

Role Profile

Part A - Grade & Structure Information

Job Family Code	10SW	Role Title	LIFE Senior Occupational Therapist
Grade	PS10SC	Reports to (role title)	LIFE Service Manager
		Directorate/ School	Children, Schools and Families
JE Band	371-438	Service / Department	LIFE
		Date Role Profile was created	04.06.24

Part B - Job Family Description

The below profile describes the general nature of work performed at this level as set out in the job family. It is not intended to be a detailed list of all duties and responsibilities which may be required. The role will be further defined by annual objectives, which will be developed with the role holder. The Council reserves the right to review and amend the job families on a regular basis.

Role Purpose including key outputs	<p>We are looking to recruit a Senior Occupational Therapist to join the LIFE team and to support and deliver assessment and interventions for the students. The role will include working within a small team of experienced Educational Professionals working with SEMH difficulties to actively promote wellbeing, independent living skills and progression. You will provide occupational assessment, identifying person centred SMART goals for specific students, devising skills gain practice interventions and advice to maximize students' abilities to engage with and perform functional tasks in the areas of education, self-care, community access, leisure and independent living skills and work.</p> <p>At this level the role holder is more autonomous and will demonstrate expert and effective practice and the ability to manage their own workload and develop assessments and interventions for the students.</p>
Work Context	<p>LIFE Education Provision provides a full time Education Programme for Students in years 12 to 14 based at Frimley Green Learning Hub. LIFE provides students with the time and support they need to overcome barriers and support them with the progression into employment, education and training. The primary needs of the students are social, emotional, and mental health with all the students having an Education, Health and Care Plan (EHCP).</p> <p>The students will have the opportunity to participate in Functional Skills, Vocational Learning, Work Experience placements and Personal and Social Education. The programme encourages co-operation between the staff running the programme, the parents/guardians, and the students themselves.</p> <p>The role will support both the staff and students to provide information, specialist assessment, advice, equipment with a focus on the needs of the students to remove barriers to learning, independence and their progression.</p>
Line management responsibility if applicable	Responsible for the induction and training of less experienced colleagues and/or students.
Budget responsibility if applicable	No direct budget responsibility, but may make recommendations for the provision of equipment and adaptations in line with the budget as determined according to the assessment of needs. They may also advise less experienced or unqualified colleagues on budget and cost of services.

<p>Representative Accountabilities Typical accountabilities in roles at this level in this job family</p>	<p>Casework Management</p> <ul style="list-style-type: none"> • Take professional responsibility for managing a complex caseload which will include individuals, children, carers and families who require support and guidance. • Demonstrate confident and effective judgement about risk and accountability in decision-making and be able to sustain engagement with fluctuating circumstances and capacities, including where there is hostility and risk. <p>Assessment and Review</p> <ul style="list-style-type: none"> • Use assessment procedures discerningly in response to the presenting needs and to ensure that a proportionate assessment is completed in a way that enables maximum participation. • Use professional judgement, employing a range of interventions: promoting independence, providing support and protection, taking preventative action and ensuring safety whilst balancing rights and risks. <p>Safeguarding</p> <ul style="list-style-type: none"> • Take the lead in managing positive interventions that prevent deterioration in health and wellbeing whilst safeguarding people at risk of abuse or neglect. • Undertake assessment and planning for safeguarding in more complex cases, and support colleagues by utilising safeguarding skills, in line with current policies and procedures. <p>Staff Development</p> <ul style="list-style-type: none"> • Play a leading role in practice development, help promote and sustain a learning culture and mentor less experienced staff. • Deliver formal professional reflective supervision and provide guidance and advice regarding casework to less experienced qualified staff. • Where required, take the role of practice educator (or train as a practice educator) for students and the role of ASYE assessor and supervisor for newly qualified social workers in the team. • As part of the supervision and appraisal process provide support with personal and professional development. • Share and present professional knowledge and expertise to colleagues within the team and with other partners. <p>Data Quality</p> <ul style="list-style-type: none"> • Take professional and personal responsibility for clear recording of analysis and judgements, maintaining up to date case work records on the database as required by Surrey County Council. • Take responsibility for working within the Directorate's data protection policies. <p>Duties For All</p> <p>Values: To uphold the values and behaviours of the organisation. Equality & Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity. Health, safety and welfare: Responsible for ensuring health & safety policies, procedures and legislation are fully implemented, communicated and managed including making sure that health and safety responsibilities are fully understood and carried out by employees within their service area.</p>
<p>Education, Knowledge, Skills & Abilities, Experience and Personal Characteristics</p>	<ul style="list-style-type: none"> • Relevant professional qualification and registration where required. • In depth and up to date applied knowledge of relevant national and local policy, statutory guidance and legislation in relation to the provision of social care services. • Understanding of the principles of confidentiality and information governance and how these apply to social care. • Understanding of diversity and how it affects practice. • Ability to communicate appropriately and in a timely way with individuals, carers families, other professionals and team members which is clear, fluent, concise and jargon free and in a courteous calm and professional manner. This includes both verbal and written communication. • Ability to effectively engage with people in complex situations both short-term and building professional relationships over time. • Ability to engage in difficult conversations in challenging situations and with people who may be resistant. • Ability to routinely explain professional reasoning, judgements and decisions made and record these in a clear concise way. • Ability to make skilled professional judgement for interventions including in crises and in response to challenge. • Ability to understand and take account of differentials in power, and use authority appropriately • Ability to develop partnership relationships in order to work effectively in a multi-agency and multi-disciplinary environment, demonstrating mutual professional regard and a collaborative approach to person centred working. • Ability to chair a range of meetings and offer expert support at case meetings. • Competent in the use of basic IT skills • Competent use of basic numeracy skills and the ability to contribute to monitoring discussions regarding the use of budgets and resources. • Experience of providing professional reflective supervision.

