



## Occupational Therapist

**Location:** Church Lawton School, Cherry Tree Avenue, Church Lawton, Stoke-on-Trent, Staffs, ST7 3EL

**Basis:** 37 hours per week; 45.8 weeks per year

**Salary:** Circa 34–36k (38–41k FTE)

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### About Us

The Liberty Academy Trust is an education charity established in 2022. Our purpose is to deliver an education for our children that meets their needs, aspirations, and interests, and which prepares them well for adulthood. Our values of courage, determination and teamwork are the key drivers to bring about positive change, so that all our children and young people can be successful now and in their future lives.



We are currently a small Trust of three academies, with plans to grow so that our reach and impact can extend further. Committed to providing an excellent education for autistic children and young people, our approach is to support the whole child, offering a balance of personalised teaching and therapeutic support as standard.



We opened Church Lawton School in 2015 and provides a curriculum for students from across the spectrum who have a range of learning needs. This covers an age range from age 4 to age 19, building each child's development week by week, term by term and year by year.



Thank you for your interest in this role at Church Lawton School, within Liberty Academy Trust. This is a hugely exciting time for our family of academies as we seek to grow and extend our reach so that we can make a real difference to the lives and life chances of children – and particularly those who are autistic – so they receive the educational opportunity they deserve.

The Trust currently has three academies based in the local areas of Cheshire East, Reading and Kennington; all of which are at different stages of development. We are clear on the importance of achieving long-term sustainability for our academies.

Our vision is to lead through moral purpose, whilst taking advantage of collaborative opportunities and partnership work, to secure an excellent educational offer for our children and young people. Employees within the Trust belong to a community of professionals and benefit from an increasingly wide range of networks and development opportunities across the Trust, which will increase further as we grow.

With high expectations for staff and pupils alike, those we recruit can demonstrate that they share our values, are highly motivated to work with colleagues to continuously develop their skills, pursue professional excellence, and are committed to providing the highest standards.

If you see yourself in that description, then we would be delighted to receive your application.

#### **Dr Nic Crossley, Chief Executive**



We are delighted that you are considering a position as Occupational Therapist at Church Lawton School, a proud member of the Liberty Academy Trust. Our school is dedicated to providing exceptional education and support to students with autism, fostering an inclusive environment where every child can thrive.

At Church Lawton, we adhere to the core principles of the Liberty Academy Trust: courage, determination and teamwork. We believe in embracing each student's unique potential, employing innovative teaching strategies tailored to their needs, and maintaining the highest standards of integrity in all our endeavors.

Our vision is to create a world that works for autistic children and young people, by providing an exceptional educational offer, so that they achieve success now and are well-prepared for adulthood.

Join us in our mission to create an empowering and supportive educational community. Your dedication and compassion can help our students achieve their fullest potential.

Warm regards,

**Paul Scales, Principal**

## The Opportunity

As our Occupational Therapist, you will provide a highly specialist clinical service to students across the school, helping us to transform the lives of autistic children and young people.

You will be responsible for the assessment, treatment, implementation and documentation of Occupational Therapy interventions with a nominated caseload as well as being actively involved in staff training.

There will also be the opportunity to increase your knowledge and skills through participation in team and wider Trust continuing professional development programmes and practice supervision with the Trust Therapy Team.

You will have previous experience in Occupational Therapy and be able to demonstrate an in-depth knowledge and understanding of interventions relevant to students with ASD.

You will be a great communicator who is adept at building effective relationships. But above all, you will have an enthusiasm for helping people with autism to thrive.

The role is based at our Church Lawton School in Staffordshire. You will work 37 hours a week for 45.8 weeks of the year - salary is reduced pro rata to reflect the nature of the role as principally term-time-only. We offer a competitive salary and pension, as well as a range of benefits and a focus on staff well-being. More importantly, we offer the opportunity to play a part in highly rewarding work, as part of an ambitious and supportive team.

