

Kent County Council

Job Description

Job Role: Occupational Therapist Lead – Complex Neurodivergent Children and Young People

Directorate: Strategic and Corporate Services

Unit/Section: Strategic Commissioning

Grade: KR11 (NHS Band 7)

WTE: 37hrs

Responsible to: Senior Commissioning Manager
(Children and Young People's Services)

Purpose of the Job:

The Occupational Therapy Lead for complex neurodivergent Children and Young People is an exciting new role funded by the National Designated Key Worker Early Adopter Programme which is supported by Kent County Council, Medway Council and the Kent and Medway Clinical Commissioning Group.

Kent & Medway are passionate about promoting good mental health and wellbeing for neurodivergent children and young people. It is our ambition to develop an intensive home support in reach resource, (delivery in the child's home) based on the skills and expertise of a small multidisciplinary team including an Occupational Therapy, (OT).

Through the use of collaborative partnership working our aim is for this programme to support complex neurodiverse young people who are experiencing challenges in their behavioural responses, often resulting in significant harm to self, property, and/or others. The post holder will have responsibility for providing a highly specialist OT service for neurodiverse children and young people. The caseload will include young people up to 25 years. The expectation will be through collaboration working this small multidisciplinary team will design and deliver a bespoke in-reach programme and advise professional networks on how to adapt standardised care packages to deliver neurodivergent personalised care. Contributing and enabling Kent and Medway's most vulnerable neurodivergent children to be supported in their homes and communities; through robust person centred, needs lead care.

The outcomes for the intensive home support in reach resource are to support Kent & Medway's longer-term ambition: avoidance of out of county long term residential care, school, and hospital placements.

Main duties and responsibilities:

To provide expert OT knowledge or activities through using evidence based and patient centred principles to assess, plan, implement and evaluate interventions, which will provide person centred care for neurodivergent children, young people and their families. To contribute expert knowledge and assist in the development of a neuro intensive home support in reach programme that will build the confidence, skills and coping strategies required for children and young people to remain with their families and communities.

Sharing their expert OT advice on care planning and implementation to the wider professional support network, assuring the child or young person's needs are understood and can be accommodated within service thresholds.

Post holder will deliver two pints of focus; supporting the in-reach programme through advising strategies to the multi-disciplinary team and working at an individual level, assessing, and planning care with a focus on preventing and minimising stays in children's specialist mental health hospitals and secure or treatment units.

Post holder will also require excellent engagement and negotiating skills to support wider understanding of the child or young person's need across health, education, and social care strategic level.

The post holder is expected to build strong relationships with external stakeholders such as Tier 4 mental health providers and NHSE case managers to facilitate effective joint working between the Local Authority, CCG and their partner organisations. Act autonomously, and frequently negotiate with senior managers across the Kent & Medway Health, Education and Social Care Sector.

Line management and peer supervision is offered to assure the successful applicant continues to develop; both personally and professionally.

Equality and Diversity

Equality and diversity is related to the actions and responsibilities of everyone – This role is expected to:

- act in accordance with legislation, policies, procedures and good practice
- treat everyone with dignity and respect
- allow others to express their views even when different from one's own
- not discriminate or offer a poor service because of others' differences or different viewpoints.

Leadership & Management

This role will:

- Manage and co-ordinate the implementation of individual treatment plans for occupational therapy services ensuring treatments, activities and interventions are evidence based and delivered through effective application and communication by team members and wider community services.
- Support intensive home support team to respond promptly to referrals, undertaking OT assessments to identify and prioritise patient needs before

planning and delivering the appropriate and relevant interventions either on an individual or via combined team care plan.

- Ensure the team maintains accurate and timely records detailing each patient's rehabilitation / progress.
- Adapt to work with the appropriate services already introduced within a child's professional support network
- Support these same services to amend planning or practices to meet the needs of the child, young person
- Maintain and develop close working relationships with professional and clinical colleagues within the multi-disciplinary team, ensuring clinical practice is in line with Kent County Council policies and procedures and complies with statutory regulations and quality standards including Royal College of Occupational Therapy
- Identify gaps in provision and propose solutions to team, wider service provision or senior management, considering the needs of these complex child and young people.
- Assist and support regional health, education, or social care management with developing and implementing necessary adaptations
- Takes calculated risks knowing the potential pitfalls and benefits involved
- Leads on implementation of OT solutions within own team and neuro programme, sharing best practice with other designated key worker programmes nationally.

