

Vision:

To play our part in reducing inequalities that exist within society.

Job Title: Senior Occupational Therapist in Primary Care

Location: Brentwood

Closing date: 28th January 2025

Responsible To: Head of Service: Primary Care

Accountable To: Operations Director

Contract	Permanent
Time	Part time and or Full-time hours considered (FTE – 37.5 hours)
Salary Range	£35,875 - £43,050 FTE depending on experience
Location(s)	Brentwood Community, Working from Home and/or Chelmsford Office HQ.
Annual Leave	Pro rata 33 days annual leave (Full time equivalent including bank holidays).
Company Package	<ul style="list-style-type: none"> ○ An opportunity to make a real difference and impact to people’s lives locally in your community! ○ Occupational sick pay ○ Enhanced parental leave & family friendly benefits ○ Excellent training opportunities including two specific dedicated weeks to CPD annually ○ Flexible working ○ Two volunteer days yearly ○ Dog friendly office ○ Eyecare scheme ○ Free flu vaccination ○ Employee Assistance Programme

Who we are

Sport for Confidence (CIC) centres the needs of people and communities furthest away from sport and physical activity. We work locally and nationally [in spaces and places] making use of the combined expertise of participants, occupational therapists and sports coaches, working together to ensure systems and services are able to meet the needs of diverse communities.

This combined skill set is ideally suited to address barriers to accessing sport and physical activity, tackling inequalities and providing the best possible experience for people and communities to engage with physical activity in a way that is relevant and meaningful to peoples' lives.

We recognise and value the unique contributions of people, their environment(s), occupation and participation when using physical activity to promote good health and prevent ill health. We believe everyone should have the opportunities to experience physical activity and sport which offers empowerment, choice and belonging.

Occupational Therapists at Sport for Confidence provide practical support to empower individuals to facilitate recovery and overcome barriers preventing them from doing the meaningful activities that matter to them. Engagement in these meaningful activities can promote and enhance performance in daily life skills as well as improve physical health and wellbeing.

Sport for Confidence places Occupational Therapists into non-traditional spaces, however the scope of practice remains the same, utilising the same skillset, passion and core values to make a difference to any individuals in any place. Occupational Therapists have expanded their role across many spaces in the UK. The value and impact of Occupational Therapy is becoming increasingly and widely recognised to meet the complexity of need that frequently requires more than a medical approach as well as an earlier stage than secondary care.

Occupational Therapists working in these non-traditional settings can work proactively to support individuals earlier to reduce occupational deprivation which can significantly diminish health, wellbeing and quality of life.

Purpose of role

The Occupational Therapist will be focusing on the delivery of a specialist Occupational Therapy Service to improve Primary Care Services in the South of Essex to deliver two Occupational Therapy streams:

1. Ensure that people with a learning disability and/or autism have a better experience and more say over the healthcare services they receive.
2. Provide specialist Occupational Therapy for people who are frail in the community; connecting them back to meaningful activities, community assets and increasing physical activity.

Using community-based interventions and promoting the Occupational Therapy profession as a key role in tackling health inequalities and empowering people with a learning disability and/or autism and healthcare services to actively promote and manage their own health and wellbeing.

Assess, plan, implement, and evaluate treatment plans to enhance patients' productivity, self-care, and physical activity. Offer guidance to patients, their families, and carers on using

specialist equipment and accessing community resources to support meaningful daily activities.

Bringing community partners together to grow relationships, share resources and improve patient's health and social care journey, with an overall aim to ensure that everyone with a learning disability and/or autism has happier, healthier, and more fulfilled lives.

Develop, implement and evaluate a seamless occupational therapy support service across the PCN, working with community and secondary care where appropriate, and aimed at continuously improving standards of patient care and wider multi-disciplinary team working.

