

## **Job Description for the Post of Occupational Therapist at Nightingale Satellite**

### **Job Purpose:**

As an Occupational Therapist, you will work as part of a committed, multidisciplinary therapy team to support pupils with Social, Emotional and Mental Health (SEMH) needs and associated conditions including ASD, ADHD and developmental delay.

You will provide clinically effective, person-centred and evidence-based occupational therapy assessment and intervention to enable pupils to access learning, develop functional skills and maximise independence both in school and at home.

You will contribute to the development and delivery of a high-quality, integrated occupational therapy service within the academy.

### **Key Responsibilities:**

#### **1. Clinical Assessment and Intervention**

- Provide person-centred occupational therapy assessment and intervention for a varied paediatric caseload, using appropriate standardised and functional assessment tools.
- Apply sensory integration theory and therapeutic approaches to support pupils with ASD, ADHD, SEMH and associated difficulties.
- Develop, implement and review individual programmes including sensory diets, fine/gross motor and visual perceptual interventions.
- Monitor and evaluate progress, adapting interventions to ensure measurable impact on functional skills and access to learning.

#### **2. Supporting Access to Learning**

- Work collaboratively with teaching staff and the inclusion team to embed occupational therapy strategies within classroom practice.
- Identify and reduce environmental and sensory barriers that impact pupils' participation and engagement.
- Support the development of functional skills for independence, regulation and daily living.
- Provide advice, guidance and training to staff to promote understanding of sensory, perceptual and physical needs.

#### **3. Supporting SEMH Needs and Wellbeing**

- Work as part of an integrated multidisciplinary team to provide coordinated and needs-led support.
- Liaise effectively with parents/carers, external professionals and community services to support pupil outcomes.
- Prepare and present professional reports, including contributions to EHCP reviews and multidisciplinary meetings.
- Promote awareness of the occupational therapy role within the academy and contribute to service development.

#### **4. Safeguarding, Governance and Professional Practice**

- Promote and safeguard the welfare of children and young people in line with school policies and professional standards.
- Manage clinical risk, maintain confidentiality and ensure appropriate consent and information sharing.
- Maintain accurate and timely clinical records in accordance with HCPC and RCOT standards.
- Engage in supervision, CPD and reflective practice to ensure high-quality, evidence-based service delivery.

***Additional notes***

- Job Descriptions are to be reviewed annually
- The responsibilities listed above are the essentials of the post; it is always open to the postholder to propose ways of extending these responsibilities

## Person Specification for the Post of Occupational Therapist

The Person Specification shows the abilities and skills you will need to carry out the duties in the Job Description. Shortlisting is carried out based on how well you meet the requirements of the Person Specification. You should mention any experience you have had which shows how you could meet these requirements when you fill in your Application Form. If you are selected for interview, you may be asked also to undertake practical tests to cover the skills and abilities shown below.

Area	Requirements	Essential/Desirable
Qualifications	Degree in Occupational Therapy (recognized professional qualification)	Essential
	Registered with the Health and Care Professions Council (HCPC)	Essential
	Member of the Royal College of Occupational Therapists (RCOT)	Desirable
	Evidence of ongoing Continuing Professional Development (CPD)	Desirable
Experience/Knowledge	Minimum three years post-registration experience (Band 6) with at least two years in paediatric therapy (Band 5 applications considered with appropriate experience)	Desirable
	Experience delivering individual and group occupational therapy interventions	Essential
	Experience working as part of a multidisciplinary team	Desirable
	Experience working with school-aged children with complex learning difficulties including ASD, SEMH and associated needs	Desirable
	Experience working within an educational or special school setting	Desirable
	Experience contributing to EHCP reviews and multi-agency working	Desirable
	Experience contributing to multi-agency work (e.g. CAMHS, social care, EHCP reviews)	Desirable
Skills & Abilities	Knowledge of physical, perceptual and sensory difficulties associated with ASD, ADHD, SLCN and SEMH	Essential
	Ability to select and use a range of standardised and functional assessment tools	Essential
	Ability to plan, deliver and evaluate evidence-based occupational therapy interventions	Essential
	Strong written and verbal communication skills, including report writing	Essential
	Ability to maintain accurate clinical notes and provide reports	Essential
	Ability to manage a clinical caseload effectively and maintain accurate records	Essential
	Ability to manage conflict and remain calm in challenging situations	Essential
	Understanding of clinical governance, audit and professional standards	Essential
Personal Attributes	Warm, empathetic, patient and emotionally resilient	Essential
	Committed to inclusion, equality and the school's values	Essential

	Reliable, organised and able to use initiative appropriately	Essential
	Commitment to inclusion, equality and the ethos of Orchard Hill College & Academy Trust	Essential
	Willingness to engage in external supervision	Essential
	Reflective practitioner committed to supervision and professional growth	Essential
	Organised, proactive and able to use initiative appropriately	Essential

*Orchard Hill College & Academy Trust is proud to be a Disability Confident Employer, committed to creating an inclusive and supportive workplace for all.*

*Orchard Hill College & Academy Trust endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.*

*This **Job Description** and **Person Specification** is current but will be reviewed on an annual basis and following consultation with you, may be changed to reflect or anticipate changes in job requirements which are commensurate with the job title and grade in line with the school's changing needs.*

*In line with the statutory guidance in Keeping Children Safe in Education, the Trust reserves the right to request and review references **prior to interview** as part of our safer recruitment process. Any concerns raised will be followed up with the applicant before a recruitment decision is made.*