

Role Profile

Job Title:	Occupational Therapist – Transitions
Location:	Colindale
Department:	Transitions Programme (Children, Education and Adult Social Care)
Directorate:	Communities, Adults and Health
Grade:	Grade I
Type of Working:	<i>Hybrid Working</i>
Reports to:	Barnet Learning Disability Service Lead OT

1. Job Purpose:

The post holder will provide specialist occupational therapy assessment, intervention, care coordination and transition planning for young people aged 14-25 years as they move from childhood into adulthood.

Working across Children's and Family Services, Education, Health Services and Adult Social Care, the Occupational Therapist will support young people with learning disabilities, autism, physical disabilities, neurodevelopmental conditions and complex health needs to prepare for adulthood and achieve meaningful participation in everyday life.

The post holder will play a key role in supporting young people and their families through transition, promoting independence, choice and control, and improving outcomes relating to education, employment, independent living, housing, community inclusion and health and wellbeing.

As part of Barnet's developing Transitions Programme, the post holder will work collaboratively with partners across children's and adult systems, helping to shape pathways, improve transition experiences and contribute to service development and innovation.

1. Role Specific responsibilities**1 Transitions and Preparation for Adulthood**

- Support young people aged 14-25 through the transition from Children's Services to Adult Services.

- Contribute to Preparing for Adulthood planning from age 14 onwards.
- Promote positive outcomes relating to:
 - Employment and vocational opportunities.
 - Independent living.
 - Community participation.
 - Health and wellbeing.
 - Education and lifelong learning.
- Work with young people and families to identify strengths, aspirations and future goals.
- Ensure occupational therapy recommendations are embedded within wider transition plans.
- Help prevent delays in transition planning and access to adult services.
- Support young people and families to understand adult service pathways and eligibility criteria.

Clinical Responsibilities

- Undertake holistic occupational therapy assessments for young people aged 14-25 years using a strengths-based approach in line with the Care Act.
- Ensure assessments and interventions are planned and delivered efficiently, making best use of available resources.
- Support young people who presents with behaviours that challenge through a wide range of interventions
- Assess functional abilities, occupational performance, independence skills, environmental barriers, and support needs.
- Develop and implement person-centred intervention plans that promote independence and participation.
- Complete assessments and intervention relating to:
 - Activities of daily living
 - Independent living skills
 - Community access
 - Education, training and employment
 - Sensory needs

- Housing and accommodation requirements
 - Equipment and adaptations (or signpost to appropriate services)
- Recommend and arrange equipment, assistive technology and minor adaptations where appropriate.
- Provide specialist advice regarding functional abilities and support needs during transition planning.
- Contribute to assessments, eligibility assessments and risk assessments under the Care Act 2014, Children Act 1989 and other relevant legislation, for example, Mental Capacity Act.
- Participate in eligibility assessments to support young people into appropriate services.
- Support young people to develop the skills required for adult life and increased independence.
- Monitor and review interventions to ensure outcomes are achieved.
- Manage a caseload in line with statutory requirements, council policies and best practice.

Transition Coordination

- Participate in transition planning from age 14 upwards.
- Build effective working relationships with professionals across:
 - Children's and Family Services.
 - Adult Social Care.
 - Special Educational Needs and Disability (SEND) Services.
 - Health Services such as Child Adolescents Mental Health Services (CAMHS), Integrated Care Board (ICB) and others
 - Community Learning Disability Teams.
 - Housing Providers.
 - Employment and Vocational Services.
 - Voluntary and Community Organisations.
- Attend Annual Reviews and Education, Health and Care Plan (EHCP) meetings.
- Support young people and families to understand adult service pathways and eligibility criteria and ensure they are involved in the assessment and intervention process.
- Ensure smooth transfer of information and continuity of care between children's and adult services.

- Provide professional advice to support effective transition planning and reduce delays in accessing adult services.
 - Refer or signpost young people to the appropriate services to support their health.
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Multi-Agency Working

- Work collaboratively with:
 - Children's Social Care
 - Adult Social Care
 - Community Learning Disability Team
 - Educational settings
 - Health professionals
 - Housing providers
 - Employment and vocational services
 - Voluntary and community organisations
- Contribute to multidisciplinary assessments and case discussions.
- Develop effective working relationships with partner agencies to support positive transition outcomes.

Service Development and Innovation

- Contribute to the ongoing development of Barnet's Transitions Programme.
- Support the development of evidence-based pathways and interventions.
- Identify opportunities to improve transition experiences and outcomes.
- Participate in audits, outcome monitoring and quality improvement initiatives.
- Help develop relationships with partner agencies to strengthen transition support across Barnet.
- Contribute to the development of best practice within transitions occupational therapy.

Safeguarding

- Recognise, respond to and report safeguarding concerns in accordance with local safeguarding procedures.
 - Promote the wellbeing, rights and safety of young people and vulnerable adults.
 - Participate in safeguarding investigations where required.
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Record Keeping and Reporting

- Maintain accurate, comprehensive and timely records using electronic case management systems.
- Prepare professional reports, assessments, recommendations and outcome measures.
- Produce reports for EHCP reviews, panels, funding applications and housing assessments where required.
- Ensure all records comply with professional standards, organisational policies and data protection legislation.

