

**Vision:**

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

**Job Title:** Delivery Occupational Therapist

**Location:** West of Essex, Chelmsford Offices, WfH & West of Essex Community.

**Closing date:** 11<sup>th</sup> October 2024

**Responsible To:** Clinical Lead, Occupational Therapist

**Accountable To:** Operations Director

**Responsible for:** Occupational Therapy Assistant, Coaches, Volunteers

<b>Contract</b>	Permanent
<b>Time</b>	22.5 hours per week 7.5 hours per day 9 till 5 – Days TBC
<b>Salary Range</b>	£27,777.50 - £38,950 FTE depending on experience
<b>Location(s)</b>	West of Essex (mainly), Chelmsford Offices, WfH & West of Essex Community
<b>Annual Leave</b>	Pro rata 33 days annual leave (Full time equivalent including bank holidays)
<b>Employee Benefits and Wellbeing</b>	<ul style="list-style-type: none"> <li>○ An opportunity to make a real difference and impact to people’s lives locally in your community!</li> <li>○ Enhanced parental leave &amp; family friendly benefits</li> <li>○ Excellent training opportunities including two specific dedicated weeks to CPD annually</li> <li>○ Flexible working</li> <li>○ Employee Assistance Programme</li> <li>○ Occupational sick pay</li> <li>○ Two volunteer days yearly</li> <li>○ Dog friendly office</li> <li>○ Eyecare scheme</li> <li>○ Free flu vaccination</li> </ul>

## 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 \(youtube.com\)](#)

## Purpose

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

## Key Responsibilities:

- All participants appropriate for engagement with SFC to receive 12-week minimum support and intervention from the Occupational Therapist.
- The Occupational Therapist to utilise physical activity within their scope of practice to provide a number of support interventions to participants, these range from – 1:1 interventions (EG Anxiety management), external referrals, sharing resources, use of an assessment tool (EQ5D as an example) and anything additional for individual need.
- Upon successful engagement with the Occupational Therapist, the participants will be supported to engage in physical activity opportunities delivered by our coaches.
- Participants to be reviewed at 12 weeks, if at this point, participants do not require additional support from the Occupational Therapist, they will be discharged from the Occupational Therapist, however, can remain as active participants of the physical activity opportunities delivered by the coaching SFC team and the wider activities in the leisure centres.
- If participants require additional support from the Occupational Therapist, they will be supported into the medium (greater than 12 weeks) and or long-term caseload (greater than 24 weeks).
- All participants will complete a PRE and POST outcome measure – this will be the ASCOF outcome measure ([Measures from the Adult Social Care Outcomes Framework - NHS England Digital](#)) & the Sport England Single Item Metric ([PowerPoint Presentation \(sportengland.org\)](#))
- Enable people to function at an optimal level, despite barriers
- Assessing how activities which the person needs or wants to do can be modified or adapted to make them easier
- Assessing how clients feel about themselves and their ability to tackle problems
- Understanding how the physical and social environment can be altered so that restrictions are reduced
- 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, Primary Care Networks 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.
- Promote person-centred practice which seeks to enable people to have control, choice, participation, and a sense of belonging.
- Connect people to their community to enable and empower them to engage in meaningful occupations.
- Deliver evidence 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.
- 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.
- Provide day to day operational management of coaches and volunteers.
- 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.

### **Our Values**



**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
- Able to manage a complex caseload
- Knowledge of safeguarding
- In depth knowledge of working with people with a learning disability and/or Autism
- Knowledge of health inequalities locally and nationally
- Ability to assess clinical situations effectively and use own initiative
- 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

### Apply!

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

Robert Walker, Clinical Lead, 07593555708.

## **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](mailto:info@sportforconfidence.com)