

Vision:

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

Job Title: Occupational Therapist

Location: South Essex, including Basildon, Billericay and Wickford

Responsible To: Primary Care Lead

Accountable To: Operations Director

Contract	1-year fixed term contract
Time	37.5 hours per week – full time
Salary Range	£27,100 - £38,000 FTE depending on experience
Location(s)	South Essex, including Basildon, Billericay, Wickford, Working from Home and Chelmsford Offices
Annual Leave	Pro rata 33 days annual leave (Full time equivalent including bank holidays)
Company Package	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. A lack of meaningful inclusive opportunities excludes people with learning disabilities and/or autism from the mental and physical health benefits of physical activity and we seek to address this through the collective expertise of our occupational therapists and sports coaches.

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. Primary care plays a key role in supporting people to stay healthy, but for someone with a learning disability and/or autism, there can be many barriers to accessing it. Exploring these barriers is key to being able to make reasonable adjustments and embed them in primary care services. We do this by framing accessing health care as an occupation, considering the contribution and interaction of the personal and environmental demands, alongside the tasks which are needed to access primary care services.

Job Description

We are looking for an innovative, reliable, and passionate individual to join our team of dynamic Occupational Therapists, to deliver a service which will tackle health inequalities experienced by people with a Learning Disability.

This service will utilise partnership working and strengthen communities to tackle inequalities in health outcomes, experiences, and quality of care across the Basildon and Brentwood Alliance. We will make access to primary care services easier and ensure that people with a learning disability and/or autism have more say over the services they receive. We want to bring community partners together to grow relationships, share resources and improve patient's health and social care journey. Our overall aim is to ensure that everyone with a learning disability and/or autism has happier, healthier, and more fulfilled lives. In practice, this will include:

Targeted work with GP Practices

- Support with the Learning Disability Friendly GP Accreditation Award.
- Co-productive patient workshops to find out what is needed and wanted to make services more accessible.
- Access to a wealth of resources to support staff and patients, from booking and attending an appointment to procedures and diagnosis.

Health Education

- An alliance wide, inclusive health education event with community partners and patients.
- "Pop up" libraries of Easy Read health resources in community spaces.
- Workshops across the alliance to support patients to understand and make informed decisions about cancer screenings, vaccinations etc.

Practical Support

- Exploration of accessible and mobile Cancer screening units.
- Community partnership working to enable patients to access health appointments.

A Community "Call to Action"

- Reaching out to alliance wide health, social care and third sector services to build relationships, engage with and support our mission to tackle health inequalities for people with a learning disability and/or autism.

Clinical Duties

- To develop system led opportunities for people with a learning disability, to enable them to access primary care services and foster a sense of belonging and inclusion, that challenges assumptions and supports social transformation.
- Build strong and professional relationships and work collaboratively with GP Surgeries and the Integrated Care Board.
- To liaise and build meaningful partnerships with external agencies including health care professionals, charities, community groups and other health and social care organisations.
- Support and enable genuine co-productive practice.
- 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.

Non-Clinical Duties

- Promote service within the local area through networking.
- 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 assistants and volunteers.
- To comply with policies and procedures regarding annual leave, sick day and time owing.
- To support with upskilling staff 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 - 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>	RCOT membership.	<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>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>Integration of theory and practise to demonstrate creative problem-solving ideas.</p>	<p>Relevant experience working as an Occupational Therapist at a senior level.</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</p>	<p>IN</p> <p>IN/AS</p> <p>IN</p> <p>IN/AS</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>disabilities, sensory impairments, homeless population, older people and dementia.</p> <p>Experience of planning, implementing and auditing Service Development.</p>	IN/AS
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>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>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> <p>IN</p> <p>IN/AS</p>
Additional Requirements	<p>Keyboard and computer literacy skills – including</p>	<p>Experience using SystmOne.</p>	CV/IN

	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.	 Car driver	 IN/AS IN
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If you are interested in the role, please do get in touch through our 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 Turner, Operations Director: 07566 200 070