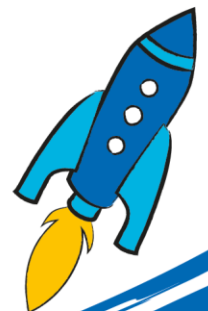


Highly Specialist Occupational Therapist Community Neurorehabilitation Team, Birmingham & Solihull Band 7

Candidate briefing pack



Dear Candidate

Thank you for your interest in becoming a Highly Specialist Occupational for The Children's Trust.

The Children's Trust is the UK's leading charity for children with brain injury. We are unique, with an international reputation for the work we undertake to improve the lives of the children and families with whom we work. We provide information and support to thousands of children with brain injury and their families annually, through education, care, therapy and research. We provide expertise and experience in meeting the needs of children and young people with acquired brain injury, neuro-disabilities and complex health needs.

You will be joining The Children's Trust at an exciting time as we progress our strategy, 'Hope and Ambition' and develop our community services by piloting three new interdisciplinary teams for children with acquired brain injury (ABI) in locations across the country. Through these new teams our ambition is to demonstrate service models that are examples of best practice and show positive outcomes for children and deliver social and economic benefit for the public sector. We want to bring about system change in the provision of community rehabilitation for children with ABI.

As a Highly Specialist Occupational Therapist you will report to the Professional Lead of the interdisciplinary Team (IDT) in Birmingham and Solihull. Alongside your Physiotherapy, Speech & Language Therapy and Psychology colleagues, you will offer specialist intervention that is goal focused, evidence based, and child and family centred. You will collaborate with colleagues across the neurorehabilitation pathway, supporting children and young people as they transition from hospital to home, and throughout their neurorehabilitation journey.

This is a fantastic opportunity if you are passionate and spirited about supporting children and young people with ABI and their families. This is a chance for an outstanding candidate to make a significant and lasting difference to the lives of thousands of children and families. At The Children's Trust we believe in the power of diversity, both for the success of our organisation and because we strive to reflect the diversity of the young people and families we support. We want to hear from people with a range of experiences and skills. The Birmingham and Solihull region is made up of many different backgrounds and cultures, and therefore we particularly welcome those who are from diverse ethnic background, and who are passionate about championing equity, diversity, and inclusion

Kind regards

Rebecca O'Sullivan

Professional Lead, Birmingham & Solihull Community Neurorehabilitation Team

The Charity

The Children's Trust is the UK's leading charity for children with brain injury and complex health needs.

The charity provides rehabilitation, medical care, special education, community services and expert information.

Our key services are:

- Rehabilitation for children with Acquired Brain Injury (ABI)
- A residential non-maintained special school for children with Profound and Multiple Learning Difficulties (PMLD)
- Support for children with ABI and their families in the communities across the UK, through our brain injury community services.
- Online information and support via our publications and braininjuryhub.co.uk

Our residential services based at our national specialist centre in Tadworth, Surrey, work in partnership with the NHS and local authorities to provide a step-down pathway of care between hospital and home. The centre is entirely child and family focused to ensure that their needs are appropriately supported.

In the community, we provide clinical support to complement local services and give children and young people with ABI the best chance of succeeding at home and in school.

We are the only paediatric centre with a national specialised commissioning contract (through NHS England) to provide brain injury rehabilitation for children with severe brain injury. Our other services are funded through local health commissioners (such as clinical commissioning groups), social care and education authorities, together with the millions raised through voluntary fundraising.

Thanks to the generosity of The Children's Trust's supporters, our 24 acre Tadworth site features a modern hydrotherapy pool, accommodation for parents, specially adapted equipment, soft play areas and a wheelchair-accessible treehouse.



We run a non-maintained residential special school for children with PMLD. The Children's Trust School supports children and young people from 3 to 19 years old and is dual-registered with the Care Quality Commission (the school residential houses) and Ofsted.

The Children's Trust is a charitable organisation with approximately 595 committed staff and 560 volunteers with a range of expertise across nursing and care, education, therapy, operations and centralised support functions such as finance, HR, fundraising and communications. A number of these staff are based off site around the UK as part of our community work or in our charity shop.

