

# The Oaks Specialist College

[www.theoaks.ac.uk](http://www.theoaks.ac.uk)

## Job Description and Person Specification

### Therapy Assistant

<b>Reporting to:</b>	Therapy Team
<b>Pay Range:</b>	£23,600 - £28,000 (pro rata)
<b>Hours:</b>	37 hours per week (38 weeks per year, including 1 week INSET). Part time hours considered

#### Context

The Oaks Specialist College is a registered 'Outstanding' provision based in Tonbridge, set up to meet the needs of young adults aged 18-25 with learning difficulties or disabilities (LLDD).

Our aim is to complement and work alongside existing providers in the area, to ensure that the needs and aspirations of all LLDD young people can be met locally. We work with a range of local businesses to enable our learners to seek employment and play an active role in their community.

We have varying levels of needs and offer learning programmes to learners who require a multi-sensory curriculum to learners who undertake a programme of study and work-related learning and experience that will lead to further vocational training, internships/apprenticeships and employment.

#### Job Summary

We are seeking a Therapy Assistant to work under the supervision of our therapists to deliver individual and group therapeutic interventions

The ideal candidate will have a strong commitment to working with young adults in a way that promotes their independence and life skills in order for them to successfully contribute to their community upon leaving College. They need to be motivated to develop their skills in a therapeutic context.

The ideal candidate will have a desire to learn about therapeutic approaches and be creative in adapting these to ensure the young adults with whom they are working maximise their independence and life skills.

#### Additional Benefits

Benefits include private Healthcare and free health screening, free refreshments, employee rewards through Perkbox and the Blue Light card.

## Job Description - Principal Accountabilities

- To support the delivery of Occupational Therapy and Physiotherapy programmes, which may include classroom and community-based programmes, postural management, mats, standing frame and gym programmes.
- To assist with the initial assessment of new learners both prior and upon arrival at college, acquiring suitable knowledge of care plans and manual handling plans and supporting with the transition to college.
- To be able to implement strategies and methods of communication to learners in the context of their special educational needs and disabilities to encourage them to maximise their independence.
- To assist in the development, implementation and review of individual manual handling programmes/guidelines.
- To manage a supervised caseload and care plans/exercise programmes following initial assessment and implementation overseen by the therapy team.
- To assess the need for specialist equipment in liaison with the therapy team and assist in referrals to the Learning Disability Team as appropriate.
- Implement therapy programmes in college and within the community to maximise opportunities to develop and utilise physical, independence and life skills (e.g. travel training or practising communication skills in shops and cafés) as directed by the Occupational Therapist and Physiotherapist.
- To plan and organise resources for intervention groups to support the therapy team and teaching staff (e.g. developing communication passports and communication books, programming communication aids, providing visual supports).
- Apply effective learner management strategies, classroom organisation and personalised communication to meet the range of learning styles presented by individuals and groups.
- To be able to work unsupervised, undertaking work prescribed by the therapy team.
- To liaise with other health professionals both internally and externally as required.
- To maintain accurate and up to date documentation.
- To work in partnership with our physiotherapist, occupational therapist, speech and language therapist, administration and teaching teams.
- To keep up to date with current and new manual handling techniques and regulations.
- Completing mobility practice in college/community after initial assessment completed by therapist.
- To undertake risk assessments and manage risk in line with college policies as directed by the therapists.
- Participate in, and engage with, a range of college based and external INSET and professional development activities, including performance management feedback, and sharing best practice and outcomes with colleagues and to continuously improve own teaching performance.
- Implement all college procedures & policies consistently, and contribute to their evaluation and further development, supporting the college in achieving its aims, vision and priorities as set out in the college Development Plan.



<p><b>Personal Qualities &amp; Abilities</b></p> <ul style="list-style-type: none"> <li>▪ Demonstrate optimistic behaviour, positive relationships &amp; attitudes towards learners and staff, and towards parents, trustees and members of the local community.</li> <li>▪ Role model by example – with integrity, creativity, resilience and clarity.</li> <li>▪ Current knowledge and understanding of education and college systems locally, nationally and globally, and pursue continuous professional development.</li> <li>▪ Provide a safe, calm and well-ordered environment for all learners and staff, focused on safeguarding learners and developing their exemplary behaviour in college and in wider society.</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Essential</p>
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**Vulnerable Adults Protection**

This post is exempt from the Rehabilitation of Offenders Act (ROA) 1974. Appointment to posts exempt from the ROA will be subject to the successful candidate obtaining an enhanced disclosure from the Disclosure & Barring Service to The Oaks' satisfaction. The Oaks is committed to the fair treatment of its staff, potential staff or users of its services regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background. Where applicants have declared a criminal record, the relevance and circumstances of the offences will be considered in relation to the post applied for. Having a criminal record will not necessarily bar that person from working with us.

*The Oaks is committed to safeguarding children and young people, a commitment we expect all staff to share and uphold.*