

**Vision:**

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

**Job Title:** Occupational Therapist

**Location:** Brentwood

**Responsible To:** Primary Care Lead

**Accountable To:** Operations Director

<b>Contract</b>	Permanent
<b>Time</b>	Between 22.5 - 30 hours per week (flexible)
<b>Salary Range</b>	£27,100 - £38,000 FTE depending on experience
<b>Location(s)</b>	Brentwood Community, Working from Home and/or Chelmsford Office HQ.
<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 have been playing our part in reducing inequalities that exist within society, so that everyone can enjoy community spaces which promote movement, activity, well-being, empowerment, choice, and relationships. We are concerned with the impact of inactivity in people lives and the health inequalities that exist as a result.

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.

In addition to our traditional delivery model across 12 leisure centres in Essex and London and our National Team, we have been providing a specialist occupational therapy service in a primary care network within Mid and South Essex since October 2022. This service aims to tackle health inequalities and promote occupational function, whilst improving patient experiences. Primary care plays a key role in supporting people to stay healthy, which is strengthened by the addition of Occupational Therapists. Since the introduction of the Additional Roles and Reimbursement Scheme (NHS England, 2019), Occupational Therapists have an increasing presence and evidence base in Primary Care, which we are excited to be contributing to.

### **Job Description**

We are looking for an innovative, reliable, and passionate individual to join our team of dynamic Occupational Therapists. You will be working in the Primary Care Specialist Provision which is delivered across 8 GP Practices in Brentwood. It aims to reduce health inequalities and improve occupational function, focusing on adults who have a learning disability, care home residents and adults who are frail.

### **Clinical Duties**

- Build strong and professional relationships and work collaboratively with GP Surgeries, Care Homes, and community services.
- Form part of and contribute to patient multi-disciplinary meetings and personalised care plans.
- Initiate the process of identifying and solving occupational performance problems.
- Seek opportunities to break down barriers which are preventing a person from meeting their health needs and/or contributing to health inequalities and access to meaningful occupations.
- To promote person-centred practice which seeks to enable people to have control, choice, participation, and a sense of belonging.
- To connect people to their community to enable and empower them to engage in meaningful occupations.
- Deliver evidenced based and best practice, which is Occupation focused.
- Use therapeutic use of self to support individuals to have a positive experience of physical activity.
- Manage and prioritise a complex caseload.
- Deliver physical activity workshops in Care Homes
- Keep timely and accurate records on NHS digital systems, in line with professional RCOT and HCPC standards and policies.

### **Non-Clinical Duties**

- Promote service within the local area through networking.
- 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 with 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 comply with policies and procedures regarding annual leave, sick day and time owing.

### **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.
- Attending 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**

<b>Selection Criteria</b>	<b>Essential</b>	<b>Desirable</b>	<b>Measurement</b> 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 requirements/legislation and how these apply to the role.  In-depth knowledge of working with people with varying conditions including physical disabilities, mental health conditions, learning disabilities, autism and dementia.  In depth knowledge of wider policy and service issues relating to disabilities and relevant legislation.  An awareness of how physical activity can impact a person holistically.		<b>CV/IN</b>  <b>CV/IN</b>  <b>CV/IN</b>  <b>IN</b>
<b>Skills/ Experience</b>	Ability to assess clinical situations effectively and use own initiative and apply an appropriate treatment intervention accordingly.  Experience of developing and working closely with other internal and external agencies.  Integration of theory and practise to demonstrate creative problem-solving ideas.	Relevant experience working as an Occupational Therapist.  Experience of lone working.  Experience of working with any of the following: people who have a learning disability, mental health, physical disabilities, sensory	<b>IN</b>  <b>IN/AS</b>  <b>IN</b>

	Able to adapt communication skills according to the audience.	impairments, homeless population, older people and dementia.  Experience of planning, implementing and auditing Service Development.	<b>IN/AS</b>
<b>Personal Qualities</b>	Ability to work autonomously within the community environment.  Ability to manage and adapt to unpredictable work schedules and changing environments.  Ability to empathise with service users, carers and families and colleagues, ensuring that effective communication is achieved and maintained.  Ability to prioritise workload.  Ability to deal with exposure to emergency and stressful situations.  Takes responsibility for own developmental needs.  Able to take initiative and work pro-actively face to face or virtually.	Demonstrates advocacy of the Occupational Therapist role.	<b>IN/AS</b>  <b>IN/AS</b>  <b>IN/AS</b>  <b>IN/AS</b>  <b>IN</b>  <b>IN/AS</b>  <b>IN/AS</b>
<b>Additional Requirements</b>	Keyboard and computer literacy skills – including Zoom/Teams, Outlook, Word, Excel, PowerPoint.  Uphold Sport for Confidence's 5 key values.  Able to visit other leisure centre sites as and when required.	Experience using SystemOne.       Car driver.	<b>CV/IN</b>       <b>IN/AS</b>       <b>IN</b>



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:

**Aimee Nuttall, Primary Care Lead: 07763 875 453**

**Jake Tuner, Operations Director: 07566 200 070**