Clinical Duties

- Deliver the Primary Care Network (PCN) Service
- Deliver the Innovation and Impact funding requirements as part of the PCN
- Increase uptake of Learning Disability Reviews
- Provide input for patients who are frail in the community (both domiciliary and centrally) who would benefit from OT input.
- Conduct home & community visits to patients, assessing, planning and delivering interventions.
- Conduct physical and psychosocial assessments that consider management of long-term health conditions, leisure and social participation.
- Formulate Occupational Therapy intervention plans including differential diagnosis of conditions impacting on health, functional ability and activity levels, working with patients and carers proactively to find solutions that improve health and activity levels.
- In partnership with patients and carers, set goals that are practical and realistic, and problem solve to enable people to manage their health and wellbeing successfully.
- Use adapted and graded activity to help people stay active in their everyday lives.
- Manage a complex caseload independently, demonstrating autonomous clinical judgements.

Non-Clinical Duties

- Creation of service development plans; to utilise for long term sustainability of the service.
- Recruitment involvement with those working within the service including creation of JD's, screening, interviews.
- Leading with innovation across both services, changes the lives of many.
- Involvement in senior leadership meetings and decision making.
- Manage relationships with commissioners and funders, adhering to reporting requirements.
- Evaluation of service, demonstrating impact and learnings.
- Promote service within the local area through networking.
- Attend weekly MDT meeting with Sport for Confidence staff, GP's, Allied Health Professionals.
- Complete participation numbers for statistical purposes.

- Participate in audits, data collection, research and evidence-based practice.
- Seek out funding opportunities and complete funding applications where appropriate.
- Manage leave and types of absence.
- To ensure that up to date written and electronic records of own patient interventions and observations are completed in accordance with Sport for Confidence and professional standards.
- To ensure that required activity data is recorded and that relevant personal and departmental records are maintained.
- To be responsible for the quality of data recorded. The data should be accurate, legible (if handwritten), recorded in a timely manner, kept up to date and appropriately filed.
- To comply with [relevant professional standards – i.e. the College of Occupational Therapists Code of Ethics and Professional conduct, Health Professions Council guidelines for professional practice].

Professional Duties

- Attend professional meetings as required.
- Attend appropriate training events as required.
- Maintain a continuing professional development portfolio.
- Engage in regular supervision and supervise others.
- Supervise and support students when appropriate.
- Comply with policies and procedures regarding annual leave, sickness absence and time owing.

Additional Responsibilities

- Complete all mandatory training.
- Keep updated on all matters relating to company policies and guidelines.
- Outlook calendar to be kept up to date.
- Participate in the employee appraisal process.
- Attend peer supervision and CPD opportunities.
- Continue to learn independently and develop professionally to a high level.
- To be aware/involved with other aspects of service delivery within Sport of Confidence.
- Support with cover as and when required throughout the organisation.
- Offer CPD opportunities to the internal workforce.

Our Values



Person Centred



Inclusive



Passionate



Innovative



Caring

Person Specification

Selection Criteria	Essential	Desirable	Measurement Curriculum Vitae - CV Interview - IN Assessment - AS
Education / Qualifications	<p>Degree or Diploma in Occupational Therapy.</p> <p>Registered with HCPC.</p> <p>Evidence of Continuing professional and personal development.</p>	<p>RCOT membership.</p>	<p>CV</p> <p>CV/IN</p> <p>CV/IN</p>
Knowledge	<p>Knowledge of Safeguarding issues and requirements/legislation and how these apply to the role.</p> <p>In-depth knowledge of working with people with varying conditions including physical disabilities, mental health conditions, learning disabilities, autism and dementia.</p> <p>In depth knowledge of wider policy and service issues relating to disabilities and relevant legislation.</p> <p>An awareness of how physical activity can impact a person holistically.</p>	<p>Primary Care</p> <p>Integrated Care Systems & Boards</p> <p>Local Knowledge of Brentwood, Essex.</p>	<p>CV/IN</p> <p>CV/IN</p> <p>CV/IN</p> <p>IN</p>
Skills/ Experience	<p>Ability to assess clinical situations effectively and use own initiative and apply an appropriate treatment intervention accordingly.</p> <p>Experience of developing and working closely with other internal and external agencies.</p>	<p>Relevant experience working as an Occupational Therapist.</p> <p>Experience of lone working.</p> <p>Experience of working with any of</p>	<p>IN</p> <p>IN/AS</p>

