Royal Star & Garter

Care with courage





Community Occupational Therapist – Community Services, Portsmouth

Candidate information pack – 2 year FTC



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Welcome to Royal Star & Garter

We're looking for a Community Occupational Therapist to help us build Royal Star & Garter's new Community Therapy Service for veterans and their partners. Our first pilots will take place in Wigan and Portsmouth. What excites me about this role is the chance to help shape the service while working with people in the places where everyday life happens.
You'll take the time to understand what matters to each person and what's getting in the way. That might mean helping someone find a way to prepare meals again, recommending equipment that makes daily life easier or building their confidence to get back out into the community.

We're looking for someone who is curious, creative and practical, with the clinical judgement to turn a good assessment into changes that work for the person. You'll work alongside physiotherapists, Community Connectors and local partners, helping us develop an occupational therapy offer that reflects what people need in their daily lives.

If that sounds like the kind of work you'd love to do, we'd love to hear from you.

Kelda Fasasi
Assistant Director – Community Services
Royal Star & Garter

The role at a glance

Title: Community Occupational Therapist

Contract: 2 year FTC

Location: Community-based – Portsmouth (with travel across designated geographical areas, including veterans' homes, Royal Star & Garter community hubs and partner venues)

Reports to: Community Clinical Lead

Hours: 37.5 hours per week

Salary: £46,071 per annum

Job description

Purpose

- The Community Occupational Therapist will deliver high-quality, evidence-based and person-centred occupational therapy assessment, intervention and rehabilitation to veterans and their partners across a range of community settings, including Royal Star & Garter community hubs, partner venues and other appropriate locations. Working collaboratively with individuals, families, carers and partner organisations, the post holder will support beneficiaries to overcome barriers to everyday activities, maintain independence, optimise functional ability and participate in meaningful occupations, improving their health, wellbeing and quality of life.
- The post holder will also play a key role in the development and delivery of Royal Star & Garter's community services, helping to establish an innovative, responsive and high-quality occupational therapy service that reflects the charity's values and commitment to outstanding care.

Key responsibilities

Assessment & Intervention

- Undertake comprehensive occupational therapy assessments across community settings, identifying physical, cognitive, psychological, social and environmental factors impacting occupational performance, independence and participation in meaningful activities.
- Assess individuals' ability to undertake activities of daily living, identifying barriers to independence and safety, and develop personalised, goal-focused intervention plans using standardised assessments and outcome measures where clinically indicated.
- Deliver evidence-based occupational therapy interventions, including functional rehabilitation, cognitive strategies, fatigue and energy management, to promote independence, confidence and participation in everyday activities.
- Assess and recommend appropriate equipment, assistive technology and environmental adaptations to promote safety, accessibility and independence within the home and wider community.
- Promote self-management through education, advice and practical strategies, supporting individuals, families and carers to maintain independence and achieve meaningful personal goals.
- Embed the principles of trauma-informed care throughout clinical practice, promoting physical and psychological safety, trust, choice, collaboration and empowerment, whilst recognising the potential impact of previous experiences on engagement with assessment and intervention.
- Monitor and evaluate progress against agreed goals and outcome measures, adapting interventions to reflect changing needs and abilities.
- Recognise signs of clinical deterioration, safeguarding concerns or presentations requiring further assessment, ensuring timely escalation, referral or onward signposting as appropriate.

To apply

Send your CV and a covering letter (no more than two sides) outlining how you meet the person specification to: communityservices.jobs@starandgarter.org

Job description - continued

Key responsibilities

Equipment, Adaptations & Environmental Assessment

- Undertake specialist functional and environmental assessments to identify equipment and adaptation needs, including recommendations to support Disabled Facilities Grant (DFG) applications in accordance with local authority pathways.
- Assess, recommend and advise on appropriate equipment, assistive technology and environmental adaptations to promote independence, accessibility and safety, including reducing falls risks within the home.
- Liaise with local authorities, housing providers and equipment services to facilitate the timely provision of equipment and adaptations, including prescribing equipment where local pathways permit.
- Provide education and practical guidance to individuals, families and carers on the safe and effective use of equipment and adaptations.