## Job Description

### Purpose

Working as an integrated member of the school's transdisciplinary team, and the Trust's wider team, the Occupational Therapist will:

- Provide a highly specialist clinical service to students across the school.
- Be responsible for the assessment, treatment, implementation and documentation of Occupational therapy interventions with a nominated caseload.
- Work collaboratively with all staff in order to ensure occupational therapy is integrated into curriculum planning and delivery.

### Principal Accountabilities

#### Clinical

- To use professional autonomy and be informed by EHCP's to assess, develop and implement highly specialist occupational therapy intervention across the school.



- To work within a transdisciplinary approach across the school.
- To provide advice within the context of positive behaviour regarding the management of students with sensory, motor difficulties and challenging behaviour.
- To act as a source of expertise in providing occupational therapy specialist assessment, recommendations and intervention using complex and advanced clinical reasoning, demonstrating critical thinking, reflection and analysis.
- Using sound clinical reasoning skills, to analyse and interpret assessment findings from both standardised and non-standardised assessments in order to help establish appropriate intervention goals and integrate these appropriately into occupational therapy assessment, therapy plans and EHCP's.
- To write concise outcome focused reports/targets.
- To commit to and implement evidence-based practice and to use research/audit opportunities to support the efficacy of therapeutic interventions and ensure all practice both current and of high quality.
- To use advanced clinical reasoning to review own caseload to ensure intervention is meeting the needs of the pupils.
- Assessment, reporting, contributing to and attending LEA Annual Reviews of children holding EHCP's.
- To have a good working knowledge of the principles of clinical governance there application to ensure best practice.
- Attending my progress meetings/parent evenings, in conjunction with teachers and other members of transdisciplinary team.
- Participating in the planning, organising and delivering of training internally as required.
- Participate and deliver external courses/presentations where required and as appropriate to knowledge base.
- To lead clinical case discussion at transdisciplinary staff meetings and become an active member of the wider LAT therapy team.
- To work to local and national procedures, policies and priorities.
- To maintain and further develop own clinical skills in line with current evidence based practice. Maintain CPD in-line with RCOT standards.

## **Leadership and Administration**

- To assume delegated leadership responsibilities and tasks as requested by line manager.
- To chair relevant meetings if requested to do so.
- To demonstrate highly developed negotiation skills in the management of conflict across a range of situations, including dealing sensitively with complaints.
- Support other less experienced staff members of the team to develop their knowledge and skills.
- To identify possible service improvements as a result of audit/research and share with leadership team.
- To monitor the use of resources and facilities to ensure optimum effectiveness and efficiency.
- To be an effective member of the transdisciplinary team. This entails maintaining close liaison, including working with speech and language therapists, Clinical Psychologists, educational psychologists, teaching staff and other members of the SLT to provide a holistic and informed approach towards therapy and the curriculum.
- To attend or ensure appropriate representation and contribute to relevant meetings.
- To participate in regular reviews of the occupational therapy service.
- To be familiar and comply with the contents and impact of relevant legislation related to the health, education and social welfare of children/young people and their families.
- To contribute to the development of school policies and procedures related to meeting the OT needs of the school population.
- To be responsible for a delegated budget and resources.

## **Supervision and Training**

- Responsible for supporting and supervising Assistant Occupational Therapists.
- To develop the skills of less experienced team members.
- To provide feedback and possible solutions to any challenges being faced by the team.

- To maintain professional status and competence to an advanced level taking responsibility for keeping own knowledge and skills up to date by engaging in and directing continuous professional development and lifelong learning.
- To be actively involved in regular peer supervision to ensure clinical best practice and appropriate decision making.
- To set realistic professional goals and targets which are SMART.
- To identify own CPD needs and discuss with line/professional manager.
- To ensure all mandatory training is kept up to date with 100% compliance.
- To maintain CPD by attending relevant training courses, meetings and Forums/CEN's and by reading appropriate literature. To share knowledge with others.
- To act as a source of advanced clinical expertise and advice to others including that which is external to the school and promote an understanding of OT practice.
- To assist in developing and implementing evidence based practice and client outcome measures commensurate with knowledge and experience.
- To maintain confidentiality and information consistent with the school policies.