	<p>Integration of theory and practise to demonstrate creative problem-solving ideas.</p> <p>Able to adapt communication skills according to the audience.</p>	<p>the following: people who have a learning disability, mental health, physical disabilities, sensory impairments, homeless population, older people and dementia.</p> <p>Experience of planning, implementing and auditing Service Development.</p>	<p>IN</p> <p>IN/AS</p>
Personal Qualities	<p>Ability to work autonomously within the community environment.</p> <p>Ability to manage and adapt to unpredictable work schedules and changing environments.</p> <p>Ability to empathise with service users, carers and families and colleagues, ensuring that effective communication is achieved and maintained.</p> <p>Ability to prioritise workload.</p> <p>Ability to deal with exposure to emergency and stressful situations.</p> <p>Takes responsibility for own developmental needs.</p> <p>Able to take initiative and work pro-actively face to face or virtually.</p>	<p>Demonstrates advocacy of the Occupational Therapist role.</p>	<p>IN/AS</p> <p>IN/AS</p> <p>IN/AS</p> <p>IN/AS</p> <p>IN</p> <p>IN/AS</p> <p>IN/AS</p>
Additional Requirements	<p>Keyboard and computer literacy skills – including</p>		CV/IN

	Zoom/Teams, Outlook, Word, Excel, PowerPoint.	Experience using SystemOne.	
	Uphold Sport for Confidence's 5 key values.		IN/AS

If you are interested in the role, please do get in touch through our careers@sportforconfidence.com email with a CV and covering letter attached, as soon as possible.

If you would like to discuss the job over the telephone, please contact any of the below:

Kimberley Dutton, Primary Care Lead: 07561853044

Jake Tuner, Operations Director: 07566200070

Equality, diversity and inclusion (EDI) statement

Equality, diversity and inclusion is at the core of Sport for Confidence's vision to continue developing high quality services and to be an organisation where people feel valued at work.

We are committed to ensuring that our organisation is an environment that support and values diversity and promotes equality of opportunity.

We recognise that by respecting and valuing people's differences, this includes all protected characteristics under the Equality Act 2010 [[Protected characteristics](#)] as well as other vulnerable groups, we become an equitable and inclusive organisation for our participants, staff, volunteers and our communities.

Sport for Confidence actively seeks to recruit a workforce that reflects the diversity of the communities that we work in, and we ensure that our recruitment processes are fair and inclusive.

Sport for Confidence is proud to stand firm against all forms of prejudice and discrimination, and actively seeks to challenge both prejudice and discrimination in our communities through our everyday work.

Safeguarding statement

Sport for Confidence holds, as one of its highest priorities, the safeguarding of all who use its services and who work or volunteer for us.

We ensure that everyone who is connected to our organisation is safe and protected from abuse and exploitation. This includes taking action to prevent abuse and mitigate the risks of this occurring, as well as ensuring that any allegations of abuse are taken seriously and anyone experiencing abuse is protected and their welfare promoted.

Sport for Confidence acknowledges that one of its fundamental commitments to safeguarding is that we recruit safely.

We are committed to recruiting suitable people by complying with all statutory legislative requirements and guidance.

We follow a rigorous selection process to discourage and screen out unsuitable applicants by:

- Exploring any gaps in employment, or where a candidate has changed employment or location frequently and ask candidates to explain this
- Verifying their identity
- Verifying their right to work in the UK

- Verifying their professional qualifications
- Obtaining Disclosure and Barring Service and other pre-employment compliance checks (as appropriate)
- Obtaining professional references
- Carrying out further additional checks as appropriate
- All successful candidates will be subject to the Sport for Confidence probation procedure.

General Data Protection Regulation (GDPR) Statement

Sport for Confidence takes its obligations under GDPR and applicable data privacy law seriously and is committed to protecting the privacy and security of all information we hold.

It is very important to us to ensure that all the personal information you provide to us is treated with the utmost respect and your data privacy rights are safeguarded, all in accordance with our GDPR Privacy Notice and policy. If you would like more information, please email: The Sport for Confidence Team: info@sportforconfidence.com