Job Description

Job Title	Highly Specialist Occupational Therapist, Community Neurorehabilitation Team
Reports to	Professional Lead, Birmingham & Solihull Community Neurorehabilitation Team
Direct reports	None
Level	Highly Specialist, Band 7
Location	Remote / working from home with regular travel across Birmingham & Solihull
Salary	£40 057- £45 839
Hours of work	Part-time: 30 hours per week
DBS	Enhanced with Children's and Adult's Barred List

Job Purpose

- To provide a comprehensive Occupational Therapy service for children and young people referred to the Neurorehabilitation service for assessment and/or treatment. This will be delivered, in collaboration with existing teams/services, in acute and community settings such as in outpatient clinics, in the child/young person's home or school and other community-based facilities.
- To contribute to the development and evaluation of the service in conjunction with the professional lead and wider IDT.
- To play an active part in the Neurorehabilitation service participating in service-based initiatives and activities including training, the development of clinical practice, undertaking clinical audits and initiating/participating in research within this specialist area.

Duties and Responsibilities

Professionalism

- Meet current HCPC and Royal College of Occupational Therapists standards with respect to professionalism and to keep up to date with any changes.
- Understand what is required of therapy professionals by HCPC with respect to Fitness to Practice.
- Be responsible for maintaining registration with HCPC and other professional bodies.
- Adhere to the policies and procedures of The Children's Trust.
- To keep appropriate and accurate intervention records which fulfil legal, professional and the requirements of The Children's Trust.

Clinical Responsibilities

- To undertake a comprehensive assessment of children and young people referred to the service, including those with a complex presentation, to formulate a therapeutic diagnosis and create individualised functional goals, in collaboration with the child/young person and their family, through advanced clinical reasoning.
- To assess children and young people referred to the service in order to recommend treatment and to provide advice to the child/young person and their family, carers and other professionals working with that child e.g. teachers, other health professionals.
- To carry out assessment and therapy programmes based on the child's need. This could range from a block of intensive daily input to writing and demonstrating programmes for family, and/or other professionals working with the child, to deliver.
- To devise and deliver suitable individual occupational therapy programmes for each child in collaboration with their parents, and the MDT. These will be monitored/ evaluated and adjusted appropriately according to the needs of the child.
- To carry out uni- and multi-professional assessment and therapy sessions as indicated by need. Professionals may be other members of the IDT or work in other services/teams working with the child/young person.
- To have knowledge of environmental assessment and equipment provision, treatments relating to reduced mobility and cognition, neurological fatigue and upper limb management i.e. splinting, vocational rehab and participation within occupations.
- To work collaboratively with families to maximise engagement in therapy sessions, support management of their child's needs and promote confidence in meeting these needs.
- To assess and advise on specialist equipment and liaise with social services and relevant others on its provision.
- To teach, integrate and monitor occupational therapy advice and programmes in the child's environment whether it is carried out by parents, therapy staff, care staff or school.
- To work closely with all members of the multidisciplinary team and the child and family, to provide a fully integrated approach to the overall management of the child. This will include any home/school visits, professional child related meetings and appointments as required.
- To contribute to the assessment and discussion of new referrals to the team.
- To work collaboratively and openly with professional colleagues in other services.
- To undertake lone working in a community setting and be responsible for the appropriate risk assessment and evaluation of that setting.
- To contribute to child related reports as required and assist with the collation of in a timely manner.
- To critically evaluate new intervention methods and implement where appropriate.
- To provide clinical cover across the service during episodes of staff shortage/heavy workload to ensure effective service delivery.

Communication

- To communicate effectively with children, families and colleagues using appropriate strategies and modifying communication style as required to take account of the communication partner's

needs. This might involve using interpreters, communication aids or different communication modalities.

- To demonstrate a commitment to involving and collaborating with children and families across the service. This will include involving the child or young person, as well as parents and carers, in the decision-making process regarding their occupational therapy needs. This includes the need for discussion of challenging and emotive subjects with families and children regarding long term needs and possible outcomes.
- Proactively involve children and families in areas of service development ensuring the service, and any changes made to the service, are co-designed.
- To use a range of advanced communication skills to share specialised information and discussions with a range of audiences with different levels of knowledge and expertise.
- To attend, contribute to and lead team meetings and other meetings when appropriate.
- Manage informal complaints, in line with The Children's Trust policies and contribute to the resolution of written complaints and as they occur, take immediate action where necessary.
- To chair child related and service-related meetings as required.

