

# Job description

## Job title

Specialist Occupational Therapist

## Hours

22.5 hours per week, 41 weeks per year

## Contract

Permanent

## Role profile and grade

TCS40A, Grade 4

## Salary

£43,150.00 (This full-time equivalent salary will be pro-rated to term time only). Biennial increments.

## Location

Greater Manchester

## Reports to

Therapy Lead

## Type of DBS required

Child and Adult Workforce Enhanced (We will apply for this on your behalf)

## Job purpose

The purpose of the Specialist Occupational Therapist role is to ensure delivery of a high-quality OT service, primarily to mainstream schools, on an outreach basis. The postholder will be a skilled and experienced practitioner who can work autonomously to provide consultancy, training, advice and direct therapy interventions for pupils and staff. The therapist will offer support to families and carers where necessary. The postholder will work within Together Trust processes to ensure that interventions are evidence based and that professional guidelines are met.

The Trust are highly invested in providing appropriate internal and external training to support colleagues to develop areas of clinical interest in line with service development objectives. Within this role you will be encouraged to pursue areas of clinical interest and specialism in line with the needs of the contract. You will be supported by an Occupational Therapy Team Lead and the Therapy Lead.

The post-holder will have experience of delivering a therapy service at Universal, Targeted and Specialist level, ensuring that the needs of pupil, staff and school are considered and met. The post-holder will work flexibly and in line with the agreement set out in Service Level Agreements/Contracts with schools and Local Authorities. The postholder will contribute to service evaluation and data collection, which will be led by the OT Team Lead.

Safeguarding children and vulnerable people is a priority for all employees.

We have four values at Together Trust; Positive, Professional, Passionate, and Supportive. They lie at the heart of everything we do. They guide our behaviours, provide direction, influence our culture and help us to give the best possible experience to both our staff and the people we support. The post holder would be expected to work within these values at all times.

### **Nature of the post**

Our Clinical Service team provides therapy and support to a range of settings within the Together Trust and externally. The post-holder will work independently but be an integral part of a wider multi-disciplinary team including Speech & Language Therapists, Advisory Teachers, Positive Behaviour Support practitioners, Sleep Practitioners and Psychologists.

The Together Trust is actively engaged and committed to equality and diversity within its workforce and the post holder would be expected to adhere to policies and procedures associated with these issues.

### **Key responsibilities**

#### **Case Management**

- To independently manage a clinical caseload of students across a number of schools, working in collaboration with teachers and class teams.

- To undertake assessments utilising clinical observation and judgement, combined with specialist theoretical knowledge, taking a holistic perspective of the student's needs.
- To monitor and evaluate risk within the workplace and to provide support to team members to develop risk awareness.
- To develop programmes of therapy, including goals and targets, and provide these according to student need and taking EHCP recommendations into account.
- To monitor, evaluate and modify treatment in order to measure progress and ensure clinical effectiveness of the intervention through the use of outcome measures.
- To commit to providing evidence-based interventions to students.
- To assess, monitor and record students' progress with respect to their development in all areas of speech, language and communication.
- To liaise with parents, families and carers, external professionals and provisions, and advise on issues relating to the child's OT needs.
- To provide therapy assessment and intervention in line with RCOT and HCPC guidelines and regulations.
- To assess when there is a need for onward referral of students to both internal and external provisions.
- To attend reviews, staff meetings and other meetings as required and produce associated reports.
- To ensure that students are involved in the planning of their therapy and intervention wherever possible to facilitate their meaningful involvement in their programs.
- To provide specialist advice, consultation and training to children, young people, their families and carers and staff within schools and their own homes.
- To train and support unqualified staff in delivering programmes, ensuring they understand the boundaries of their role.

- To plan, undertake and participate in teaching and education sessions for staff, parents and carers to share specialist clinical knowledge.
- To provide assessment reports and intervention plans for individual students as required.
- To provide update reports for annual reviews as required
- To maintain clinical records in line with Trust and RCOT/HCPC guidance.
- To 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.
- To 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

- To undertake an annual appraisal, setting and agreeing targets linked to service development plan priorities with their line manager.
- To manage the appraisal and supervision of junior colleagues within the Occupational Therapy Team as appropriate.
- To be a positive role model, treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture.
- To build 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.
- To invest in Special Interest Groups and discussions relevant to practice.

- To contribute to service development in a clinical area and in line with department and operational needs.
- To actively contribute to service review and audit including progress, case files, clinical services, supervision, CPD, operational requirements, legal requirements etc.
- To manage clinical supervision for some junior colleagues.
- 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

### 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
Educations, qualifications and training	<p>Degree (or equivalent) in Occupational Therapy</p> <p>Member of the Royal College of Occupational Therapists</p>	<p>Postgraduate qualification in relevant area (occupational therapy, specific area of provision)</p>

	<p><b>Current registration with the Health Care Professionals Council as fit to work in the UK</b></p>	<p><b>Evidence of relevant post graduate training e.g. SI, mental health, handwriting etc.</b></p>
<p><b>Experience and skills</b></p>	<ul style="list-style-type: none"> <li>• <b>Post qualification experience in relevant settings</b></li> <li>• <b>Experience of working in mainstream school settings</b></li> <li>• <b>Experience of working with young people with complex needs including learning disabilities and Autism Spectrum Conditions</b></li> <li>• <b>Experience of devising and delivering training</b></li> <li>• <b>Experience of working in a multidisciplinary manner</b></li> <li>• <b>Experience with various outcome measurement tools and relevant assessments.</b></li> </ul>	<p><b>Experience of working with individuals who demonstrate behaviours of concern that may be considered challenging</b></p>

<p><b>Knowledge and understanding</b></p>	<ul style="list-style-type: none"> <li>• Knowledge of current theories and models of best practice appropriate to occupational therapy and this role</li> <li>• Knowledge of relevant assessment and outcome measures in use in daily practice</li> <li>• Knowledge of embedding therapy into learning activities</li> <li>• Knowledge of learning disabilities and associated conditions</li> <li>• Knowledge of Autism Spectrum Conditions</li> <li>• Knowledge of relevant safeguarding requirements and how to help young people with communication difficulties stay safe</li> </ul>	<p><b>Knowledge of clinical governance</b></p> <ul style="list-style-type: none"> <li>• Knowledge of education provision (including key stakeholders) and EHCP process</li> <li>• Knowledge of working with a Positive behaviour Support model of intervention</li> </ul>
<p><b>Other</b></p>	<ul style="list-style-type: none"> <li>• Excellent communication skills</li> </ul>	

	<ul style="list-style-type: none"><li>• Ability to relate well to parents, carers and school teams</li><li>• Ability to manage own case load and work autonomously</li><li>• Ability to critically appraise own performance to set priorities</li><li>• Flexible and co-operative approach</li><li>• Innovative thinking</li><li>• Internet access skills and basic knowledge of Microsoft office applications - word, PowerPoint, excel</li></ul>	
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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.

If there is any part of your lived experience you want to keep confidential in some way, please talk to the Recruitment or HR shared service teams and we will do what we can to support you.

