**Job and Person Profile (JPP)**

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| **Job details** |
| **Job title** | Occupational Therapist  |
| **Job Reference** | 20389 |
| **Grade and Salary** | 6 - £40,777 - £47,054 per annum (pro rata for part time)This role includes performance related pay progression |
| **Service and Team** | Disabled Children and Young Peoples Occupational Therapy Team |
| **Location** | Ipswich, Landmark House IP1 5PB - Hybrid |
| **Hours per week** | 37 (part times hours available) |
| **Status** | **Permanent**  |
| This role may offer the following flexible working options | * *Working part time hours (eg different hours/days to those advertised)*
* *Job sharing*
* *Working compressed hours (eg a nine-day fortnight)*
* *Use of flexitime / time off in lieu*
* *Hybrid working options, including some home working*
* *Working from different Council buildings*
* *Working adjusted core hours (eg starting later and finishing later or other patterns)*
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| **About us** |

As a modern and effective council, we understand the importance of being flexible and well-connected in the ways we work. We focus our ambitions on doing what’s right for people, our partners and our communities - both now and for the future.

That’s why, as one of the largest employers in Suffolk, we believe in empowering everyone. Through career variety and collaborative working, accessible career paths and professional development.

The support and care we offer encourages and enables you to be the best you can be. To make a meaningful impact on the world around you. To achieve a unique sense of pride in what you do, why you do it and where. **Reimagine the possibilities.**

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| **Organisational Context** |

The responsibility of the Children and Young People’s Directorate (CYP) is to ensure the safety, well-being and learning of children and young people. To do so we need to “make every intervention count” to create impact and bring about sustainable change for children, young people and their families where need is identified. We are determined to continuously improve our services by working in partnership to ensure that our work is high quality and effective.

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| **Main purpose of the job** |

To act as a catalyst for change working directly alongside children, young people and their families.

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| **Typical responsibilities of a role at this level** |

**Communicating and engaging with children, young people and their families, with colleagues and with communities.**

* Work directly with children, young people and families using the Suffolk Signs of Safety and Wellbeing framework.
* Where the role require, to act as Lead Professional for named families, being the key contact with the family and liaising with other professionals to provide a joined up response.

**Assessment, Planning and Review**

* Use Suffolk signs of safety principles, disciplines and tools.
* To participate in CAF, multi-agency assessment, Statutory Assessment and other relevant assessment processes and offer management oversight where required.

**Effective Practice**

* To work alongside children, young people, parents and families where there are early signs of social, emotional, health or behavioural issues to bring about sustainable improvement.
* To undertake direct observation of practice, with effective feedback to offer quality assurance.
* To obtain user feedback and involvement to improve service delivery.
* Work within the service guidelines, statutory guidance and legal frameworks.
* To respond to needs identified with the family by identifying and delivering evidence-based interventions as required.
* To work with families with complex problems as lead professional as the role requires.
* To support colleagues and partners to develop evidenced based practice.
* Where the role requires, to have responsibility for effective supervision, PDR and mentoring of colleagues.
* To offer consultation to support colleagues with complex cases where required.

**Reporting and Accurate Recording**

* To maintain up to date records and data using electronic devices and systems and provide reports for a range of audiences.
* Offer management oversight on prepared reports where required by the role.
* Provide regular data analysis with trends and forecasts to support service delivery.
* To oversee successful completion of Quality Assurance processes within team.

**Information, Advice and Signposting**

* To provide information and signposting for children, young people and families to relevant universal and specialist services in the local area and beyond where appropriate.
* Have an understanding of information and advice available to the service user and encourage colleagues and partners to engage.

**Multi-Agency and Partnership Working**

* Actively build relationships and networks with other professional groups and services in the locality.
* To actively work in partnership with other professional groups to deliver a holistic service to children, young people and families.
* To offer service representation at meetings where required.
* Undertake appropriate referrals to partner agencies.

**Managing Risk and Safeguarding**

* To identify and effectively manage risk and safeguarding concerns and escalate where required.
* Where required provide management oversight/supervision of risk and safeguarding.
* To undertake other tasks allocated by manager or senior colleagues, in keeping with the responsibilities of the grade:
	+ Work in accordance with the Council’s statutory responsibilities, policies and service procedures and comply with equality and diversity policies, procedures and legislation.
	+ Maintaining customer confidentiality in accordance with the Data Protection Act and SCC guidance, including responding to any known data breaches.
	+ Engage in individual and group supervision with managers and practice leads, performance appraisal and consultation as required.
	+ Where required provide effective individual and group supervision, including performance agreements.
	+ Having regard to best value principles and monitoring within your area of responsibility.
	+ Participating and co-ordinating, training and development opportunities, in order to improve knowledge, skills and effectiveness of self and colleagues.
	+ To transport children and young people where required by job role.
	+ To work in the homes of children and families and in a variety of other settings.

