**SAFEGUARDING CHILDREN: SAFER RECRUITMENT AND SELECTION**

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| In addition to the candidate’s ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:* Motivation to work with children and young people
* Ability to perform and maintain appropriate relationships and personal boundaries with children and young people
* Emotional resilience in working with challenging behaviours; and, attitudes to use of authority and maintaining discipline.

**The post/job is subject to an Enhanced Disclosure and Barring Check** |

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| Requirement | Essential | Desirable | Measured |
| 1. Qualifications
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| 1.1 Good honours degree in Occupational Therapy | ✓ |  | Application/Certification |
| 1.2 Member of the Health and Care Professionals Council | ✓ |  | Application/Certification |
| 1.3 Member of the British Society of Occupational Therapists |  | ✓ | Application/Certification |
| 1.4 Member of the COT Children, Young People and Families specialist section |  | ✓ | Application |
| 1.5 Member of the Sensory Integration Network UK/Ireland |  | ✓ | Application |
| 1.6 Enhanced DBS clearance |  | ✓ | Application |
| 1.7 Child Protection Training |  | ✓ | Application/Interview |
| 1. Experience
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| 2.1 Extensive pre and post qualification experience in a range of specialities | ✓ |  | Application/Interview |
| 2.2 Specific Paediatric Occupational Therapy experience with children and young people with complex needs | ✓ |  | Application/Interview |
| 2.3 Experience of working within a multi-disciplinary team | ✓ |  | Application/Interview |
| 2.4 Experience of assessing the needs of children and young people that are complex and changing and plan, deliver and evaluate care needs that may be complex and subject to change | ✓ |  | Application/Interview |
| 2.5 Able to deliver 1:1 as well as group work | ✓ |  | Application/Interview |
| 2.6 Experience of school and/or community based work |  | ✓ | Application/Interview |
| 2.7 Contributing to professional development and clinical education of people from non-health backgrounds e.g. teaching staff |  | ✓ | Application/Interview |
| 1. Knowledge
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| 3.1 Knowledge of a broad range of clinical conditions | ✓ |  | Application |
| 3.2 Understanding of the impact of learning difficulties and disability on child development | ✓ |  | Application/Interview |
| 3.3 Training in the Bobath/Neuro-developmental treatment approach | ✓ |  | Application |
| 3.4 Postgraduate training in Sensory Integration | ✓ |  | Application |
| 3.5 Training in Therapeutic Listening |  | ✓ | Application |
| 3.6 Knowledge of adaptive equipment and technologies | ✓ |  | Application/Interview |
| 3.7 Ability to demonstrate ongoing CPD and evidence based therapy | ✓ |  | Application/Interview |
| 3.8 Knowledge of relevant Health and Safety Legislation and the ability to integrate into clinical practice | ✓ |  | Application/Interview |
| 3.9 Knowledge of Manual Handling methods | ✓ |  | Application/Interview |
| 3.10 A clear understanding of Clinical Governance and its implications for occupational therapy and client care | ✓ |  | Application/Interview |
| 3.11 Awareness of professional ethics and values | ✓ |  | Interview |
| 3.12 Understanding of the legal responsibilities of the profession | ✓ |  | Interview |
| 3.13 Understanding of Child Protection issues |  | ✓ | Interview |
| 1. Skills
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| 4.1 Specialist clinical skills e.g. Sensory, specialist seating, postural management | ✓ |  | Application/Interview |
| 4.2 Ability to carry out moderate and intense physical effort throughout the working day and manage competing demands and interruptions | ✓ |  | Application/Interview |
| 4.3 Ability to work as a team | ✓ |  | Application/Interview |
| 4.4 Ability to supervise and train junior staff members | ✓ |  | Application/Interview |
| 4.5 Ability to work independently across a variety of settings | ✓ |  | Application/Interview |
| 4.6 Ability to manage own case load | ✓ |  | Application/Interview |
| 4.7 Excellent time management skills | ✓ |  | Application/Interview |
| 4.8 Ability to teach |  | ✓ | Application/Interview |
| 4.9 Ability to assess, advice and educate students, staff, parents and carers about safe manual handling techniques (including use of equipment and adaptations) | ✓ |  | Application/Interview |
| 4.10 Able to communicate clearly and effectively – both verbally and written – to a variety of audiences including pupils, parents and other professionals | ✓ |  | Application/Interview |
| 4.11 Able to develop and maintain effective relationships with students, staff, parents, agencies working with the school and the wider community | ✓ |  | Application/Interview |
| 4.12 Effective IT skills – ability to use Microsoft packages and Outlook | ✓ |  | Application |
| 1. Personal Qualities
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| 5.1 Highly motivated and proactive | ✓ |  | Interview |
| 5.2 Approachable | ✓ |  | Interview |
| 5.3 Excellent organisation | ✓ |  | Application/interview |
| 5.4 Flexible and able to cope with change | ✓ |  | Application/interview |
| 5.5 Initiative – Proven ability to identify problems/needs and identify solutions | ✓ |  | Application/Interview |