Vision:

A future where fairer access to physical activity and sport narrows the gap in occupational, health and social outcomes, allowing everyone to benefit in a way that is meaningful to people's lives.

Job Title: Community Occupational Therapist

Location: Brentwood, Essex

Closing date: 11th November 2026

Responsible To: Clinical Leads, Occupational Therapist

Accountable To: Co-CEO's

Responsible for: Occupational Therapy Assistant, Coaches, Volunteers

Contract	1-year fixed term contract
Time	22.5 hours per week 7.5 hours per day 9 till 5 – Monday, Wednesday, Thursday
Salary Range	£32,100 - £40,800 FTE depending on experience
Location(s)	Wednesday & Thursday – The Brentwood Centre Monday - WfH, Chelmsford Offices and or Brentwood Community
Annual Leave	Pro rata 34 days annual leave (Full time equivalent including bank holidays + 1 birthday leave)
Employee Benefits and Wellbeing	○ An opportunity to make a real difference and impact to people's lives locally in your community ○ Enhanced parental leave & family friendly benefits ○ Excellent training opportunities including two specific dedicated weeks to CPD annually ○ Flexible working ○ Employee Assistance Programme ○ Occupational sick pay ○ Two volunteer days yearly ○ Dog friendly office ○ Eyecare scheme ○ Free flu vaccination ○ Christmas closure ○ Birthday leave

About Sport for Confidence

Sport for Confidence CIC is an Occupational Therapy-led organisation that centres and prioritises the needs of people and communities furthest away from physical activity and sport. We work locally and nationally to narrow the gap in occupational, health and social outcomes, enabling people to participate in ways that are meaningful to their lives.

Our approach brings together the expertise of occupational therapists, the physical activity workforce and people with lived experience. It is person-first, occupation-focused and systems-driven, recognising the relationship between the person, their environment, occupations and participation.

Occupational therapists are central to our practice. This is occupational therapy delivered within community and physical activity settings. Occupational therapists use their professional reasoning and core occupational therapy skills to understand what matters to people, identify barriers to meaningful participation, adapt environments and opportunities, and enable people to engage in the occupations and everyday activities that support their health, wellbeing, independence and sense of belonging.

Physical activity and sport provide a context and therapeutic tool through which occupational therapists can work towards wider occupational outcomes. The purpose is not simply to enable people to take part in sport or become more physically active, but to use meaningful participation to support people to do what they need and want to do in their everyday lives.

Our occupational therapists work within everyday community settings, including leisure centres, local communities and primary care. This place-based approach creates opportunities to work proactively and preventatively, address environmental and systemic barriers and support people earlier.

This reflects our commitment to Movement Beyond Medicine - moving beyond a solely medicalised or condition-focused approach and using occupation and physical activity to promote empowerment, choice, belonging, occupational justice and positive health outcomes.

Purpose

Lead the provision of the Reconnect service as an Occupational Therapist based at The Brentwood Centre & community working alongside our coaching team, Everyone Active and Local authority to provide therapeutic and meaningful opportunities to those who face barriers to participation.

The Community Model in Brentwood

The Brentwood Community Model is an innovative Community Health Model which brings together Occupational Therapy (OT), community-based physical activity, and the voice of lived experience to create inclusive, empowering, and sustainable opportunities for people.

Our vision is for a future where fairer access to physical activity and sport narrows the gap in occupational, health and social outcomes.

We recognise and value the unique contributions of people, occupation and participation when using physical activity to promote good health and prevent ill health. We are working in partnership to play our part in ensuring systems and services can meet the needs of everyone in our community.

Key Responsibilities:

- All participants appropriate for engagement with SFC to receive support and intervention from the Occupational Therapist for a defined period of time depending on need.
- The Occupational Therapist to utilise physical activity as an assessment and intervention tool, within their scope of practice, to provide a number of support interventions to participants, these range from – 1:1 interventions (E.g Anxiety management), external referrals, sharing resources, completing assessment tools (SPM-2, Activity Analysis, unstructured observations) and anything additional for individual need.
- Manage the referrals into the organisation, assessing and completing initial assessments, managing risk and priority.
- Once an individual has been part of an initial assessment, a collaborative action planning process begins. Occupational Therapists work closely with the person to co-produce goals that are meaningful and relevant to them. These goals are rooted in enabling participation, enhancing wellbeing, and building confidence, with physical activity promoted as a key enabler
- Individuals are added to the occupational therapists caseload over a period of time, goals and outcomes are regularly reviewed and adapted as necessary.
- If participants require additional support from the Occupational Therapist, they will be supported into the medium (greater than 12 weeks) and or long-term caseload (greater than 24 weeks).