Professional Responsibilities

- Maintain registration with the Health and Care Professions Council (HCPC).
 - Adhere to the Royal College of Occupational Therapists Code of Ethics and Professional Conduct.
 - Participate in supervision, appraisal and continuing professional development.
 - Maintain professional competencies and evidence of ongoing learning.
 - Contribute to service development, audits and quality improvement initiatives.
 - Provide practice education and supervision support to students, apprentices and other staff where appropriate.
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2. Financial Responsibilities:

N/A

3. Health and Safety Responsibilities:

As an employee of the London Borough of Barnet, you are required to:

- Abide by Barnet's health and safety policy and associated arrangements
- Complete mandatory health and safety training
- Follow safe systems of work and use devices/guards provided for safety.
- Wear/use personal protection equipment where issued and instructed to do so, including lone working devices.
- Report any Accident/Incidents/Hazards.
- Take care of your own and other's safety, health and wellbeing

4. Promotion of Corporate Values

To ensure that customer care is maintained to the agreed standards according to the council's values. To ensure that a high level of confidentiality is maintained in all aspects of work. Our values:

Caring / Learning to Improve / Inclusive / Collaboration

5. Flexibility

To deliver the service effectively, a degree of flexibility is needed and the post-holder may be required to perform work not specifically referred to above. Such duties, however, will fall within the scope of the post, at the appropriate grade.

6. The Council's Commitment to Equality

To deliver the council's commitment to equality of opportunity in the provision of services. All staff are expected to promote equality in the workplace and in the services the council delivers.

PERSON SPECIFICATION

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Criteria	Essential/Desirable	Assessed by:
Professional Membership/Qualification		
Recognised qualification as an Occupational Therapist Registration as an Occupational Therapist with the Health and Care Professions Council (HCPC)	Essential	Application/Interview
Experience & Knowledge		
Postgraduate training or evidence of continuing professional development (CPD) relevant to autism, learning disability, children, mental health, transition, community practice or other area relevant to role	Essential	Application/ interview
Experience of undertaking holistic occupational therapy assessment and intervention in health, social care or community settings.	Essential	Application/ interview
Relevant experience of operating effectively in an Occupational Therapy Role	Essential	Application/Interview

Experience of working with children or people with a learning disability, mental health or physical disabilities, and their families in a community setting	Essential	Application/Interview
Experience of providing specialist equipment and major adaptations	Desirable	Application/Interview
Experience of multi-disciplinary and multi-agency working	Desirable	Application/Interview
Experience of managing a varied caseload and prioritising workload effectively	Essential	Application/Interview
Understanding and experience of working with vulnerable people within a care environment	Essential	Application/Interview
Experience of completing case notes, writing reports and assessments to a high level	Essential	Application/Interview
Involvement in service development	Desirable	Application/Interview
Experience of supervising people including students, assistants and other OTs	Desirable	Application/Interview
Record of high performance in successfully delivering a customer focused service to demanding targets and objectives.	Essential	Application/Interview
Skill & Ability		
Sound, practical understanding of relevant legislation (such as the Care Act, Mental Capacity Act), policies and processes necessary to deliver complex and multiple services to young people and adults.	Essential	Application/Interview
Ability to build positive working relationships with young people, families and other professionals	Essential	Application/Interview

Sound understanding of social care needs of vulnerable children and young people.	Desirable	Application/Interview
Knowledge of occupational therapy models, theory and evidence-based practice (EBP)	Essential	Application/Interview
Understanding of person centred and strengths-based approaches	Essential	Application/Interview
Excellent assessment and clinical reasoning skills	Essential	Application/Interview
Competent IT skills and experience using electronic recording systems	Essential	Application/Interview
Values & Behaviours - LBB		
Caring		
Integrity- I work with candidates and colleagues in a way that builds trust.	Essential	Application/Interview
Support- I support my colleagues to deliver excellent services. I focus on resolving any issues and capturing lessons learnt	Essential	Application/Interview
Learning to Improve		
Insight- I regularly rely on evidence and professional standards to support my work and decision making.	Essential	Application/Interview
Growth Mindset- I take responsibility for my own personal development, growth and learning and support others with their learning and development where I can	Essential	Application/Interview
Inclusive		
Personal Responsibility- I am curious about what is important to others around diversity. I reflect and act upon this curiosity to improve my own understanding	Essential	Application/Interview

Engage with discomfort- I am open to and reflect on what makes me uncomfortable and use my engagement with others to challenge myself and constructively challenge others	Desirable	Application/Interview
Champion Diversity- I recognise the advantages and importance of equality, diversity and inclusion in delivering outcomes for residents, and take an active role to ensure they are implemented and integrated in everything I do.	Essential	Application/Interview
Collaborative		
One Team- I actively and purposefully build my network of relationships with people across the Council and with partners. I proactively seek feedback and evidence as a way of learning from and improving the way I work with others	Desirable	Application/Interview
Accountable- I accept responsibility for my own actions and decisions, and demonstrate commitment to ensuring these align to what is best for Barnet	Essential	Application/Interview
Outcomes Focused- I adapt my way of working to best suit the outcome we are trying to achieve within the scope of my role and professional standards	Essential	Application/Interview