

# Job description

## Job title

Therapy Assistant

## Hours

15 hours per week (2 days)

## Contract

Permanent

## Role profile and grade

TCS25 – Grade 2, Point 4

## Salary

Starting Salary £12,364.80 with biennial increments

Full time equivalent salary is £30,912.00 per year

## Location

Stockport Area

## Reports to

Team Co-ordinator – Clinical Services

## Type of DBS required

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

## Job purpose

The Together Trust's Therapy & Specialist Support Outreach team are commissioned to provide services to support young people in a range of settings, including mainstream and Special Educational Needs (SEN) schools, residential services and Community settings. We are part of the Together Trust, a charity that has been providing care, education and support in the North West of England since 1870.

The post-holder will be an integral member of our multidisciplinary Clinical Service team comprising Speech & Language Therapists;

Occupational Therapists; Specialist Teachers; PBS practitioners; Applied Psychology and Sleep Specialists.

As a member of our outreach therapy team the postholder will work with a small multi-disciplinary team (MDT) of colleagues to provide an EOTAS (Education other than at school) package of support for a young person at home and in the community.

The postholder will be skilled in working with young people who have complex needs including autism, anxiety and a demand-avoidant profile.

The post holder will be an integral member of the MDT, demonstrating both excellent team skills and an ability to work independently following direction from an Advisory teacher, who will co-ordinate the service, and with input from the Psychology, speech and language therapy and occupational therapy teams.

## **Nature of Post**

The EOTAS package will be facilitated from a range of settings based on the young person's need; virtual sessions will be delivered from Together Trust's Central Office in Cheadle; direct sessions will take place in the young person's home and in a range of community settings as required.

The role requires the postholder to be available to support the young person and their family for 15 hours per week. There may be occasions when additional hours are needed to cover absences. The work will involve some evenings and overnight stays although these will not be frequent.

About the young person:

- A smart, kind, gentle 12-year-old girl who lives at home with her mum and cat.
- Currently not accessing a school but has a team of supporters supporting an Education Other Than School Package.
- School and education have been very tricky in the past and so it's important to build up confidence and wellbeing and take time to recover and make connections.

- This person loves Taylor Swift, Melaine Martinez and K-Pop. Animals are very important to this person, especially their cat and dogs are a favourite too!
- This person is very skilled at video editing and technology.
- Current activities which are enjoyable are shopping, crafts, lots of play, listening to music, gaming, making/watching videos, skateboarding and spending time with animals.
- This person is autistic and has ADHD. She has a positive self-identify around these diagnoses and celebrates being neurodivergent and being part of the neurodivergent community.
- This person has additional anxiety disorders that make her distressed by demands or feeling forced to do things, and this anxiety can lead to her not being able to communicate when she wants and needs to.

About you:

- You are funny, energetic and have similar interests to this person
- You like to be active and keep fit as a lot of the activities we do include running, jumping and climbing.
- You are understanding and accepting of people's difference
- You have patience and understanding when engagement is not possible
- You are open to approaching things differently and taking the lead of the person
- You are patient when it comes to building a connection, taking things slowly and learning from others in the team. This may take some time and that's ok.

## Key responsibilities

### Case Management

- To work with a named young person with complex needs in a home and community setting, working under the guidance of professionals including advisory teacher (team co-ordinator), speech & language therapist and occupational therapist.

- To develop programmes of activity and provide these according to young person's needs under the guidance of the team professionals.
- To monitor, evaluate and modify approaches to measure progress and ensure clinical effectiveness through liaising with the team co-ordinator.

### **Communication**

- To liaise with other professionals within the Therapy & Specialist Support team and with parents, to advise on issues relating to the specific needs of the young person.
- To attend meetings including MDT as required.
- To ensure that the young person is involved in their support planning wherever possible to facilitate their meaningful involvement in their progress.
- To provide advice, support and coaching for the young person and their family, under the guidance of the TSS professionals.

### **Documentation**

- To maintain clinical records in line with Together Trust's and national guidance.
- To contribute to educational record keeping under the supervision of the advisory teacher.
- To contribute to the young person's risk assessment and management plans.

### **Professional**

- To undertake an annual appraisal with their line manager (Advisory teacher/Team co-ordinator) to set and agree personal and professional targets linked to contract and TSS development plan.
- Support staff within the TSS team, in achieving high standards through effective continuing professional development and

adherence to RCSLT/RCOT and HCPC guidelines and regulations.

- To be committed to their own ongoing professional development.

### **Confidentiality**

- The post holder will be expected to maintain the complete confidentiality of all material and information to which they have access.

### **Equal Opportunities**

- To comply with equal opportunity policy and avoid any behaviour which discriminates against colleagues, potential employees, pupils and families on the grounds of sex, marital status, race, age, belief, colour, nationality, ethnic or national origins, religion, disability, creed, class, gender or sexual orientation.

### **Core values and beliefs**

- All staff are expected to work in line with Together Trust core values and beliefs that underpin the work and ethos of the organisation.

### **Other responsibilities**

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

- Actively engage with the Together Trust's vision, mission and values.
- Commit to promoting equality, diversity and inclusion.
- Always Promote a positive image of the service and the Together Trust.
- Be aware of and follow the relevant policies and procedures.
- Maintain confidentiality for all areas of the post.
- Co-operate with all Together Trust staff in maintaining harmonious interpersonal relations.

- Perform any duties as may reasonably be required by the Together Trust, or as requested by the post holder’s line manager and other senior managers.

### Additional information

This Job Description is not exhaustive, and the post holder may be required to undertake other appropriate duties and responsibilities as required.

Together Trust is committed to safeguarding and promoting the welfare of children and vulnerable adults and expects all staff and volunteers to share this commitment.

All staff and volunteers must be responsible and accountable for their safeguarding practice and proactive in identifying and reporting safeguarding concerns

### 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	Evidence of relevant CPD.	Relevant degree in Psychology, Education, Therapy, Health/Social care related
Experience and skills	<p>Experience of supporting therapy programmes (as an assistant or other relevant role)</p> <p>Experience of working in specialist education</p> <p>Experience of supporting training Excellent communication skills</p>	<p>Experience of working in different settings, including home environment and community</p> <p>Experience of working in partnership with families</p> <p>Experience of working with young people with complex needs including Autism and a demand-avoidant profile.</p>

	<p>Ability to relate well to parents and carers</p> <p>A sensitive approach to building rapport and relationships with young people</p> <p>Ability to work both independently and within a team, under guidance of a qualified professional</p> <p>Ability to critically appraise own performance to set priorities for own learning</p> <p>Flexible approach</p> <p>Internet access skills and basic knowledge of Microsoft office applications - word, PowerPoint, excel</p>	<p>Experience of working in a multidisciplinary manner</p> <p>Experience and training relevant to work with neurodivergent children who experience anxieties</p> <p>Good with technology including video editing, gaming and digital art</p>
<p><b>Knowledge and understanding</b></p>	<p>Knowledge of relevant recording against outcome measures</p> <p>Knowledge of Autism</p> <p>Knowledge of relevant safeguarding requirements and how to help young people with communication difficulties stay safe</p>	<p>Knowledge of embedding therapy into learning activities</p> <p>Knowledge ARFID</p> <p>Emotionally based school avoidance</p> <p>Selective Mutism</p> <p>Demand avoidance</p> <p>Trauma</p>
<p><b>Other</b></p>	<p>Driver and access to a vehicle so lots of activities can be accessed.</p>	

Applications are very 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.