

**Vision:**

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

**Job Description**

**Job Title: Occupational Therapist**

**Location: Basildon Sporting Village**

**Responsible To: Clinical Lead**

**Accountable To: Operations Director**

<b>Contract</b>	Permanent
<b>Time</b>	19 hours per week Monday – 9 till 5 – (7.5 hours plus 30 minutes unpaid lunch) Friday - 9 till 5 - (7.5 hours plus 30 minutes unpaid lunch) Remaining 4 hours can be flexible
<b>Salary Range</b>	£27,100 - £38,000 FTE depending on experience
<b>Location(s)</b>	Basildon & surrounding areas + Chelmsford HQ Office
<b>Annual Leave</b>	Pro rata 33 days annual leave (Full time equivalent including bank holidays)
<b>Company Package</b>	Laptop, phone, clothing and office space

Sport for Confidence CIC is a pioneering and award-winning Social Enterprise which has the strategic aim of addressing inequalities in sport and physical activity participation. We want to tackle inequalities that marginalised groups encounter when seeking to be physically active, through creating inclusive community spaces and opportunities to be active, which promote empowerment, choice and independence.

Leisure Centres are community assets that should be accessible to everyone, as a focal point of community-based engagement. In its simplest form, the existing Sport for Confidence model is concerned with placing Occupational Therapists directly into leisure centre environments, with the overall aim of improving the experiences and opportunities for people facing barriers to participating in sport and physical activity. Making these reasonable adjustments helps to create inclusive sporting opportunities to people who face barriers to participation, including those with learning

disabilities, mental health issues, people living with dementia, autism, physical impairment or disability, homelessness, and many other complex health needs.

Occupational Therapists at Sport for Confidence use physical activity and the wider leisure centre environment as a therapeutic tool to support individuals to work on identified performance skills. Interventions are varied and creative with a focus on occupational outcomes which are transferrable to the individual's daily routine and home life.

Sport for Confidence has grown from 1 individual using sporting activities as part of Occupational Therapy assessment to becoming a model which has seen over 19,000 interactions over a 12-month period and been adopted in many leisure centres, across 8 local authorities in Greater Essex and 2 London boroughs. Each centre has their own health professional and coach in place working together to deliver the strategic outcomes and offer a programme of activities for absolutely anyone who may be facing barriers to accessing sport and physical activity opportunities.

### **Traditional Delivery Model – 1 day a week in Basildon Sporting Village (Friday).**

Leading the delivery model as the Occupational Therapist based within the local leisure centre working alongside our coaching team to provide therapeutic and meaningful opportunities to those who face barriers to participation.

To develop system led opportunities for disabled people and those with long term health conditions and to encourage them to be active in their local community, reconnecting them to their local area.

To embed physical activity in the system and to create practice based learning opportunities that transform ways of working by increasing the confidence and capability across the integrated workforce in using physical activity as a tool for health in the prevention space.

To work tirelessly with the leisure workforce, to build long lasting relationships that are meaningful and purposeful. To offer education and mentorship to the leisure workforce, to support with the holistic understanding of the power sport and physical activity can have on the targeted populations within the delivery model.

To adopt an inclusive model of practice which has a no labels approach, to foster a sense of belonging and inclusion for participants that challenges assumptions and supports social transformation.

### **Strength & Balance Service Provision – 1 day a week in Basildon Sporting Village and supported with 4 hours flexible working.**

The role of an Occupational Therapist in falls prevention and management is not exclusive to specialist falls services. Occupational therapy intervention with adults who have fallen, are at risk of falling or are fearful of falling occurs in a wide range of settings in health, social care, voluntary and independent sectors, including hospitals, people's own homes, care homes, day centres and prisons. New opportunities are also emerging across the whole system to support people during their transitions of care, a time when falls risk increases (RCOT, 2020)

In partnership with the ICS in the South, we will deliver transitional groups (Stronger My Way) which participants progress to following attendance at weekly sessions delivered by the Postural Stability Instructor led group.

Placing Occupational Therapists in a mainstream community setting can help support the prevention of hospital admissions and demand on social care services for the individual. Stronger my Way has made wider impact and created a system change by removing barriers (fixed service duration boundaries and criteria) and allowing people to access occupational therapists in the right place and at the right time.

Participants that have engaged in the service have demonstrated less reliance on community support services which is resulting in a reduction in long waiting lists and preventing community support services and resources from being overstretched, and in turn reducing costs to the NHS and social services.

The role will involve knowledge of the local community to support individuals to move through the pathway to appropriate and sustainable opportunities.

## **Clinical Duties**

### **General**

- Make decisions on level of intervention required.
- Complete Occupational Therapy process with individuals in the leisure centre setting
- Implement Occupational Therapy targeted interventions (e.g communication methods, anxiety management)
- Promote independence in ADLS and role development within the session (e.g referee, score keeper)
- Use the leisure centre to promote life skill development/transferrable skills (e.g money management and time keeping)
- Provide 1:1 support to participants in sessions which are relevant to the individuals goals
- Create opportunities for meaningful occupations within weekly routine
- To use therapeutic use of self to support individuals to have a positive experience of physical activity
- Manage complex caseload
- To utilise the leisure centre environment to carry out assessments, interventions and work alongside other Allied Health Professionals, families and carers.
- To liaise with sport for confidence staff in MDT meetings as required.
- To liaise with external agencies including health care professionals, charities, community groups and other health and social care organisations.
- Create and provide tailored and specialist workshops to internal and external agencies.
- Provide outreach sessions and presentations to local organisations to promote service.
- To keep up to date clinical records in line with professional RCOT and HCPC standards and policies.

