

**Vision:**

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

**Job Description**

**Job Title: Occupational Therapist**

**Location: Witham**

**Responsible To:** Practice & Development Lead

**Accountable To:** Operations Director

<b>Contract</b>	Permanent
<b>Part-time</b>	20 hours per week which include: Tuesday – Witham Leisure Centre – 8 hours Thursday – Witham Leisure Centre – 8 hours 4 hours flexible working either Chelmsford offices and or working from home
<b>Salary Range</b>	£25,700 - £36,000 depending on experience
<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 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.

## **Key Responsibilities:**

### **Clinical Duties**

#### General

- To liaise with sport for confidence staff in MDT meetings as required.
- To liaise with external agencies including health care professionals, charities, community groups and other health and social care organisations.
- Create and provide tailored and specialist workshops to internal and external agencies.
- Provide outreach sessions and presentations to local organisations to promote service.
- To keep up to date clinical records in line with professional RCOT and HCPC standards and policies.
- Make decisions on level of intervention required.
- Manage complex caseload
- Complete Occupational Therapy process with individuals in the leisure centre setting
  
- Implement Occupational Therapy targeted interventions (e.g communication methods, anxiety management)
- Promote independence in ADLS and role development within the session (e.g referee, score keeper)
- Use the leisure centre to promote life skill development/transferrable skills (e.g money management and time keeping)
- Provide 1:1 support to participants in sessions which are relevant to the individuals goals
- Create opportunities for meaningful occupations within weekly routine
- To use therapeutic use of self to support individuals to have a positive experience of physical activity
- To utilise the leisure centre environment to carry out assessments, interventions and work alongside other Allied Health Professionals, families and carers.

#### **Leisure Centre Provision**

- Lead the Sport for Confidence Model at Witham Leisure Centre
- Parent and carer liaison
- Informal supervision of the coaching team.

- Manage the relationship with the key personnel at leisure facilities and across Active Networks
- Client interaction - signposting to relevant external services
- Collaborate with local learning disabilities and mental health teams
- Attendance at relevant meetings, conferences and events (locally and nationally)
- Develop outcome measures relevant to health and wellbeing
- Engagement with other allied health professionals
- Data management and reporting
- Case study production
- Design and delivery of training interventions
- Social media promotion
- Involvement with our Service User Involvement Group – Team Create (Virtual)

### **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 peoples lives.

**Innovative** – its 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>	<p>Degree or Diploma in Occupational Therapy</p> <p>Registered with HCPC</p> <p>Evidence of Continuing professional and personal development.</p>		<p><b>CV</b></p> <p><b>CV/IN</b></p> <p><b>CV/IN</b></p>
<b>Knowledge</b>	<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 sport can impact a client holistically</p>		<p><b>CV/IN</b></p> <p><b>CV/IN</b></p> <p><b>CV/IN</b></p> <p><b>IN</b></p>
<b>Skills/ Experience</b>	<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</p> <p>Experience of lone working</p> <p>Experiencing of working with any of the following: people who have a learning disability, mental</p>	<p><b>IN</b></p> <p><b>IN/AS</b></p> <p><b>IN</b></p>

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	<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>health, physical disabilities, sensory impairments, homeless population, older people and dementia.</p>	<p><b>IN/AS</b></p> <p><b>IN/AS</b></p>
<b>Personal Qualities</b>	<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>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>Demonstrates advocacy of the Occupational Therapist role</p>	<p><b>IN/AS</b></p> <p><b>IN/AS</b></p> <p><b>IN/AS</b></p> <p><b>IN/AS</b></p> <p><b>IN</b></p> <p><b>IN/AS</b></p> <p><b>IN/AS</b></p> <p><b>IN</b></p> <p><b>IN/AS</b></p>
<b>Additional Requirements</b>	<p>Keyboard and computer literacy skills – including</p>	<p>Car driver</p>	<p><b>CV/IN</b></p>

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	Zoom/Teams, Outlook, Word, Excel, PowerPoint.  Uphold Sport for Confidence's 5 key values		<b>IN/AS</b>
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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 one of our two Practice and Development Leads:

Siobhan Fuller, Occupational Therapist: 07719557862

Sophie Garratt, Occupational Therapist: 07394564941