Management of Self and Others

- To work on agreed areas of service development.
- To work with families and schools to support activities outside of sessions in order to embed 24 hour rehabilitation
- To participate in the annual Performance Development Review and monthly supervision sessions as required by The Children's Trust, both as appraiser and appraisee.
- To advise the Professional Lead regarding resources and equipment needs, including shortfalls and supporting the ordering process as needs be.
- To represent the IDT on behalf of the Professional Lead for Community Neurorehabilitation as requested.
- To manage time effectively, prioritising and delegating work as required.
- To assess needs, decide priorities and organise, monitor and evaluate the provision of an efficient and effective physiotherapy service in liaison with the Professional Lead, the IDT and partners in local acute and community services.

Service development, quality and evaluation

- Continually evaluate and audit the service, making use of qualitative and quantitative data as appropriate and in accordance with the pilot evaluation framework. Implement changes to working practice where relevant to improve quality and sustainability.
- Gather the views of service users to ensure the child and family are at the centre of service development and review.
- Identify and disseminate current evidence-based practice for paediatric neurorehabilitation.
- Explore and identify opportunities and innovation to maximise efficiency and reach, e.g. through use of technology and telehealth.
- Participate in quality improvement projects and activities, monitoring effectiveness of new strategies/approaches.

Governance

- To ensure high standards of practice through adherence to recognised professional standards.
- Report and raise concerns related to safeguarding, accessing advice and support as required. Be conversant with The Children's Trust and local NHS/Authority policies for safeguarding
- To carry out and lead clinical audit, using audit results, current research and government guidelines to recommend changes to service delivery and clinical practice implementing changes where appropriate
- To read and implement all policies and procedures and risk assessments pertinent to working practice.
- To make relevant contributions to service specific outcome measures and to identify and utilise appropriate profession specific outcome measures and to support others in the same.
- To recognise and critically appraise situations where the effectiveness, efficiency and quality of the service are compromised and take appropriate action to resolve the situation.
- To critically reflect on own performance and that of other staff and use this evaluation to enhance the effectiveness, efficiency and quality of future practice.
- To undergo The Children's Trust Risk Assessor training in order that all activities are risk assessed and documented in the most appropriate format. Detailed risk assessments are completed as required.

Career Long Learning, Education and Research

- To undertake all mandatory training in line with The Children's Trust policy
- To independently advance personal knowledge, understanding and skills in line with identified learning needs by making appropriate use of a variety of learning and development resources and opportunities e.g., by attending courses, lectures etc; contact and involvement with relevant special interest groups; attendance at and contributing to in-service training; literature reviews to support evidence-based practice and by sharing knowledge with colleagues.
- To record outcomes of learning activities in a format that reflects personal preferences and professional requirements.
- To train colleagues and support the development of reflective practice in others.
- To take a lead in the clinical education of student occupational therapists, following University specific guidelines.
- To deliver talks, workshops, presentations and lectures at internal and external training sessions, conferences etc.
- To be aware of and implement a range of research methodologies in order to design, plan and conduct evaluation and research projects to address issues arising from practice, and to critically evaluate the research of others.

Problem Solving

- In addition to The Children's Trust policies, the Highly Specialist Occupational Therapist is governed by, and should adhere to the Health and Care Professions Council (HCPC) Standards of Proficiency for Occupational Therapists and the Royal College of Occupational Therapy (RCOT) Quality Assurance Standards.

- Makes day to day decisions to promote participation and functional activity for children and young people on the caseload.
- Responsible for day-to-day time management and prioritisation of workload with consideration of the needs of the whole service.
- Provides formal supervision to students and MDT rehabilitation technicians.

Health and Safety

- Adheres to all health and safety guidelines, including infection prevention and control.
- Provide evidence of a valid NHS Covid Pass or acceptable proof of Covid vaccination or medical exemption and all vaccinations (or medical exemption) required for the post.
- Adhere to manual handling procedures and complete mandatory manual handling training.
- Promotes the health and safety of others.
- Uses the incident reporting and risk assessment system (IRAR), to identify and report risks and incidents/actions if directed.
- Responsible for identifying and mitigating risk within the work environment.