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| **Autonomy**  |

The practitioner will:

* Be expected to use their experience, knowledge and skills in every engagement with children, young people and families to determine the level of intervention required.
* Offer face to face, telephone and written support and information as appropriate to role.
* Be responsible for keeping accurate and timely records of work with children, young people and families and writing relevant reports for a range of audiences, including senior management.
* Be responsible for management oversight/supervision of staff and cases where required.
* Manage a budget, where required by the role.
* Be responsible for recognising and appropriately responding to safeguarding and risk issues.
* Have access to a line manager for decisions that fall outside their delegated responsibilities.
* Be required to organise own workload and supervise the work of colleagues within the team.
* Identify and resolve problems, informing senior colleagues where appropriate.

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| **About the team**  |

The Children and Young People’s Occupational Therapy Team is part of the Disabled Children and Young People’s Social Care Team. You will work as part of a Social Care Occupational Therapy Team and be responsible for the Occupational Therapy provision supporting children and young people up to the age of 18 years old with a range of disabilities, as well as their families and carers.

We work alongside Social Workers, Family Support Practitioners and Business Support colleagues within our team. You will also be working closely with, Paediatric Health Professionals, Home Improvement Agencies, District and Borough Councils, Surveyors / Architects / Contractors, Housing Colleagues, disability equipment suppliers and community equipment store staff.

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| **What you will be expected to deliver in the role** |

* To provide a professional Occupational Therapy Service to promote independence, wellbeing and choice for Disabled Children and their Families / Carers.
* Carrying out thorough and holistic assessments face to face with Children & young people to address functional needs. Identification of physical, psychological and environmental needs in order to promote independence within the statutory obligations of the Directorate.
* Consider and explore solutions to overcome identified needs through advice and information; the prescription of simple to complex equipment; minor / major adaptations; liaison with professionals from health and education.
* Evidence clear decision making
* To manage a complex caseload, prioritising work, allocating cases and time management
* To be on duty regularly, carrying out further research on referrals, triaging as required
* To record assessments, notes and recommendations onto databases and accurately recording outcomes in a timely manner following the CYP OT guidance
* To make specific recommendations by completing written applications and specifications for Disabled Facilities Grant (DFG), Community Equipment Service (CES) and writing letters of recommendation to Registered Social Landlords and Borough and District Councils.
* Making referrals or writing support letters / rehousing reports to partner agencies / charities
* To contribute to the team systems for responding to urgent work
* To participate effectively in supervision, team meetings and professional development of self and others.
* To facilitate regular peer support professional supervision within the team
* To maintain and develop clinical expertise which is essential for professional registration and best practice
* To complete recommendations for minor works and major adaptations
* To read, interpret and comment on scaled drawings, liaising with Surveyors / Architects and Contractors
* To work in partnership with and providing professional consultation to agencies and specialist groups including District Councils, Housing Associations and other colleagues
* To assess for specialist equipment with equipment suppliers
* To carry out follow up contact advising on progress, outcomes and closures and providing relevant and timely information
* To work towards internal and external performance targets
* To deal with requests to identify and resolve safe moving and handling issues, and accurately record the outcomes
* Attends meetings, reviews, case conferences, CIN meetings to provide information, insight and evidence, providing reports where appropriate.
* Work collaboratively building effective relationships with internal and external partnerships, stakeholders, and the voluntary sector.
* Accountable for working within the statutory legal framework, policies & and guidance. Knowledge of relevant legislation such as the Chronically Sick & Disabled Persons Act; Home Adaptations; Housing Grants, Construction & Regeneration Act.
* To develop skills and progress towards completing a practise educator course and supporting Occupational Therapy Students and Apprentices on placement

Although this list provides examples of what you will be doing it’s not intended to be exhaustive, and you will have personal objectives linked to our People Plans and Strategies that will be discussed and agreed with your line manager when you start.

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| **Person Profile – what you will bring to the team** |

**Qualifications and professional memberships**

1. Suitable professional qualification at graduate level or equivalent experience in a relevant area of work.
2. Evidence of continuing professional development.
3. Management and leadership qualification.

**Values and personal qualities**

1. Demonstrates a passion for making a positive difference for Suffolk.
2. Shares our [WE ASPIRE](https://www.careers.suffolk.gov.uk/home/about/our-values) Values and strives to lead by example in relation to these.
3. A strong commitment to fairness and Equality, Diversity and Inclusion (EDI).
4. Strives to continuously improve in everything they do, taking the initiative to learn and develop.
5. Brings creativity into their work through innovation and openness to change.
6. Collaborates well with others and offers assistance and support to colleagues.
7. Committed to listening to children and families and to working collaboratively with them to address concerns.
8. Commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults.
9. Ability to be flexible, work under pressure and use own initiative.

