

Person Specification for Occupational Therapist

	Essential	Desirable	Assessed via		
Qualifications					
BSc (Hons) in Occupational therapy or equivalent qualification	✓		Application form		
Registered and current membership with the HCPC and RCOT	✓		Certificates checked at interview		
A relevant qualification in sensory integration therapy		✓			
GCSE pass grades (C or above) in English, maths or equivalent.	✓				
Experience					
Experience working in a specialist school for young people who have very complex needs including PMLD, SLD and autism. <i>Specialism in only one of these is acceptable.</i>	✓		Application form		
Band 6 experience		✓	Application form		
Able to design and deliver sensory integration programmes		✓	Application form		
Liaison in complex environment including with different service providers	✓		Application form		
Working with parents to ensure they are able to deliver OT programmes at home	✓		Form		
Knowledge and Skills					
Understands the needs of students with learning difficulties including PMLD and ASD	✓		interview		
Expert knowledge of children and young people who have sensory integration difficulties	✓		Task/form		
Able to train, motivate and manage staff, securing their commitment to providing a high quality service to pupils and families.	✓		Task		
Able to, speak and write in grammatically correct English.	✓		Interview/t ask		
Competent in using ICT both within role and in recordkeeping systems	✓		Application form / Interview		
Ability to speak more than one language.		✓	interview		
Able to drive a minibus.		✓	interview		
Understands safeguarding procedures relating to the role.	✓		interview		

Able to organise own time and caseload.	✓		Application form/interview		
Understands the implications of GDPR in the role.	✓		Application form / interview		
Personal Qualities					
The candidate is willing to put our students needs at the centre of all they do at work.	✓		Interview		
Excellent interpersonal and communication skills.	✓		Interview		
Tactful, diplomatic and sensitive to the needs of others	✓		Interview		
Excellence record in both attendance and punctuality. Not in Management of Absence process.	✓		Reference		
Able lead others, motivating and achieving high level of performance from school education staff.	✓		Interview Task		
Self motivating and able to take strategic lead.	✓		Task in tray		
Sensitivity to the challenges faced by students, staff and families.	✓		Task in tray		
Approachable, polite and professional.	✓		Interview		
Demonstrates resilience by being able to meet demands of a challenging high-pressured environment and deal with emergencies when required	✓		Interview		
Flexibility to manage last minute changes as required	✓		Interview		
Physically able to undertake all aspects of the role	✓		Interview		
High expectations of self and others.	✓		Interview		
Able to work as part of a team, with other professionals and parent/carers	✓		Interview		
Committed to equality of opportunity for all.	✓		Interview		

The duties of this post will change and develop over time. It is the manager's responsibility, in conjunction with the post holder, regularly to review this document and amend it when necessary.