

Vision:

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

Job Description

Job Title: Occupational Therapist working within Primary Care Network(s)

Location: Brentwood

Responsible To: Lead Occupational Therapist

Accountable To: Operations Director

Contract	Permanent
Full Time (part time considered)	Full time and or Part time considered Monday to Friday, 9 till 5.
Salary Range	£25,700 - £38,000 FTE depending on experience
Location	Chelmsford offices, Brentwood Leisure Centre (+ local surrounding areas).
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 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.

We are looking for an innovative, reliable, and passionate individual to join our team of dynamic Occupational Therapists. You will be working in a new specialist provision for a Primary Care Network (PCN). This provision aims to reduce health inequalities and has three priorities. These are:

1. Increase the uptake and improve the quality of Learning Disability Annual Health Checks.
2. Increase the delivery of Occupational Therapy in Care homes, in line with the Enhanced Health in Care Homes agenda.
3. Provide input for patients who are frail and/or socially isolated in the community, who would benefit from Occupational Therapy.

Clinical Duties

General

- Build strong and professional relationships and work collaboratively with GP Surgeries.
- 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 belonging-centred practice which seeks to enable people to have control, choice, participation and belonging.
- 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.
- Keep timely and accurate records on both NHS and Sport for Confidence digital systems, in line with professional RCOT and HCPC standards and policies.

Priority 1

- Support GP surgery staff to improve the quality of their Annual Health Checks.
- Support patients with a Learning Disability to prepare for their Annual Health Check, using accessible communication methods.
- Identify and support reasonable adjustments that are needed to support patients with a Learning Disability to access their GP and wider services (including community assets).
- Support patients to review and meet the goals on their Action Health Plan, which are occupation focused.

Priority 2

- Build strong professional relationships and work collaboratively with Care Homes in Brentwood.
- Promote exercise and safe movement for care home residents, to help with balance and strength, prevent falls and reduce the effects of deconditioning related to inactivity following COVID-19.
- Deliver physical activity workshops in Care Homes.

- Build the capability of care staff to support residents with physical activity, by delivering training and supervision in Care Homes.
- Form part of and contribute to patient multi-disciplinary meetings and personalised care plans.

Priority 3

- Support GP's to identify patients who are frail and refer them to the Stay Connected Service.
- Initiate the process of identifying and solving occupational performance problems.
- Promote health, well-being, and function by analysing, selecting, synthesising, adapting, grading, and recommending activities for therapeutic purposes
- To connect adults with local systems to facilitate links and promote reasonable adjustments to existing community engagement provision to support adults to access it.
- To support adults to develop and embed a variety of practical approaches and coping strategies to overcome barriers to inclusion in home and community-based activities via telephone calls, timetabled virtual offerings and resources.
- To connect people to; resources, leisure activities, personalized activities, Zoom workouts and other opportunities (e.g. community based activities and other relevant meaningful activities) to enable and empower them to engage in meaningful occupations.

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.

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 - CV Interview - IN Assessment – AS
Education / Qualifications	Degree or Diploma in Occupational Therapy Registered with HCPC Evidence of Continuing professional and personal development.		CV CV/IN CV/IN
Knowledge	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		CV/IN CV/IN

	<p>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>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>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>Understanding and experience of those with Long Covid</p>	<p>IN</p> <p>IN/AS</p> <p>IN</p> <p>IN/AS</p> <p>IN/AS</p>
Personal Qualities	<p>Ability to work autonomously within the leisure centre environment.</p> <p>Ability to manage and adapt to unpredictable work schedules and changing environments.</p>	<p>Demonstrates advocacy of the Occupational Therapist role</p>	<p>IN/AS</p> <p>IN/AS</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</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 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 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 our Operations Director or our Occupational Therapist for clinical related queries:

Jake Turner, Operations Director: 07566200070

Aimee Nuttall, Occupational Therapist: 07763875453