

Vision:

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

Job Title: Occupational Therapist, as part of the Essex Learning Arena

Location: Chelmsford HQ, Essex, including county wide travel as and when required & WfH.

Closing date: 11th October 2024

Responsible To: Clinical Lead, Occupational Therapist

Accountable To: Operations Director

Responsible for: Business Development Officer & Coach Educator

Contract	Fixed term – 18-month contract
Time	22.5 hours per week (job share/secondment considered) 9 till 5 – Days TBC 7.5 hours per day
Salary Range	£27,777.50 - £38,950 FTE depending on experience
Location(s)	Chelmsford Office HQ, with occasional travel county wide as and when required + WfH.
Annual Leave	Pro rata 33 days annual leave (Full time equivalent including bank holidays)
Employee Benefits and Wellbeing	<ul style="list-style-type: none"> ○ An opportunity to make a real difference and impact to people’s lives locally in your community! ○ Enhanced parental leave & family friendly benefits ○ Excellent training opportunities including two specific dedicated weeks to CPD annually ○ Flexible working ○ Employee Assistance Programme ○ Occupational sick pay ○ Two volunteer days yearly ○ Dog friendly office ○ Eyecare scheme ○ Free flu vaccination

About Sport for Confidence

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.

[Lyndsey Barrett - founder and Lead Occupational Therapist at Sport for Confidence \(youtube.com\)](https://www.youtube.com/watch?v=...)

Purpose

Sport for Confidence empowers individuals and communities by using physical activity to improve the lives of people with long-term health conditions and disabilities. As part of the Essex Learning Arena (ELA) project, we are committed to embedding physical activity into the daily practice of a broader workforce, including those in health, social care, leisure, sports, and the voluntary community sector (CVS). The Occupational Therapist will be a key figure in delivering this initiative, combining clinical expertise with educational leadership to support practitioners and demonstrate the impact of the project

The Occupational Therapist will provide both clinical expertise and educational support to professionals across sectors, enabling them to embed physical activity into their daily work. This role will also include working in close partnership with the evaluation team to monitor and demonstrate the project's impact, ensuring that the voice of lived experience shapes project outcomes and that measurable results are achieved.

Key Responsibilities:

Educational Delivery and Workforce Support:

- Design and deliver tailored educational content to practitioners within the health, social care, leisure, sports, and CVS sectors, aimed at two key outcomes:
 - Improving the lives of the individuals they serve by integrating physical activity into everyday practice.
 - Enhancing the self-efficacy and confidence of the workforce, empowering them to apply occupational therapy principles and lead sustainable, health-promoting practices.
- Facilitate workshops, training sessions, and mentoring programs that enable professionals to embed physical activity into their everyday practice, improving both service quality and professional development.
- Provide ongoing advice and support to practitioners, helping them apply occupational therapy principles to promote both participant wellbeing and their own professional growth.
- Ensure the voice of lived experience is central to all educational content, using co-creation techniques to make interventions relevant and impactful for both clients and practitioners.

Collaboration with the Evaluation Team:

- Collaborate closely with the evaluation team to monitor and evaluate the effectiveness of interventions, ensuring robust data collection and reporting.
- Contribute to the creation of case studies, impact reports, and presentations that demonstrate the tangible outcomes of the project.
- Use feedback and evaluation data to refine and improve the educational content delivered to practitioners, ensuring a continuous improvement approach.

Clinical Expertise and Program Development:

- Develop and deliver tailored educational materials that promote physical activity and wellbeing for individuals with long-term health conditions and disabilities.
- Work collaboratively with the wider workforce, including sports coaches and business development officers, to deliver the project.
- Support practitioners in understanding the link between physical activity and improved health outcomes, ensuring interventions are person-centred and outcome-focused.

Leadership and Advocacy:

- Act as a clinical leader within the project, advocating for the integration of physical activity into health and social care pathways.
- Build partnerships with external stakeholders across multiple sectors to enhance the reach and effectiveness of the Essex Learning Arena (ELA) project.
- Ensure all activities are aligned with the project's overarching goals of prevention, empowerment, and inclusion, contributing to system-wide workforce development in Essex.

Other responsibilities

- Promote service within the local area through networking.
- Complete participation numbers for statistical purposes.
- Participate in audits, data collection, research and evidence-based practice.
- Promote the occupational therapy role to external agencies.
- Contribute to service development through innovative ideas and creation of resources.
- Initiate and lead projects to meet identified service needs.
- Seek out funding opportunities and complete funding applications where appropriate.
- Be involved/supportive when presented opportunities through our specialist provision.
- 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.
- Supervise and support students when appropriate.
- Comply with policies and procedures regarding annual leave, sickness absence and time owing.
- Support with upskilling coaches to understand the therapeutic value of physical activity.

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.
- Provide cover as and when appropriate

Our Values



Person Centred

Inclusive

Passionate

Innovative

Caring

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.

Who are we looking for?

Someone brilliant, kind, and confident!

Ideal Criteria

- Occupational Therapist, degree, or diploma in Occupational Therapy
- Minimum experience of 1 years as an Occupational Therapist
- Registered HCPC
- Evidence of continuing CPD
- Experience in designing and delivering educational programs, particularly for practitioners in health, social care, or community settings.
- Strong ability to evaluate interventions and demonstrate impact through data collection and reporting.
- Excellent communication and interpersonal skills, with a collaborative approach to working with multidisciplinary teams.
- Passion for promoting physical activity and wellbeing, especially within underserved communities.
- Experience presenting lecturers, hosting webinars & leading group activities
- Knowledge of safeguarding
- Knowledge of health inequalities locally and nationally
- Ability to communicate with varying stakeholders – participants, carers, statutory services, voluntary sector etc.
- A great communicator and individual that matches our values.
- Passionate, enthusiastic and innovative!
- Ability to travel to multiple locations as and when required
- Ability to work with autonomy & build meaningful relationships with commissioners
- Dynamic and brave!

Desirable

- RCOT membership
- Keen to develop and learn more about the power of physical activity as a promotion tool for good health and prevention tool for ill-health.

- Experience of working systemically and strategically
- Experience of planning, implementing and service development
- Experience in workforce development or system change projects.
- Familiarity with evaluation methods and impact measurement in health or community projects.
- Knowledge of the relationship between physical activity, population health, and long-term health conditions.

Apply!

If you are interested in the role, please do get in touch through our careers@sportforconfidence.com email account.

We would like to see a CV and cover letter, but also open to video entries and or other accessible means of declaring an interest!

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

Jake Turner, 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