Knowledge and Skills

- Possess confidence and competence in assessing neurodiverse children and young people with a variety of psychometrics and risk assessment tools.
- Be able to work therapeutically, engaging children and young people in developing insight and coping skills to manage their complex needs, both clinical and sensory based needs.
- Have good communication skills, both written and oral and is able to pitch complex information to different audiences.
- Have a sound, up to date awareness of care, education and mental health legislation and its implications for their professional role.
- Able to proactively resolve problems and challenges within the service in a positive and constructive manner.
- Be able to supervise and where appropriate line manage staff in team.
- Be able to operate within professional boundaries and in line with the RCOT / HCPC Code of Conduct at all times.

Footnote: This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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Person Specification: Occupational Therapist Lead - Neurodiverse Children and Young People with Complex Needs

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be short listed.

Applicants should describe in their application how they meet these criteria.

	<u>Criteria</u>
Qualifications	<ul style="list-style-type: none"> • The post holder will hold a BSc (Hons) in Occupational Therapy together with full Royal College of Occupational Therapist membership. • Up to date registration with Health and Care professionals council. • Competent to work at senior practitioner level for their profession
Experience	<ul style="list-style-type: none"> • The role holder will require extensive experience and proven experience of working within a specialised area i.e. CAMHS /neurodivergent/LD services • Post qualification and leadership experience in their relevant field of practice • Evidence of post qualifying and continuing professional development. • Good understanding of the background to and aims of current National policy related to Learning Disabilities/Autism and the implications of this on practice. • Good understanding of the relationship between the Department of Health and individual T4 provider and commissioning organisations. • Supervision and development of staff. • Successful joint working with partner agencies.
Knowledge	<ul style="list-style-type: none"> • Working knowledge of Mental Health Act, 1983; Children Act 1989, Child Families Act 2014, Health and Social Care Act, 2008; Mental Capacity Act, 2005; Rights of the Child, 1989; Care Act, 2014; NHS 10-year plan • Excellent child protection legislation knowledge and understanding of safeguarding issues

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	<ul style="list-style-type: none"> • Awareness of data protection and confidentiality issues • Awareness of legislation relating to Equal Opportunities • Knowledge and experience of risk assessment and risk management
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Skills & Abilities	<ul style="list-style-type: none"> • Development and maintenance of therapeutic alliance with CYP and their families. • Able to work autonomously • Able to negotiate at a senior level to improve outcomes for CYP • Able to perform to a high level in a clinical setting, holding services to account and ensuring resources available for effective discharge planning. • Case management skill set that focuses on the needs of the CYP and the context of their care pathway in relation to all clinical and legal processes • High-level communication skills across a range of agencies • Ability to act as a mentor to practitioners • Ability to prioritise and to work effectively on own initiative as well as part of a team. • Ability to travel frequently across Kent and out of county • Computer literate with effective written skills and report writing. • Must be able to provide and receive highly complex, sensitive or contentious information; negotiate with service managers on difficult and controversial issues, and present complex and sensitive information to parents, Stakeholders and NHSE.
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<p>BEHAVIOURS AND KENT VALUES</p>	<p>Open</p> <ul style="list-style-type: none"> • Innovative thinking • Risk manager • Managing expectations • Political awareness of unpopular decisions • Honesty/bravery • Solution focussed <p>Invite, contribution and challenge</p> <ul style="list-style-type: none"> • Co-production • Collaborative • Working together • Information Sharer • Integrated thinkers
	<p>Accountable</p> <ul style="list-style-type: none"> • Professionalism • Seeking constant improvement • Quick response in relation to delivery • Innovator • Capacity builder • Creative • Resilient <p>Kent Values:</p> <ul style="list-style-type: none"> • We are brave. We do the right thing, we accept and offer challenge • We are curious to innovate and improve • We are compassionate, understanding and respectful to all • We are strong together by sharing knowledge • We are all responsible for the difference we make