- All participants will complete a PRE and POST outcome measure suitable for their location
- Enable people to engage in activities of daily living that are important to them
- Assessing how activities which the person needs or wants to do can be modified or adapted to make them easier
- Understanding how the physical and social environment can be altered so that barriers are reduced
- To develop system led opportunities for disabled people and those with long term health conditions, to enable them to access primary care services and foster a sense of belonging and inclusion, that challenges assumptions and supports social transformation.
- Build strong and professional relationships and work collaboratively with GP Surgeries, Primary Care Networks and the Integrated Care Board.
- To liaise and build meaningful partnerships with external agencies including health care professionals, charities, community groups and other health and social care organisations.
- Support and enable genuine co-productive practice.
- Promote person-centred practice which seeks to enable people to have control, choice, participation, and a sense of belonging.
- Connect people to their community to enable and empower them to engage in meaningful occupations.
- Deliver evidence based and best practice, which is Occupation focused.
- Use therapeutic use of self to support individuals to have a positive experience of physical activity.

Non-Clinical Duties

- To build positive working relationships with Everyone Active, the leisure provider and the local authority
- Promote service within the local area through networking.
- Complete participation numbers for statistical purposes.
- Participate in audits, data collection, research and evidence-based practice.
- Promote the occupational therapy role to external agencies.
- Contribute to service development through innovative ideas and creation of resources.
- Initiate and lead projects to meet identified service needs.
- Seek out funding opportunities and complete funding applications where appropriate.
- Be involved/supportive when presented opportunities through our specialist provision.
- To ensure that up to date written and electronic records of own patient interventions and observations are completed in accordance with Sport for Confidence and professional standards.

- To ensure that required activity data is recorded and that relevant personal and departmental records are maintained.
- To be responsible for the quality of data recorded. The data should be accurate, legible (if handwritten), recorded in a timely manner, kept up to date and appropriately filed.
- To comply with relevant professional standards – (i.e. the College of Occupational Therapists Code of Ethics and Professional conduct, Health Professions Council guidelines for professional practice).

Professional Duties

- Attend professional meetings as required.
- Attend appropriate training events as required.
- Maintain a continuing professional development portfolio.
- Engage in regular supervision.
- Supervise and support students when appropriate.
- Provide day to day operational management of coaches and volunteers.
- Comply with policies and procedures regarding annual leave, sickness absence and time owing.
- Support with upskilling coaches to understand the therapeutic value of physical activity.

Additional Responsibilities

- Complete all mandatory training.
- Keep updated on all matters relating to company policies and guidelines.
- Outlook calendar to be kept up to date.
- Provide cover as and when necessary
- Participate in the employee appraisal process.
- Attend peer supervision and CPD opportunities.

SPORT FOR CONFIDENCE

Belonging for Everyone – We go beyond including people, to actively challenge, enhance and improve systems and services, ensuring everyone has the opportunity to experience a sense of belonging.

Driven by Commitment – We are deeply committed to making a difference in people's lives, believing that sport and physical activity can ignite lasting change and transformation.

Caring with Purpose – We lead with humility, empathy, compassion, and kindness, building strong, supportive relationships that prioritise wellbeing and dignity.

Championing & Celebrating – We focus first on the aspirations of the people and communities we serve, listening to, celebrating, and elevating the voices of lived experience.

Innovating for Impact – We continuously evolve, finding creative and effective ways to break down barriers and transform lives.

Embracing the Journey – We are always learning, growing and building a more equitable future together, being brave and trying to do better.

Person Specification

Selection Criteria	Essential	Desirable	Measurement Curriculum Vitae - **CV** Interview - **IN** Assessment - **AS**
Education / Qualifications	Degree or Diploma in Occupational Therapy Minimum 1 year experience as an Occupational Therapist Registered with HCPC Evidence of Continuing professional and personal development.		**CV** **CV/IN** **CV/IN** **CV/IN**
Knowledge	Knowledge of Safeguarding issues and requirements/legislation and how these apply to the role In-depth knowledge of working with people with varying conditions including physical disabilities, mental health conditions, learning disabilities, autism and dementia. In depth knowledge of wider policy and service issues relating to disabilities and relevant legislation Keen to develop and learn more about the power of physical activity as a promotion tool for good health and prevention tool for ill-health.		**CV/IN** **CV/IN** **CV/IN** **IN**

