

Job Description

Wellbeing Therapist

REPORTING RELATIONSHIPS

RESPONSIBLE TO: **Director of Safeguarding, Wellbeing and Learning Support**

CLIENT GROUP:

Orchard Hill College and Academy Trust (OHC&AT) includes:

- A specialist further education (F.E) day college providing education courses to adults with severe/profound and complex learning difficulties and/or disabilities. There are 6 sites in total for the college.
- Schools for children with special education needs including physical disabilities, Autism, PMLD, MLD and social, emotional & mental health needs. OHCAT to provide a wellbeing pathway to schools and the college.

JOB PURPOSE AND SCOPE:

- To provide clinically effective, person centered and evidence based assessment of wellbeing, and intervention to learners with profound/multiple learning disabilities as well as physical disability/complex physical health needs and SEMH needs.
- To support staff wellbeing, delivering training and having input into relevant policy
- To support the Director of Safeguarding, Wellbeing and Learning Support in building a Wellbeing Pathway to support learners and staff
- To provide support and supervision for mental health first aiders
- To assist in the management, development and research of wellbeing
- To work with Innovating Minds, implementing use of the Edupod system throughout OHCAT
- To support project work i.e. Healing Together
- To support The Director of SG&WB in reviewing the effectiveness of the Healing Together work for the participating schools and college.
- To provide support and training to all staff as directed with regard to Wellbeing interventions and signposting.
- To comply with the College of Occupational Therapists Code of Ethics and Professional Conduct
- To work flexibly and travel to multiple sites as required, to include Orchard Hill College and Academy Trust and Affiliates' sites.

FUNCTIONAL LINKS:

The Wellbeing Therapist will be expected to work in collaboration with allied professionals and will need to maintain links with a variety of bodies. These will include:

1. Students and their parents/carers and advocates
2. Staff of Orchard Hill College and Academy Trust and affiliates.
3. External and internal professionals working with students
4. Community Services
5. Primary Care Trust & other relevant PCTs

DUTIES & RESPONSIBILITIES:

Clinical- Wellbeing

- To provide assessment and intervention to learners in the service.
- To support staff with training and resources
- To undertake joint risk assessments to determine appropriate management, specifically related to mental health and wellbeing.
- To plan interventions and training which aim at supporting wellbeing of students and staff.
- To liaise with all team members and family/carers in order to provide a co-ordinated approach and ensure wellbeing is integrated into students' and pupil's objectives that support learning, and skills for daily living.
- To monitor, evaluate and in order to measure progress and ensure effectiveness of wellbeing support
- To contribute to reports to be shared at review meetings
- To be actively involved in compiling activity programmes to support wellbeing to learners and staff.
- To use IT and other alternative methods of communication to overcome barriers to communication e.g. simple clear language, makaton, symbols and photographs.

Administration & Management

- To manage time effectively, prioritising work as required.
- To complete and maintain accurate records
- To address issues of confidentiality, consent and sharing of information throughout assessment and intervention and clearly record in learners' files.
- To be responsible for maintaining stock, advising on resources to carry out the job.
- To participate in audit of safeguarding and wellbeing across the MAT
- To be responsible for accessing regular formal clinical supervision, and ensuring supervision sessions are recorded.
- Support input into policies and procedures for specialist area and propose changes to practises and procedures for own area.
- To be accountable for own professional action and recognise own professional boundaries, seeking advice as appropriate.
- To represent Orchard Hill College and Academy Trust as appropriate.