### **Environment**

- To participate in maintenance and ordering of OT specific equipment and resources.
- To comply with relevant legislation and policy relating to the school work environment and SPELL approach.

### **Other**

- Always comply with Trust policies and procedures; including, but not limited to, Safeguarding, Health and Safety and employment policies.
- Work within the Trust's Equality and Diversity Policy to promote equality of opportunity for all students and staff, both current and prospective.
- Maintain high professional standards of attendance, punctuality, and conduct; and maintain positive, courteous relations with students, parents and colleagues.
- Engage actively in the appraisal and performance review process, and in relevant continuing professional development.
- Be willing to travel to the Trust's schools and other sites as needed.

Job descriptions only reflect 80% of a role and are not an exhaustive list of duties. You are expected to carry out other activities that are within the scope of the role. The job description will be kept under review and modified from time to time.

## Person Specification

### Essential

#### Qualifications, Training and Knowledge

1. Hold a Diploma/Degree in Occupational Therapy
2. Hold a Degree/diploma supplemented by Professional knowledge acquired through further training and specialist short courses to master's equivalent level
3. Hold a Health Professions Council License to practice.
4. Be a registered member of Royal College of Occupational Therapists
5. Possess an in depth knowledge and understanding of interventions relevant to students with ASD.
6. Have a sound knowledge of service delivery models and clinical governance

#### Skills and Experience

7. Possess excellent interpersonal and communication skills.
8. Have sound written and verbal presentation skills.
9. Possess well-developed organizational and leadership skills.
10. Have sound IT skills.
11. Have a minimum of 4 years experience, including in-depth experience in ASD.
12. Show evidence of responsibility for staff and caseload management.
13. Be experienced in the development and delivery of training.

#### Personal Qualities and Attributes

14. An understanding of and commitment to the aims, vision and values of the Liberty Academy Trust and the principles of public life.
15. A passion for specialist SEN provision that improves life chances, and an appreciation of the importance of high expectations and equality of access for all students.

16. A high degree of professionalism in dealing with sensitive information, maintaining confidentiality where necessary.
17. Resilience and emotional intelligence; able to work effectively with and advocate for students, including those with autism and those in vulnerable situations.
18. A strong team player; able to act as a positive role model for colleagues.
19. A commitment to equality, diversity and inclusion.
20. A demonstrable commitment to continuing professional development.

## Desirable

21. Hold a valid driving licence.

All members of the Liberty Academy Trust community are driven by the three core values of courage, determination, and teamwork.

## Recruitment Process

- Application deadline:** Midnight on Tuesday, 3<sup>rd</sup> September 2024
- Interviews:** Week commencing 23<sup>rd</sup> September 2024
- Anticipated start date:** January 2025 (or sooner pending vetting checks)

To apply for this position, please visit

[https://ce0601li.webitrent.com/ce0601li\\_webrecruitment/wrd/run/ETREC179GF.open?WVI D=3599615Wlv](https://ce0601li.webitrent.com/ce0601li_webrecruitment/wrd/run/ETREC179GF.open?WVI D=3599615Wlv) to complete our online application. Please note that we cannot accept CVs.

The Trust pays full regard to 'Keeping Children Safe in Education' guidance 2023. We ensure that all appropriate measures are applied in relation to everyone who works for the Trust who is likely to be perceived by the children as a safe and trustworthy adult including volunteers and staff employed by contractors.

Our safer recruitment practice includes scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history, and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking online checks and an Enhanced DBS check.

We are an equal opportunities employer and we value diversity. Applications for this job are sought from anyone who is suitably qualified and experienced for the role; we particularly welcome those with a diagnosis of autism. We are very happy to discuss adjustments to the recruitment process for those that need it. Please note that we can only consider applicants legally entitled to work in the UK