Rehabilitation & Wellbeing

- Deliver evidence-based occupational therapy interventions to support individuals living with frailty, neurological conditions, cognitive impairment and long-term health conditions, promoting independence, functional ability and participation in meaningful everyday activities.
- Provide fatigue and energy management interventions, including education, activity modification, pacing and energy conservation strategies to support self-management and independence.
- Support individuals to develop practical strategies for managing daily routines, cognitive difficulties and activity planning, promoting confidence and participation in everyday activities.
- Support individuals to return to work or other meaningful roles, addressing physical, cognitive and psychological barriers through appropriate advice, task modification and environmental adaptations.

Collaborative Working

- Work collaboratively with Community Physiotherapists, Community Connectors and other colleagues to deliver coordinated, holistic and person-centred support.
- Liaise with external health and social care professionals, housing providers and voluntary organisations, advocating for individuals where appropriate to promote equitable access to services, integrated care and continuity of support.
- Involve individuals, families and carers in assessment, goal setting and intervention planning, promoting shared decision-making and collaborative approaches to rehabilitation.
- Participate in multidisciplinary discussions, joint assessments and coordinated care planning, making timely referrals or onward signposting to specialist services where appropriate.

- Community-based with regular travel.
- Flexible working may be required.
- Full UK driving licence and access to a vehicle essential.

Job description - continued

Key responsibilities

Safeguarding & Risk Management

- Undertake appropriate clinical and environmental risk assessments, including falls, moving and handling, equipment safety, home safety and risks to individuals, families and carers, implementing proportionate measures to minimise identified risks.
- Recognise and respond appropriately to safeguarding concerns, clinical deterioration and other risks to safety or wellbeing, ensuring timely escalation and referral in accordance with organisational policies and procedures.
- Work autonomously across home and community settings, adhering to lone-working and personal safety procedures, undertaking dynamic risk assessments and escalating identified risks or concerns appropriately.
- Maintain accurate, timely and comprehensive clinical records in accordance with organisational policies, HCPC standards and relevant professional guidance, ensuring safe, accountable and effective practice.

Service Development, Outcomes & CPD

- Contribute to the development and refinement of Royal Star & Garter's community therapy service and associated clinical pathways.
- Participate in service evaluation, clinical audit and quality improvement activities, identifying opportunities for innovation and partnership working.
- Select, record and review appropriate clinical and functional outcome measures, contributing to service evaluation, agreed KPIs and demonstrating the impact of occupational therapy interventions.
- Contribute to peer learning, continuing professional development (CPD) and in-service training, sharing knowledge and best practice across the community and wider Royal Star & Garter therapy teams.
- Participate in clinical supervision and appraisal, maintaining professional competence and identifying ongoing learning and development needs.

- Community-based with regular travel.
- Flexible working may be required, including occasional evening community groups or events.
- A full UK driving licence and access to a vehicle is essential (reasonable adjustments considered where applicable and/or available)

Person specification

Essential behaviors / characteristics:

- Compassionate and person-centred with excellent communication and interpersonal skills.
- Highly organised with strong clinical reasoning.
- Able to work autonomously whilst recognising own limitations and staying within scope of practice.
- Have a flexible, Positive and proactive approach with strong problem-solving skills.
- Commitment to equality, diversity and inclusion.

Essential experience / knowledge:

- Degree (or equivalent) in Occupational Therapy.
- Current HCPC registration.
- Membership of the Royal College of Occupational Therapists (or equivalent)
- At least 3 years relevant post-registration experience and/or experience of autonomous practice experience of community-based occupational therapy.
- Post registration experience of working with adults/ adults with frailty/ complex health conditions and deconditioning/ working in community rehabilitation/ falls risk assessment, management of prevention and rehabilitation.
- Experience and knowledge of the application of appropriate outcome measures
- Experience assessing activities of daily living and functional ability.
- Knowledge of equipment provision and environmental adaptations.
- Understanding of safeguarding legislation.
- Experience working within multidisciplinary teams.
- Excellent IT and documentation skills.

Desirable experience:

- Experience working with veterans or the Armed Forces community.
- Experience supporting people living with frailty or dementia.
- Experience of assessing housing needs and recommending minor or major adaptations, with an understanding of Disabled Facilities Grants and relevant local authority housing adaptation pathways.
- Experience of vocational or community rehabilitation.
- Experience delivering group interventions or wellbeing programmes.
- Experience supporting service development and quality improvement.