Professional

- To be aware of the sensitivity required to work closely, effectively and in a professional manner with learners, parents/carers, advocates, the multidisciplinary team, College and Academy staff, Community Services, PCTs and other professionals working with students
- To respect the confidentiality, individuality, values, cultural and religious diversity of learners and to contribute to the provision of a service sensitive to these needs.
- To undertake Orchard Hill College and Academy Trust induction programme and ongoing training, including Good Practice training and Protection of Vulnerable Adults and Child Protection training.
- To participate in staff meetings, individual planning meetings, department meetings and liaison meeting with other professionals.
- To promote awareness of the role of Wellbeing Therapist within the multidisciplinary team, all team meetings and with outside agencies.
- To maintain personal development through use of off site and in-house training, contact and involvement with relevant special interest groups, attendance of in-service training, and review of literature as required.
- To maintain own clinical professional development (CPD) by keeping abreast of new developments within the profession and ensure that practice is based on best available evidence and that learning outcomes are recorded in a portfolio.
- To review and reflect on own practice and performance through effective use of professional and operational supervision and appraisal, audit and outcome measures as necessary to own work.
- To comply with the College of Occupational Therapists' and Health Professions Council's Code of Ethics and Professional Conduct.

General

- To be aware and comply with Orchard Hill College and Academy Trust's Health and Safety Policy and Procedures and implement any policies that may be required to improve the safety of the work area, including the prompt recording and reporting of accidents and ensuring that equipment used is safe.
- To be aware of and comply with all other policies and procedures.
- To undertake such other duties of a similar nature from time to time as may be required by the Chief Executive Officer

Notes

- Many of the learners have complex physical disabilities and complex health needs. These include challenging behaviour and social, emotional and mental health issues.
- The post holder should be prepared to work in all the College centres, and schools within OHC & AT and at affiliates' venues and be willing to undertake competency development to work in various areas appropriate to the role of Wellbeing Therapist.

This is not an exhaustive list of duties and responsibilities and the post holder may be required to undertake other duties that fall within the grade of the job, in discussion with the manager.

This content of the job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.

The post holder is expected to comply with all relevant Orchard Hill & Academy Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Safeguarding Children and Vulnerable Adults, Health and Safety and Confidentiality of Information.

Person Specification

Wellbeing Therapist

The person specification shows the abilities and skills you will need to carry out the duties in the job description. Short listing is carried out on the basis of 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.

Qualifications / Experience	Priority
1. Experience with children and young people who have severe/profound and multiple learning disabilities	1
2. Degree or Graduate Diploma in Occupational Therapy	1
3. UK HPC Registration	1
 Abilities, Skills and Knowledge	
4. Ability to lead team and work effectively with others	1
5. Ability to review, write and contribute to policies and procedures for specialist area and in other areas of impact	1
6. Able to make judgements based on evidence based practice	1
7. Demonstrates initiative and ability to work independently, able to problem solve and prioritise own and others work	1
8. Experience implementing the SEND reforms 2015 including contributing to EHCP's and goal setting if required	1
9. Ability to demonstrate effective management of a caseload of adults/children with severe/profound learning difficulties and/or disabilities	1
10. Ability to provide effective occupational therapy assessments and interventions to support individuals with sensory processing needs	1
11. Skilled in carrying out both individual and group interventions	1
12. Ability to communicate effectively with learners, carers and other professionals	1
13. Ability to operate effectively as part of a multi-disciplinary team	1

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| 14. Ability to instruct and support teaching teams in a range of techniques to support learners within the class environment | 1 |
| 15. Ability to co-ordinate and implement programmes of staff development internally and externally | 1 |
| 16. Ability to work closely with teaching staff in the identification of integrated learning and wellbeing related individual objectives | 1 |
| 17. Ability to assess and prescribe appropriate specialist equipment/resources | 1 |
| 18. Knowledge of evaluating outcomes of intervention and ability to critically appraise own performance | 1 |
| 19. Understanding of how to access other services and agencies | 1 |
| 20. Ability to demonstrate a commitment to and responsibility for own CPD (continuous professional development) | 1 |
| 21. Ability to communicate a commitment to the view that learners with severe/profound and multiple disabilities can and do achieve | 1 |
| 22. A commitment to promote the Equality and Diversity Policy, Safeguarding policies, Health and Safety Policy and other College policies | 1 |