<p>Details of the specific qualifications and/or experience if required for the role in line with the above description</p>	<ul style="list-style-type: none"> • Relevant professional qualification and Health and Care Professions Council registration where required. • In depth and up to date applied knowledge of relevant national and local policy, statutory guidance and legislation in relation to the provision of social care services. • Understanding of the principles of confidentiality and information governance and how these apply to social care. • Understanding of diversity and how it affects practice. • Ability to communicate appropriately and in a timely way with individuals, carers families, other professionals and team members which is clear, fluent, concise and jargon free and in a courteous calm and professional manner. This includes both verbal and written communication. • Ability to effectively engage with people in complex situations both short-term and building professional relationships over time. • Ability to engage in difficult conversations in challenging situations and with people who may be resistant. • Ability to routinely explain professional reasoning, judgements and decisions made and record these in a clear concise way. • Ability to make skilled professional judgement for interventions including in crises and in response to challenge. • Ability to understand and take account of differentials in power, and use authority appropriately • Ability to develop partnership relationships in order to work effectively in a multi-agency and multi-disciplinary environment, demonstrating mutual professional regard and a collaborative approach to person centred working. • Competent in the use of basic IT skills • Competent use of basic numeracy skills and the ability to contribute to monitoring discussions regarding the use of budgets and resources. • Experience of providing professional reflective supervision. <p>Recognised Occupational Therapy qualification (degree or diploma)</p> <p>Significant post registration experience working in a social care or community multi-agency environment as a qualified Occupational Therapist.</p> <p>Have and maintain current registration with the Health and Care Professional Council (HCPC) and adhere to the HCPC standards for conduct, performance and ethics.</p> <p>Established or willing to train as a Practice Placement Educator, and as part of the supervision and appraisal process provide support with personal and professional development to colleagues.</p> <p>Have a valid driving licence to drive in the UK and access to a vehicle and be willing to travel across a wide geographical area.</p>
<p>Role Summary</p>	<p>Roles at this level provide a professional social work, occupational therapy and other support to individuals, children their families and carers living in Surrey in line with the requirements of current, relevant, national legislation and local policies and procedures. Using professional judgement employ a range of interventions promoting choice, control and independence. They demonstrate expert and effective practice in complex situations, assessing and managing higher levels of risk, striking a balance between support and control, liaising with a wide range of professionals, including more senior levels.</p>
<p>Reference Number</p>	<p style="text-align: center;">BM-2024-201</p>