Our values

With love

We carry out our work with love, care and compassion.

Living positively

We are optimistic in everything we do, supporting veterans and their families in leading happy, fulfilled lives.

As a family

We work and live as one team, one family, one community.

Standing in their shoes

We show admiration and respect for people and never forget what they have done.

Take courage

We are not afraid to do what is right and what is needed.

Offer

Although we are a charity, we offer a generous package

- £46,071 per annum
- 37.5 hours per week
- Equivalent of 5 weeks holiday per annum plus bank holidays (pro-rata for part-time)
- Employer Pension Contribution of 7.5% with matching Employee contribution of 5%
- Life insurance of 3 x salary (until age 70)
- Ten weeks full occupational sick pay before statutory sick pay
- Access to appropriate professional bodies and payment of relevant membership fees after six months of employment
- Learning and development – opportunities to support you in your role

Conditions of employment

Any offer of employment made will be subject to the following conditions:

- Satisfactory references covering the last 5 years from at least two references, including one from your current or most recent employer
- A pre-employment medical screening
- Enhanced DBS Disclosure
- Proof of the Right to Work in the UK

Confirmation in post will be subject to:

- A satisfactory 6-month probationary period.

About us

Our mission

Royal Star & Garter was founded in 1916 to care for the severely injured young men returning from the battlegrounds of the First World War. Today, our mission is to provide outstanding care and support that recognises the needs of veterans and their families.

Our care

We provide care, support and friendship for those who have had the courage to serve so that they can live well. We deliver that through high quality Homes, a range of services in the local community, by driving innovative practice and by setting the standards for others to follow. We offer:

- Nursing care
- Dementia care
- Short-break/respite care
- End of life care
- Day care
- Lunch Clubs
- Telephone Friendship Service

About us

Our future

We are developing new services beyond our four Homes, including an outreach service to provide support in veterans' own homes and a community for younger veterans. We continue to reach more ex-Service personnel in residential care through the Veteran Friendly Framework. Our work to promote greater collaboration will deliver better outcomes for the Armed Forces community.

Our knowledge

We have over 100 years' experience in providing pioneering nursing and therapeutic care to veterans living with disability and dementia. We are committed to sharing our knowledge and skills with other organisations to promote better care for all veterans and older people. We partner with health care, military and academic organisations for the benefit of our local communities.

Sharing our experience

We are passionate about innovation in our care to improve the lives of veterans and their families. We have been championing the development of nursing associates in the social care workforce for several years and support many of our carers to develop new skills.

Community Services

Alongside our four Homes, we bring support to veterans and their partners in their own communities. Our Day Services and Lunch Clubs offer company, activities and a warm welcome, and our Telephone Friendship Service makes sure no one has to feel alone.

We're now launching new community teams in Wigan and Portsmouth. Community Physiotherapists and Occupational Therapists will work with people at home to build strength, confidence and independence, and Community Connectors will help us reach people earlier, connecting them with the right support at the right time. Together, they'll help more veterans and their families live well where they are.



High Wycombe

Our High Wycombe Home (rated Outstanding by the CQC) has been designed with comfort and wellbeing in mind. There are plenty of activities to enjoy, opportunities to socialise with friends, or simply relax in the spacious lounges and landscaped garden.





Solihull

Our Solihull Home is rated Outstanding in all five areas by the Care Quality Commission. Loving, compassionate care is tailored to each individual and every detail designed for comfort and wellbeing, it's a place where residents and their families can truly feel at home.

Surbiton

With its stunning foyer and relaxed, spacious lounges, our Surbiton Home offers a warm, friendly welcome. Highly trained staff provide specialist care in comfortable surroundings, where the focus is always on the individual.

Inspected and rated Good CareQuality Commission

And rated **'Outstanding'** in the care category.





Worthing

Our Worthing Home places each person at the heart of their care, with personalised rehabilitation plans that promote independence, confidence and wellbeing. The dedicated team includes in-house physiotherapists, occupational therapists and speech and language therapists who offer hands-on support with warmth and encouragement.

Inspected and rated Good CareQuality Commission