### **Leisure Centre Provision**

- Lead the traditional delivery model in Basildon Sporting Village on a Friday
- Parent and carer liaison
- Informal supervision of the coaching team and OTA

- Manage the relationship with the key personnel at leisure facilities and across Active Networks
- Client interaction - signposting to relevant external services
- Collaborate with local learning disabilities and mental health teams
- Attendance at relevant meetings, conferences and events (locally and nationally)
- Develop outcome measures relevant to health and wellbeing
- Engagement with other allied health professionals
- Data management and reporting
- Case study production
- Design and delivery of training interventions
- Social media promotion

### **Strength & Balance**

- To identify client strengths and participation barriers
- To link with local community groups and build strong relationships
- Use clinical skills to grade and adapt activities
- To keep up to date with relevant falls prevention legislation and NICE guidelines
- To generate case studies and manage data
- To identify meaningful physical activity opportunities for clients.
- To facilitate relationship building between the client and other service users.
- Provide education surrounding falls prevention and strength and balance opportunities
- To identify potential barriers at home and complete external referrals when appropriate.
- Work alongside other allied health care professionals

### **Non-Clinical Duties**

- Promote service within the local area through networking.
- To attend weekly MDT meeting with Sport for Confidence staff.
- To complete participation numbers for statistical purposes.
- To participate in audits, data collection, research and evidence-based practice.
- To promote the occupational therapy role to external agencies.
- To contribute to service development through innovative ideas and creation of resources.
- To initiate and lead projects to meet identified service needs.
- To seek out funding opportunities and complete funding applications where appropriate.
- Be involved/supportive when presented opportunities through our specialist provision

### **Professional Duties**

- To attend professional meetings as required.
- To attend appropriate training events as required.
- To maintain a continuing professional development portfolio.
- To engage in regular supervision.
- To supervise and support students when appropriate.
- To provide day to day operational management of coaches and volunteers.
- To comply with policies and procedures regarding annual leave, sick day and time owing.

- To support with upskilling coaches to understand the therapeutic value of physical activity.

### Additional Responsibilities

- Complete all mandatory training.
- To keep updated on all matters relating to company policies and guidelines.
- Keep outlook calendar up to date.
- To participate in staff appraisal process.
- Attend peer supervision and CPD opportunities.

### Sport for Confidence Values

Each member of staff is responsible for adhering to the five Sport for Confidence values in daily practice whilst communicating and engaging with clients and carers.

**Person Centred** – adopting a person centred approach with every participant we support to promote choice and independence and by involving the voices of the participants with service development ideas.

**Passionate** – we are passionate about people and passionate that sport and physical activity has the power to make a difference in people’s lives.

**Innovative** – it’s in our nature to think differently and use our collective intelligence to be innovative in our models of practice.

**Caring** – we commit to creating a culture of kindness, a caring and respectful environment for our participants, employees and providers.

**Inclusive** – we strive to design and embed an inclusive blueprint throughout the whole organization which creates opportunities for all individuals to participate in physical activity and accomplish personal goals.

### Person Specification

Selection Criteria	Essential	Desirable	Measurement Curriculum Vitae - <b>CV</b> Interview - <b>IN</b> Assessment - <b>AS</b>
<b>Education / Qualifications</b>	Degree or Diploma in Occupational Therapy  Registered with HCPC  Evidence of Continuing professional and personal development.	RCOT membership	<b>CV</b>  <b>CV/IN</b>  <b>CV/IN</b>
<b>Knowledge</b>	Knowledge of Safeguarding issues and		<b>CV/IN</b>

	<p>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 sport can impact a client holistically</p>		<p><b>CV/IN</b></p> <p><b>CV/IN</b></p> <p><b>IN</b></p>
<b>Skills/ Experience</b>	<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>Integration of theory and practise to demonstrate creative problem-solving ideas.</p> <p>Able to adapt communication skills according to the audience.</p> <p>Ability to supervise coaches and volunteers with day-to-day activities</p>	<p>Relevant experience working as an Occupational Therapist</p> <p>Experience of lone working</p> <p>Experiencing of working with any of 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><b>IN</b></p> <p><b>IN/AS</b></p> <p><b>IN</b></p> <p><b>IN/AS</b></p> <p><b>IN/AS</b></p>
<b>Personal Qualities</b>	<p>Ability to work autonomously within the leisure centre environment.</p>	<p>Demonstrates advocacy of the Occupational Therapist role</p>	<p><b>IN/AS</b></p>

	<p>Ability to manage and adapt to unpredictable work schedules and changing environments.</p> <p>Ability to empathise with clients, carers and families and colleagues, ensuring that effective communication is achieved and maintained.</p> <p>Negotiation skills with external staff for reasonable adjustments for access to the leisure centre. Also required in the management of conflict, including the resolution of complaints which may involve diffusion of aggression.</p> <p>Ability to prioritise workload.</p> <p>Ability to deal with exposure to emergency and highly distressing situations.</p> <p>Ability to deal with 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>IN/AS</p> <p>IN/AS</p> <p>IN/AS</p> <p>IN</p> <p>IN/AS</p> <p>IN/AS</p> <p>IN</p> <p>IN/AS</p>
<b>Additional Requirements</b>	<p>Keyboard and computer literacy skills – including Zoom/Teams, Outlook, Word, Excel, PowerPoint.</p> <p>Uphold Sport for Confidence’s 5 key values</p> <p>Able to visit other leisure centre sites as and when required.</p>	<p>Car driver</p>	<p>CV/IN</p> <p>IN/AS</p> <p>IN</p>

If you are interested in the role, please do get in touch through our [info@sportforconfidence.com](mailto:info@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:

Robert Walker, Clinical Lead: 07593555708

Megan Potts: Clinical Lead: 07394564942

Jake Turner, Operations Director: 07566200070