

# Job description

## Job title

Bank Occupational Therapist

## Hours

Various

## Contract

Casual

## Role profile and grade

## Salary

£25 per hour

## Location

Clinical Services – various localities across the Northwest including Greater Manchester and Merseyside

## Reports to

Head of Outreach Therapy

## Type of DBS required

Full Enhanced (We will apply for this on your behalf.)

## Job purpose

Due to increased demand for our Therapy and Specialist Support services we are seeking experienced and skilled therapists to join our team to support ad-hoc projects and interventions. In this Bank position the post-holder may undertake a range of varied activities, including direct intervention with individual and groups of young people, primarily in SEN or mainstream settings; one-off assessments and reports; coaching, training and mentoring for professionals, front-line staff and families.

The post-holder will join our multidisciplinary Clinical Service team comprising Speech & Language Therapists; Occupational Therapists; Specialist Teachers; PBS practitioners; Applied Psychology and Sleep Specialists. You will work collaboratively with colleagues, families and external professionals to meet the needs of the young people we support.

## **NATURE OF THE POST**

The post-holder will have experience of working in a range of settings and with young people with a range of SEN and complex needs. The postholder will have experience of planning and delivering therapy services based on the Balanced System - Universal, Targeted and Specialist model. The post-holder will work flexibly and in line with the Service Level Agreements with schools and Local Authority as required.

The post-holder will be skilled at forming and managing relationships with colleagues, other professionals, young people and family members. They will be able to work autonomously and as part of a multidisciplinary team.

As required, the post holder will deliver targeted interventions to groups and individual pupils, with training and coaching for staff as required. They will provide assessment, intervention and monitoring of speech, language and communication skills for the school cohort and provide written reports and guidance to support Annual Reviews and EHCP recommendations.

In respect of the general responsibilities as an employee of the Together Trust, the post-holder will be required to:

- Promote a positive image of the service and the Trust at all times.
- Be aware of and follow the relevant policies and procedures.
- Maintain confidentiality for all areas of the post.
- Take responsibility for the promotion of safeguarding and the welfare of children and young people for whom she/he is responsible.

## Key responsibilities

**As a Bank Occupational Therapist your responsibilities will be defined at the start of each piece of work or project and could include some of the following:**

### Case Management

- Independently manage a clinical caseload of students across a number of schools, working in collaboration with teachers and class teams.
- Undertake assessments utilising clinical observation and judgement, combined with specialist theoretical knowledge, taking a holistic perspective of the student's needs.
- Monitor and evaluate risk within the workplace and to provide support to team members to develop risk awareness.
- Develop programmes of therapy, including goals and targets, and provide these according to student need and taking EHCP recommendations into account.
- Monitor, evaluate and modify treatment in order to measure progress and ensure clinical effectiveness of the intervention through the use of outcome measures.
- Commit to providing evidence-based interventions to students.
- Assess, monitor and record students' progress with respect to their development in all areas of occupation including daily living, functional skills, handwriting, independence and sensory processing.
- Liaise with parents, families and carers, external professionals and provisions, and advise on issues relating to the child's OT needs.
- Provide therapy assessment and intervention in line with RCOT and HCPC guidelines and regulations.
- Assess when there is a need for onward referral of students to both internal and external provisions.
- Attend reviews, staff meetings and other meetings as required and produce associated reports.

- Ensure that students are involved in the planning of their therapy and intervention wherever possible to facilitate their meaningful involvement in their programs.
- Provide specialist advice, consultation and training to children, young people, their families and carers and staff within schools and their own homes.
- Train and support unqualified staff in delivering programmes, ensuring they understand the boundaries of their role.
- Plan, undertake and participate in teaching and education sessions for staff, parents and carers to share specialist clinical knowledge.
- Provide assessment reports and intervention plans for individual students as required.
- Provide update reports for annual reviews as required
- Maintain clinical records in line with Trust and RCOT/HCPC guidance.
- Adhere to responsibilities placed on them by the Health and Safety at Work Act (1974) and working in line with the Trust's Policies and Procedures.
- Work in accordance with the confidentiality of information outlined in Together trust policy and procedure documentation in line with General Data Protection Regulation 2019 (GDPR)

## People and Performance Management

- Be a positive role model, treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture.
- Support a collaborative learning culture within both the team and external/internal settings to build effective learning communities.

## Service Development and Management (including Clinical Governance)

- To participate in professional development maintaining compliance with HCPC regulations for mandatory training and external training opportunities.
- Provide data and evidence as required to support the Head of Therapy/Team lead to evaluate and report back to stakeholders on key performance indicators and contract outcomes.
- To carry out other responsibilities as required by the Head of Therapy/OT Team Lead.

## Other responsibilities

- Actively engage with the Together Trust's vision, mission and values.
- Commit to promoting equality, diversity and inclusion.

*This job description reflects the current requirements of the post. As duties and responsibilities change and develop, the job description will be reviewed and amended subject to consultation with the post-holder*

## Person specification

You will need demonstrate the extent that you have the necessary requirements for this role. Please use examples in your application how you match the criteria in the person specification and your experience of the responsibilities outlined for the role.

	Essential	Desirable
Education, qualifications and training	<p>Degree (or equivalent) in Occupational Therapy.</p> <p>Member of the Royal College of Occupational Therapists.</p> <p>Current registration with the Health Care Professionals Council as fit to work in the UK.</p>	<p>Postgraduate qualification in relevant area (occupational therapy, specific area of provision).</p> <p>Evidence of relevant post graduate training e.g. SI, mental health, handwriting etc.</p>
Experience and skills	<p>Post qualification experience in relevant settings.</p> <p>Experience of working in mainstream school settings.</p> <p>Experience of working with young people with complex needs including learning disabilities and Autism Spectrum Conditions.</p> <p>Experience of devising and delivering training.</p> <p>Experience of working in a multidisciplinary manner.</p> <p>Experience with various outcome measurement</p>	<p>Experience of working with individuals who demonstrate behaviours of concern that may be considered challenging.</p>

	<p>tools and relevant assessments.</p> <p>Excellent communication skills.</p> <p>Ability to relate well to parents, carers and school teams.</p> <p>Ability to manage own case load and work autonomously.</p> <p>Ability to critically appraise own performance to set priorities.</p> <p>Flexible and co-operative approach.</p> <p>Innovative thinking.</p> <p>Internet access skills and basic knowledge of Microsoft office applications - word, PowerPoint, excel.</p>	
<p><b>Knowledge and understanding</b></p>	<p>Knowledge of current theories and models of best practice appropriate to occupational therapy and this role.</p> <p>Knowledge of relevant assessment and outcome measures in use in daily practice.</p> <p>Knowledge of embedding therapy into learning activities.</p> <p>Knowledge of learning disabilities and associated conditions.</p>	<p>Knowledge of clinical governance.</p> <p>Knowledge of education provision (including key stakeholders) and EHCP process.</p> <p>Knowledge of working with a Positive behaviour Support model of intervention.</p>

	<p>Knowledge of Autism Spectrum Conditions.</p> <p>Knowledge of relevant safeguarding requirements and how to help young people with communication difficulties stay safe.</p>	
<b>Other</b>		

Applications are welcome from all regardless of age, disability, marriage or civil partnership, pregnancy or maternity, religion or belief, race, sex, sexual orientation, trans status or socio-economic background. We are committed to making reasonable adjustments for disabled people. We positively encourage applications from those with lived experience.