

<b>Reports to:</b>	Occupational Therapist
<b>Hours:</b>	30 hours per week (52 weeks per year)
<b>Type:</b>	Permanent
<b>Salary:</b>	£23,176.24 (per annum)
<b>Interview date</b>	TBC

**APPLICATION IS BY APPLICATION FORM ONLY** – applications should be sent to HR@landmarks.ac.uk

To apply visit: <https://www.landmarks.ac.uk/jobs/>

**The College is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.**

Landmarks is an independent specialist day college for young people with learning disabilities and difficulties. The college offers a wide range of programmes that are tailored to each individual's needs.

Landmarks operates from several sites across; Nottinghamshire, Derbyshire and South Yorkshire, with our main site located in Eckington, S21 4EF.

Landmarks has several satellite provisions in Rotherham, Nottingham city Centre and a “real-life” hospitality and catering facilitate in Rainworth, Mansfield. These environments enable us to provide a range of personal and vocational training opportunities including:

- Agriculture
- Animal Studies
- Arboriculture
- Art
- Business Administration
- Conservation
- Duke of Edinburgh
- Equine Studies
- Floristry
- Horticulture
- Hospitality & Catering
- Independent Travel Training
- Independent Living Skills
- Labouring (CSCS)
- Retail
- Supported Internships
- Wildlife Management
- Work Experience

Our staff are required to work on a range of different sites, including; college campuses, employer's premises or communities local to your learners home - therefore willingness to travel is essential. There may be a requirement to transport learners in your own car, insurance implications are reimbursed. Mileage and expenses are provided for travel during the working day.

### Job Purpose:

Our Occupational Therapist is employed to:

- Develop learner occupational performance skills, and so enhance educational achievement at one of the identified Landmarks sites or in the wider community; using evidence-based/learner centred principles to assess, plan, implement and evaluate interventions as an autonomous occupational therapy practitioner.

### Main Responsibilities:

Your responsibilities will include, but are not restricted to:

#### Clinical

- To manage and prioritise own caseload whilst carrying out the occupational therapy process in a Specialist College and acting as a source of clinical expertise and professional advice.
- To provide specialist, culturally appropriate, evidence based occupational therapy assessments for learners with a variety of needs within the college in order to establish and meet their occupational needs.
- To select and use evidence based standardised and non-standardised assessment tools routinely and in practice, exhibiting clinical reasoning skills.
- To plan, implement and review individually tailored evidence-based programmes of intervention using individual and group work approaches and within a Multi-Disciplinary Team (MDT) context.
- To support learners and colleagues to ensure that occupational independence targets and goals are developed and reviewed in partnership with MDT and identified others and that they reflect transitional goals.
- To undertake assessment to determine the impact of mental and physical conditions on the learner's functional ability and make recommendations with regards to adaptation of activity e.g. travel training and provision of equipment/aids as required.
- To be aware of medication issues that may impact on the learner's occupational performance.
- To work in partnership with other agencies and local providers of equipment to ensure provision as appropriate.
- To proactively undertake and ensure rigorous risk assessment and risk management strategies throughout in line with risk policies and local guidelines.
- To identify carer role requirements/needs/support and to provide information resources and initiate referral to other agencies if required.

### **Communication**

- To demonstrate excellent written and verbal communication skills.
- To establish and maintain effective relationships with learners with complex learning, emotional and behavioural needs and their carer's/parents, other professionals and agencies; in order to ensure a comprehensive and consistent approach to client care.
- To make adjustments to communication in response to learners needs including the use of Alternative and Augmented Communication (AAC).
- To provide and receive information of a sensitive nature relating to learners and carers demonstrating empathy and reassurance. Recording outcomes and disseminating said information where essential.
- To confidentially handle and liaise regarding sensitive issues and information with other services.
- To network with external OT colleagues through attending professional forums to support own and service development objectives.

### **Documentation**

- To ensure that timely, accurate and informative records of occupational therapy assessments and interventions are recorded onto Data Bridge; in line with the standards of RCOT.
- To provide timely, comprehensive, clearly written occupational therapy reports on learner's assessments, interventions and outcomes.
- To maintain accurate supervision records in accordance with RCOT and applicable University guidelines.

### **Clinical Governance**

- To apply national, local and RCOT guidelines/standards of practice
- To work with the Educational Accredited Bodies guidelines and implement frameworks to achieve competencies required to OFSTED standards.
- To maintain and observe confidentiality of all information relating to learners as detailed in the Landmarks Policy and adhere to the RCOT standards of practice.