Wellbeing and Emotional Resilience

- Maintains a positive approach and outlook when dealing with change and overcoming challenges and problems.
- Recognises own areas of need, develops realistic goals, access supervision and uses support network resource when or if necessary.
- Treats challenges and problems as a learning experience.
- Remains organised and focused when under pressure.
- Responds appropriately and effectively to all constructive feedback.
- Motivates self and others.

This job description is not exhaustive and is seen as a guideline for the post. The post holder may be required to undertake other duties to achieve the Trust objectives which are commensurate with the grading of the post.

Organisation and Structure



MDT Technician

Person Specification

If you do not fit all the criteria but do have relevant experience that could make you a great candidate, we would still love to hear from you. You do not need to have done this exact role before. We are happy to discuss any reasonable adjustments individuals may require.

Selection Criteria:		Essential/ Desirable
Education & Qualifications	<ul style="list-style-type: none"> Professional qualification in Occupational Therapy; HCPC registered Member of Royal College of Occupational Therapists & other relevant interest group 	<p>Essential</p> <p>Desirable</p>
Experience	<ul style="list-style-type: none"> Substantial post graduate clinical experience. Experience of multi-disciplinary working Experience of working in paediatrics, neurology and/or neurosurgery Experience of supervising junior staff and students. Experience of working in a variety of clinical environments with knowledge of community services and resources. 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p>
Skills & Abilities	<ul style="list-style-type: none"> Evidence of up-to-date clinical practice/CPD. Advanced communication skills written and verbal. Demonstrates ability to work unsupervised. Ability to work flexibly to meet the needs of the service. Ability to perform manual handling of patients and equipment. Able to manage own workload and work collaboratively with colleagues to complete tasks. Continually review own practice and service delivery making recommendations for service improvement. 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p>
Knowledge	<ul style="list-style-type: none"> Understanding of clinical governance, and its implication for services, including quality and safety issues and audit. Demonstrates awareness and sensitivity of cultural issues. Knowledge of relevant assessments and outcome measures relating to acquired brain injury and/ or paediatric neurology. Competent IT skills. Knowledge of current research, clinical audit and service evaluation methods. 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p>
Personal Qualities	<ul style="list-style-type: none"> Commitment to the vision and values (promises) of The Children's Trust. 	<p>Essential</p>

	<ul style="list-style-type: none"> • Able to work collaboratively within the IDT and with other relevant professionals/services- a team player. • Committed to enhancing professional development. • Must have access to and use of their own vehicle and a willingness to travel 	Essential Essential Essential
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Safeguarding

The Children’s Trust is committed to safeguarding and promoting the welfare of children and young people. To achieve our commitment, we will ensure continuous development and improvement of robust safeguarding processes and procedures that promote a culture of safeguarding amongst our workforce.

The Children’s Trust has policies on safer recruitment, the recruitment of ex-offenders and criminal record checks. Please refer to the People Team for further information.

Equality, Diversity & Inclusion

At The Children’s Trust we recognise how important it is to have leadership that reflects the children, young people, and families that we support. We also recognise that staff, comprised of a range of skills, backgrounds and experiences will help us to better understand the needs of those we support, and how we can best represent their interests.

We, therefore, particularly welcome applications from disabled people, individuals from diverse ethnic backgrounds and those from other under-represented groups.

The Children’s Trust is committed to achieving equity, diversity, and inclusion (EDI) across all levels of the organisation. For further information, see: <https://www.thechildrenstrust.org.uk/about/statement-equity-diversity-inclusion>

Our Promises

Our Promises capture our strengths and aspirations. They guide the way we act, interact, and come together to achieve our goals. The journey we took to reach our Promises has been an important one. A highly collaborative and iterative process that has seen each word shaped by our people – our volunteers, employees, partners, trustees, and suppliers. Perhaps most importantly, at the core of this process are our children, young people, and their families. This journey has given us a critical opportunity to give children and young people a voice. As a result, our Promises have been genuinely enriched by them. That’s because how we work and carry out our role is as important as what we do, and that’s why as part of The Children’s Trust, we all need to live by our five Promises.