Skills/ Experience	Ability to assess clinical situations effectively and use own initiative and apply an appropriate treatment intervention accordingly. Experience of developing and working closely with other internal and external agencies. Integration of theory and practise to demonstrate creative problem-solving ideas. Able to adapt communication skills according to the audience. Knowledge of health inequalities locally and nationally Ability to supervise coaches and volunteers with day-to-day activities Experience of working systemically and strategically	Relevant experience working as an Occupational Therapist Experience of lone working	**IN** **IN/AS** **IN** **IN/AS** **IN/AS**
Personal Qualities	Ability to work autonomously within the leisure centre environment. Ability to manage and adapt to unpredictable work schedules and changing environments. Ability to communicate with varying stakeholders – participants, carers, statutory services, voluntary sector etc. Negotiation skills with external staff for reasonable adjustments for access to the leisure centre.	Demonstrates advocacy of the Occupational Therapist role	**IN/AS** **IN/AS** **IN/AS** **IN/AS**

	Management of conflict, including the resolution of complaints which may involve diffusion of aggression. Ability to prioritise complex caseload. Ability to deal with exposure to emergency and highly distressing situations. Ability to deal with stressful situations. Takes responsibility for own developmental needs. Able to take initiative and work pro-actively face to face or virtually.		**IN** **IN/AS** **IN/AS** **IN** **IN/AS** **IN**
Additional Requirements	Keyboard and computer literacy skills – including Zoom/Teams, Outlook, Word, Excel, PowerPoint. Ability to travel to different sites when required. Uphold Sport for Confidence's blueprint and values.	Car driver	**CV/IN** **IN/AS** **IN/AS**

Apply!

If you are interested in the role, please do get in touch through our careers@sportforconfidence.com email account.

We would like to see a CV and cover letter but also open to video entries and or other accessible means of declaring an interest!

If you would like to discuss the job over the telephone, please contact:

Megan Potts, Clinical Lead, Senior Occupational Therapist 07394564942.

Robert Walker, Operational Lead, Senior Occupational Therapist, 07593555708.

Equality, diversity and inclusion (EDI)statement

Equality, diversity and inclusion is at the core of Sport for Confidence's vision to continue developing high quality services and to be an organisation where people feel valued at work.

We are committed to ensuring that our organisation is an environment that support and values diversity and promotes equality of opportunity.

We recognise that by respecting and valuing people's differences, this includes all protected characteristics under the Equality Act 2010 [Protected characteristics] as well as other vulnerable groups, we become an equitable and inclusive organisation for our participants, staff, volunteers and our communities.

Sport for Confidence actively seeks to recruit a workforce that reflects the diversity of the communities that we work in, and we ensure that our recruitment processes are fair and inclusive.

Sport for Confidence is proud to stand firm against all forms of prejudice and discrimination, and actively seeks to challenge both prejudice and discrimination in our communities through our everyday work.

Safeguarding statement

Sport for Confidence holds, as one of its highest priorities, the safeguarding of all who use its services and who work or volunteer for us.

We ensure that everyone who is connected to our organisation is safe and protected from abuse and exploitation. This includes taking action to prevent abuse and mitigate the risks of this occurring, as well as ensuring that any allegations of abuse are taken seriously and anyone experiencing abuse is protected and their welfare promoted.

Sport for Confidence acknowledges that one of its fundamental commitments to safeguarding is that we recruit safely.

We are committed to recruiting suitable people by complying with all statutory legislative requirements and guidance.

We follow a rigorous selection process to discourage and screen out unsuitable applicants by:

- Exploring any gaps in employment, or where a candidate has changed employment or location frequently and ask candidates to explain this
- Verifying their identity
- Verifying their right to work in the UK
- Verifying their professional qualifications
- Obtaining Disclosure and Barring Service and other pre-employment compliance checks (as appropriate)
- Obtaining professional references
- Carrying out further additional checks as appropriate
- All successful candidates will be subject to the Sport for Confidence probation procedure.

General Data Protection Regulation (GDPR) Statement

Sport for Confidence takes its obligations under GDPR and applicable data privacy law seriously and is committed to protecting the privacy and security of all information we hold.

It is very important to us to ensure that all the personal information you provide to us is treated with the utmost respect and your data privacy rights are safeguarded, all in accordance with our GDPR Privacy Notice and policy. If you would like more information, please email: The Sport for Confidence Team: info@sportforconfidence.com