### **Service Delivery and Development**

- To promote and facilitate the role and clinical perspective of Occupational Therapy throughout Landmarks and make contributions to evaluate the service.
- To contribute as a member of the MDT to the delivery of operational service/team objectives.
- To safeguard the health, safety and welfare of learners and others at all times.
- To design and deliver training packages to new and existing staff on topics relevant to occupational therapy e.g. sensory needs, travel training.

- Where delegated take responsibility for the direct supervision and appraisal of practice placement students according to the relevant University and RCOT.

### **Personal and Professional Development and Ethics**

- In accordance with the Health and Care Professions Council and Royal College of Occupational Therapists:
  - Assume personal and professional responsibility for maintaining a working knowledge of new statutory guidelines, changes to occupational therapy practice, new developments, evidence-based practice and research; demonstrate this in everyday practice and through your CPD portfolio.
  - Review and reflect on own OT performance through effective use of professional supervision, CPD opportunities and annual appraisal; ensuring own learning and development needs are identified.
  - Undertake activities of Continuous Professional Development
  - Apply clinical skills and knowledge to demonstrate professional competence and fitness to practice as an occupational therapist
  - Comply with the RCOT Code of ethics and Professional Conduct, and HCPC Professional Standards and Local Policies at all times
- To maintain an awareness and working knowledge of other professionals' ethical guidelines within the team to enable ethical inter-professional working.
- To maintain and develop knowledge of national and international legislation that affects and informs clinical practice, such as the Mental Capacity Act etc.

This list of duties should not be regarded as exclusive or exhaustive as the post holder may be required to undertake other reasonably determined duties and responsibilities.

**Person Specification**

The selection process will involve assessments being made on the extent to which applicants meet the criteria listed in the table below:

	<b>Essential</b>	<b>Desirable</b>
Qualifications	<ul style="list-style-type: none"> <li>• Degree / Diploma in Occupational Therapy</li> <li>• HCPC Registration</li> <li>• UK Driving License and use of own car</li> </ul>	<ul style="list-style-type: none"> <li>• Member of relevant professional body i.e. BAOT, COT specialist section e.g. COTPLD</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Experience in the application of the OT process within Learning Disabilities and/ or Physical Disabilities- could include as part of a student placement</li> <li>• Relevant other work / experience</li> <li>• Evidence of CPD</li> </ul>	<ul style="list-style-type: none"> <li>• Experience within an educational environment</li> <li>• Experience of working with clients with autism, sensory or emotional and behavioural need</li> </ul>
Skills	<ul style="list-style-type: none"> <li>• Ability to manage own caseload/workload</li> <li>• Ability to use clinical reasoning/ evaluation skills relating to the needs of the clients</li> <li>• Ability to organise self in terms of prioritisation, flexible working and working under pressure.</li> <li>• Ability to work effectively as part of a team</li> <li>• Ability to reflect and critically appraise own performance and use supervision effectively</li> <li>• Effective written and verbal communication skills including sensitivity to a variety of situations and responding appropriately to challenging and difficult behaviours and emotional distress.</li> <li>• Ability to work flexibly as part of a team</li> <li>• Ability to actively promote self and profession</li> <li>• Information and technology skills to use a computer, including word processing, email and internet.</li> <li>• Willingness to undertake further training and development</li> </ul>	
Knowledge	<ul style="list-style-type: none"> <li>• Ability to apply relevant theory and models of occupational therapy practice</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness of sensory needs</li> </ul>

	<ul style="list-style-type: none"> <li>• Understanding of professional ethics and their application to practice</li> <li>• Some knowledge of current practice and policy in occupational therapy and learning disabilities</li> <li>• Healthy, safety and risk management awareness</li> </ul>	
Personal Attributes	<ul style="list-style-type: none"> <li>• Flexibility is essential to enable Landmarks to meet the needs of our learners.</li> </ul>	

**In return we will offer:**

- Westfield Health Scheme following a successful probation.
- Life cover following a successful probation.
- Standard life pension.
- 30 days holiday (pro rata – 52-week employees).

Landmarks is committed to safeguarding and promoting the welfare of our learners. All offers of employment will be subject to enhanced DBS checks, which it deems satisfactory (you will be viable for the cost of a DBS if you leave within your probationary period).

To find out what makes Landmarks a remarkable place to work, visit our website [www.landmarks.ac.uk](http://www.landmarks.ac.uk), and follow Landmarks Specialist College on Facebook for more information.

If you have any further queries or would like to arrange a discussion regarding the terms and conditions of employment at Landmarks, please contact a member of HR – 01246 433788.