

Job Title: Occupational Therapist

Grade: 9

We have a clear vision for Staffordshire - an innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy

Our Outcomes

We want everyone in Staffordshire to:

- Have access to more good jobs and share the benefit of economic growth
- Live in thriving and sustainable communities
- Be healthier and more independent for longer

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- Ambitious – We are ambitious for our communities and citizens
- Courageous – We recognise our challenges and are prepared to make courageous decisions
- Empowering – We empower and support our people by giving them the opportunity to do their jobs well.

About the Service

Children's Disability Service Occupational Therapy Team

The Occupational Therapist within the Children's Disability Service will have responsibility for the assessment and review of children and young people with a disability, making recommendations in order to assist in fulfilling the local authority statutory obligations under current legislation and supporting the needs of the child or young person and their families.

This may include outcomes such as advice, provision of specialist equipment, minor and major adaptations to the home and referrals or joint working with other agencies.

We offer an extensive package of support such as supervisions, peer groups, CPD opportunities and practical learning through partner organisations such as seating and equipment companies etc.

Reporting Relationships

Responsible to: Occupational Therapy Manager

Key Accountabilities:

1. Conduct holistic assessments of children and young people, identifying needs related to activities of daily living (ADLs), play, and self-care.
2. Recommend and arrange for specialist equipment, home adaptations to support the child's needs.
3. Work closely with families, caregivers, teachers, and other professionals to develop an understanding of each child's challenges and strengths. As well as establishing, developing and maintain partnerships with social workers, educational staff, healthcare professionals, and external agencies to ensure coordinated and holistic support for each child.
4. Maintain knowledge of and adhere to relevant legislation
5. Accurate and timely documentation of assessments, treatment plans, progress reports, and service outcomes.
6. Participate in regular clinical supervision, team meetings, and professional development activities.

7. Provide training and consultation to families and community partners to promote understanding of occupational therapy and child development.
8. Manage and prioritize a caseload, ensuring that services are provided in a timely and responsive manner.
9. Contribute to service improvement initiatives, including data collection, audits, and quality improvement projects.
10. Develop and deliver individualized plans to promote skill development, independence, and engagement.

Professional Accountabilities:

The post holder is required to contribute to the achievement of the Council objectives through:

Financial Management

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

People Management

Engaging with People Management policies and processes

Equalities

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

Climate Change

Delivering energy conservation practices in line with the Council's climate change strategy.

Health and Safety

Ensuring a work environment that protects people's health and safety and that promotes welfare, and which is in accordance with the Council's Health & Safety policy.

Safeguarding

Commitment to safeguarding and promoting the welfare of vulnerable groups.

The content of this Job Description and Person Specification will be reviewed on a regular basis.

Person Specification

A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
 	<p>Qualifications/Professional membership</p> <ul style="list-style-type: none"> • Diploma or Degree in Occupational Therapy • Registration as an Occupational Therapist with the Health and Care Professions Council (HCPC) and Royal College of Occupational Therapy (RCOT) is desirable. • Commitment to ongoing personal and professional development 	<p>A</p> <p>A</p> <p>A/I</p>
   	<p>Knowledge and Experience</p> <ul style="list-style-type: none"> • Post qualification experience or community or children's experience. • Knowledge and experience of the impact of disability and chronic illness, behaviours of concern on children, young people and their families • Experience in a wide range of aspects of the occupational therapy process including moving and handling, equipment provision and minor/major adaptations. • Understanding of the key pieces of legislation in place in respect of children's welfare and safeguarding as well as a working knowledge of relevant disability and post 18 legislation • A clear understanding of Safeguarding and your responsibilities in relation to this. • Sound knowledge of child development 	<p>A</p> <p>A/I/T</p> <p>A/I/T</p> <p>I/T</p> <p>I/T</p> <p>I/T</p>
 	<p>Skills</p> <ul style="list-style-type: none"> • Ability to prioritise work and manage competing demands • High level recording and report writing skills • An ability to undertake high quality timely assessment and planning, • Equipment provision, support with minor/major adaptation, advice/training, monitoring and review of individual cases. • To work with the family, children and carers in a restorative way, providing least restrictive outcomes. • An ability to communicate with and involve disabled children, their support network in a holistic approach. 	<p>I/T</p> <p>I/T</p> <p>I</p> <p>A/I/T</p> <p>A/I/T</p> <p>I/T</p>

	<ul style="list-style-type: none"> • The ability to work as part of a team and to contribute to the development of services. 	I/T
	<ul style="list-style-type: none"> • Ability to collaborate with other professionals to work in the best interests of the child. 	A/I/T
	<ul style="list-style-type: none"> • Good communication skills at all levels and the ability to have courageous conversations. 	I/T
	<ul style="list-style-type: none"> • High standards of ICT literacy and skills 	I/T
	<ul style="list-style-type: none"> • Access to a car/vehicle to be used within the working week. 	



If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job Centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, Braille, another language, on cassette or disc, please ask us by contacting **the Talent and Resourcing Team on 01785 278300**