**Specialist knowledge skills and experience**

1. Demonstrates in depth knowledge of Signs of Safety and an in-depth practical understanding of and skills in using solution focused approaches of intervention.
2. Knowledge and effective skills in using evidence-based models of intervention to deliver successful outcomes and an ability to bring research into practice.
3. Ability to clarify risks and concerns and focus on solutions to create a climate in which change can happen.
4. In depth knowledge of relevant legislation, regulations and guidance as appropriate to role.
5. Wide knowledge of associated agencies and their working practices and roles.
6. Proven ability to use a range of assessment frameworks.
7. Ability to recognise Child Protection and risk issues and take appropriate action.
8. Demonstrating expert knowledge and application of the early intervention and preventative agenda.
9. Expert knowledge of the social and emotional factors that affect a child’s capacity to learn and develop.
10. Ability to effectively use a range of assessment frameworks.
11. Ability to interpret and apply policy and procedures, supporting the development of good practice.
12. Understanding the diverse range of needs of clients and backgrounds and how to respond appropriately.
13. Evidence of leadership skills to support, advise and motivate staff and children, young people and their families.
14. Evidence of leadership skills to negotiate, influence and mediate with a range of audiences, including professional stakeholders, partners and colleagues to achieve positive outcomes.
15. Proven use of effective communication to manage challenging situations and provide appropriate advice and facilitation to de-escalate.
16. Ability to appropriately challenge.
17. colleagues and partners to ensure the statutory right of the service user.
18. Sensitivity to disability, sexuality, gender and ethnicity issues.
19. Proven ability to lead, facilitate and make a constructive contribution to meetings and negotiate with a range of stakeholders, settings and contexts.
20. Ability to keep accurate and timely records.
21. Evidence of ability to compile and analyse information and data and present in variety of formats.
22. Demonstrates awareness of the importance of using plain language and the ability to do so.
23. Relevant experience of working directly with children, young people and their families, as relevant to the specific client groups.
24. Evidence of collaborative work with families.
25. Proven commitment to finding solutions, planning and developing interventions with families and evidence of effectively using solution focused approaches in practice.
26. Experience of supervising and coaching staff.
27. Experience of working with children and families where there have been Safeguarding concerns.
28. Experience of working alongside parents who may have mental health, learning or physical disability or sensory impairment.
29. Experience of assessment and observation of the developmental needs of children.
30. Experience of working with a range of agencies and communities.
31. Political awareness. (Desirable)
32. Experience of providing training and facilitation. (Desirable)
33. Experience of identifying areas of required development within a team. (Desirable)
34. Ability to learn new IT applications as appropriate to role. (Desirable)
35. Experience of using Suffolk Signs of Safety and Wellbeing principles, disciplines and tools. (Desirable)
36. Experience of group work. (Desirable)

**Additional requirements**

1. To work in a variety of locations and client’s homes, including rural areas if required by the post.
2. A DBS check will be undertaken for the successful candidate.
3. Advanced organisational skills and the ability to prioritise work of self and others and meet deadlines.
4. Willingness to undertake training as required to update knowledge and skills.
5. Evidence of successfully working alone as well as part of a team.
6. Ability to undertake out of hours working if required.

If you think you have what it takes to be successful in this role, even if you don’t meet all the criteria, please apply. We’d appreciate the opportunity to consider your application.

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| **Travel requirements** |

We encourage technology use to communicate and engage. However, this role may require operating in a wide rural area. It would be beneficial to have a full driving license and personal transport. Alternatively, meeting mobility requirements through other means is acceptable. If you have a disability, talk to the contact below. They can help you with reasonable adjustments for this role.

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| **Our values – WE ASPIRE** |



At Suffolk County Council our WE ASPIRE values set out the behaviours we expect from everyone in the organisation regardless of who they are, what their role or grade is or where they work.

The values have been developed through feedback and input from employees at the council and underpin how we go about our everyday work. They define us and help us to be the best we can be.

Visit our [**careers pages**](https://eoce.fa.em3.oraclecloud.com/hcmUI/CandidateExperience/en/sites/CX_3001/pages/11002) for more information on our WE ASPIRE values.

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| **Our Customer Commitment** |



In addition to our WE ASPIRE values, we also have a **Customer Commitment** which sets out a number of strong principles that help support high standards of customer service and care that we can all endeavour to consistently demonstrate.

For more information, view our [**Customer Commitment poster.**](https://sccrecruit.blob.core.windows.net/assets/SCC/Other-Docs/17.06.2020_%20CUSTOMER_COMMITMENT_POSTER.pdf)

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| **More information for recruitment applicants** |

We offer a fantastic working environment including diverse and active staff networks,

great flexible working options and many benefits, as well as the opportunity to improve the lives of Suffolk residents.

Visit the [**Suffolk County Council career website**](https://eoce.fa.em3.oraclecloud.com/hcmUI/CandidateExperience/en/sites/CX_3001/pages/11002) to learn more, including information about adjustments to recruitment processes, our interview schemes and other commitments to equality, diversity and inclusion.