions or planned holidays.

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## Learning and Development

At Craighalbert Centre, we are committed to helping you grow and succeed in your new career. Our goal is to ensure that you feel appreciated and fulfilled in your role with us and in the broader sector. To achieve this, we offer comprehensive induction, regular supervision, and team meetings to help you reach your full potential.

In addition, we have allocated a substantial budget for training and development, enabling you to pursue qualifications and gain valuable learning and experiences with our support.

We are also pleased to offer assistance with professional registration and certifications, at no cost to you.



## Working Flexibly

We understand that everyone has unique lives outside of work, and that's why we offer various options to help our employees maintain a healthy work-life balance. We are open to flexible working arrangements and will do our best to accommodate your requests whenever possible.

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## Helping Families

We provide improved Maternity/Adoption, Shared Parental, and Paternity Leave policies to support our employees during this important time. In addition, we also offer Parental Leave.

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## Employee Assistance Programme

We offer a confidential advice line and counselling service that is free of charge to our employees, and available to you whenever you need additional support.

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## Free Parking

Finding a parking spot at work can be challenging, but at Craighalbert Centre, we have ample parking spaces available for all our staff members, situated exactly where they are needed.

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## Shadowing and Career Development Support

Shadowing offers a valuable opportunity to observe how the same job can vary depending on the context and how we can enhance our own skills by learning from others. This method of training enables colleagues to ask questions and receive immediate feedback, making it highly effective. It also offers the opportunity to meet professionals in your field and develop your network. At Craighalbert Centre, we also welcome external organisations to shadow us and learn from our practice.

# Unique Working Methods

At the Craighalbert Centre, as is the case in many organisations, the concept of the multi-disciplinary team around the child is established.

However, we have taken this concept much further.

All activities are designed to be outcome-focused improving holistic wellbeing. To do this in the most effective, person-centered, and enjoyable way often requires creative approaches that in turn require flexible, integrated, collaborative 'professional' working when planning and delivering learning, care, and therapy.

Collaborative professional work involves a team of professionals from various fields, such as teachers, physiotherapists, occupational therapists, speech therapists, and early years practitioners, working together in a coordinated manner. This offers a collective and cohesive approach to learning and therapy that employs specialist knowledge when required. The objective of delivering services in a holistic manner to individual children and groups of children allows us to blur the edges between the professions; ensuring that the whole of the SCCMI's workforce is greater than the sum of the individual parts.



## Our Values



The child's will and wellbeing are at the heart of everything we do.



We are not afraid to set challenging goals.



We are compassionate, generous, and friendly.



We seek to stimulate and influence others to improve outcomes for children, young people and adults, and their families



We work together to achieve the highest possible wellbeing for all.

# Location

The Centre is located in Central Scotland with motorway, trains and buses providing excellent transport links and easy access to Glasgow, Edinburgh, Stirling and beyond. The Centre is set on its grounds that are linked to a country park providing a quiet and restful working environment. Walking and cycle paths connect the Centre to many residential and retail opportunities. For those wishing to live nearby, there is a wide range of housing available including many options for modern urban town living through to village or country living within 10 minutes drive.



# Centre Environment

**Education provision includes early learning and childcare, primary and secondary provision including provision for senior phase. The Centre also provides a range of learning and therapeutic services that support families and practitioners throughout Scotland. Our aim is simple, to support children, young people, and their families to attain and maintain the highest level of holistic wellbeing possible.**

Multidisciplinary teams around the child work collaboratively alongside parents maximising the benefit from the Centre and community resources to give children and young people exceptional experiences to achieve ambitious outcomes.

Therapy, care and learning take place in stimulating environments within a welcoming, spacious and pleasant building. Specialist play, therapeutic, educational and communication

equipment are employed to assist the child's engagement in, and benefit from activities.

Children receive aquatic therapy in the Centre's custom-designed hydrotherapy pool. Using the grounds' outdoor learning areas, therapeutic equipment and play areas ensure that children have access to a range of learning experiences to promote development.





## Quality Status

**The Craighalbert Centre is subject to a range of external assessments by Education Scotland and The Care Inspectorate.**

**Education Scotland:** Following the inspection in June 2016, a highly positive report was received from Education Scotland, with the inspectors' views confirming the high- quality education and therapy services and facilities offered by the

SCCMI (Craighalbert Centre), with the inspectors using the terms, 'outstanding', 'excellent' and 'exceptional' through the report.

**Care Inspectorate:** The SCCMI (Craighalbert Centre) had unannounced inspections from the Care Inspectorate in March 2019, 2017, and 2014, with those inspections confirming the quality of the SCCMI's care. Elements of the service were assessed as:

Quality of  
Care and  
Support

✓ **6**  
**Excellent**  
(2019 & 2017)

Quality of  
Environment

✓ **6**  
**Excellent**  
(2017)

Quality  
Staffing

✓ **6**  
**Excellent**  
(2019 & 2014)

Ensuring Child's  
Health &  
Wellbeing  
Needs

✓ **6**  
**Excellent**  
(2014)



**Craighalbert Centre**

Enabling Children to Achieve

1 Craighalbert Way,  
Cumbernauld, G68 0LS.



**01236 456 100**



**admin@craighalbert.org.uk**



**www.craighalbert.org.uk**

Working with families and partners to deliver integrated learning, therapy and care for children in Scotland, supporting the enablement of children affected by motor impairments to achieve their potential and fulfil their ambitions.