

Paediatric Occupational Therapist – Education

Band 6 Specialist Occupational Therapist

Term Time Only or Full time: 37 hours per week

Salary: Cognus Band 3 to 4, £43,359.42 to £51,501.25 (1 FTE) including HCAS

Locations: London Borough of Sutton, Sherwood Foundation School, Sherwood Manor Campus

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Cognus Limited is a Local Authority Traded Company, which is commissioned by the London Borough of Sutton to provide education services to early years providers, mainstream schools and specialist education settings in Sutton. Wholly owned by the local authority, we deliver a wide range of high-quality services to deliver excellent practice that improve the lives of children, young people, and families in Sutton and beyond.

Are you looking for a job in paediatric practice?

Do you want to be part of a large trans-disciplinary team of dedicated teaching staff, occupational therapists, speech & language therapists and wellbeing practitioners helping children aged 4-19 years with complex needs?

Do you have a passion for working with children, a growth mindset and are confident, enthusiastic, calm, and adaptable? We welcome you to apply to join our team.

About us:

Sherwood Foundation School is an all age foundation special school, which consists of three campuses:

- Sherwood Park Campus in Wallington, which provides for pupils whose primary needs are profound and multiple learning disabilities and severe learning disabilities.
- Sherwood Hill Campus in Carshalton, which provides for pupils where their diagnosis of Autism has a significant or profound impact on their learning and/or social and emotional skills, affecting their capacity to cope across daily activities.
- Sherwood Manor Campus in Wallington is for secondary aged students and primarily for autistic learners as well as some with moderate learning difficulties many of whom have additional differences and complexities.

Sherwood Foundation School prides itself on its individualised, trans-disciplinary approach to learning; with the child/ young person and their family at the heart of our



practice. We are dedicated to using strengths based, relationship focused, person-centred practices to support the learning and growth of our pupils. We aim to create a school culture and learning environment that facilitates the active engagement and participation of our learners, using motivating and meaningful activities that support the development of regulation, communication, social skills, cognitive abilities and life skills in preparation for adulthood.

We have an exciting opportunity for a Band 6 Occupational Therapist to join our therapy team at Sherwood Manor Campus.

We offer:

- A friendly, supportive and collaborative working environment
- The opportunity to deliver a wide range of evidence based interventions with your caseload and develop highly specialist assessment and intervention skills
- Onsite support from an enthusiastic and dedicated team of experienced therapy and teaching staff
- Regular supervision, continued professional development (including preceptorship) and training

The ideal candidate will have:

- A wish to work with children of all ages with complex needs
- A growth mindset
- Confidence, enthusiasm and a passion for learning
- The ability to work as part of an integrated team of professionals

Therapists will be employed by Cognus Limited and be a part of the Cognus Therapies Team who are deliver the provision for special educational needs within the London Borough of Sutton.

Cognus Therapies is a thriving multidisciplinary team of Occupational Therapists, Speech and Language Therapists, and Therapy Assistants who support children and young people in schools, colleges, bases and specialist provisions within the London Borough of Sutton and surrounding boroughs.

You will give us great commitment and in return we offer an excellent package including:

- i) Salary from £43,359.42 to £51,501.25 per annum (Cognus Band 3 to 4)
- ii) Workplace pension scheme 4% to 8% matched contributions
- iii) 28 days annual leave pro rata (plus Bank Holidays)
- iv) Regular manager support and supervision
- v) Hybrid and flexible working
- vi) Staff benefits package, currently including Employee Assistance Programme,



Perkbox and (upon completion of probation) Sovereign Healthcare Cashback plans *[Cognus reserves the right to adjust these additional discretionary benefits to improve quality of their services provided, maintain affordability for the Company and to ensure benefits remain fit for purpose with staff needs.]*

- vii) Staff EDI group and Mental Health First Aiders to support wellbeing and inclusion
- viii) Cognus Coaching Programmes
- ix) An ambitious culture with friendly and supportive colleagues
- x) Opportunities for visa sponsorship subject to availability

We also offer the following benefits for this post:

- Access to highly skilled clinical leads
- Access to a wide range of clinical resources
- Complete preceptorship programme with highly skilled clinical supervisors
- RCOT and HCPC registrations paid

All applicants must hold current registrations with the **Health Care Professionals Council (HCPC)** and be a member of **The Royal College of Occupational Therapists (RCOT)**.

Own transport is an advantage but not essential.

If you are interested and would like to be considered for this role, please apply to recruitment@cognus.org.uk with the completed [application form](https://www.cognus.org.uk/work-with-us/current-vacancies/cognus-application-form/), downloaded from <https://www.cognus.org.uk/work-with-us/current-vacancies/cognus-application-form/>, outlining your suitability. The deadline for receipt is **on Monday, 20th October 2025**. Shortlisted candidates will be informed separately for interviews.

For an informal conversation about the role, please contact Kelinka Bipath, Lead OT at Sherwood Hill Campus kelinka.bipath@cognus.org.uk or Alex Benjamin, Head of Cognus Therapies on +442045820843 or by email: alex.benjamin@cognus.org.uk.

All offers of employment are subject to successful completion of recruitment formalities which includes an enhanced DBS check. These checks must have been completed before the commencement of employment. We expect our staff to have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by the Company and Sutton's Local Safeguarding Partnership.

We are an equal opportunity employer and value diversity at our company. We do not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status.



JOB DESCRIPTION

POSITION:	Paediatric Occupational Therapist
DIVISION:	Cognus Therapies
BUSINESS UNIT:	Cognus Occupational Therapy Service
REPORTS TO:	Therapy Lead Occupational Therapist
RESPONSIBLE FOR:	<ul style="list-style-type: none"> Overseeing and delivering provision for pupils with Occupational Therapy Needs in mainstream settings and/or Specialist SEN provisions/bases/POST-16 Liaising with Head Teachers, SENDCos, staff and parents to promote best outcomes
GRADE/PAY	Band 6, Occupational Therapist £43,359.42 to £51,501.25 (1 FTE) per annum inclusive of HCAS (or pro rata for term time plus 2 - 4 weeks)
LOCATIONS:	London Borough of Sutton, Sherwood Foundation School, Sherwood Manor Campus

1. JOB SUMMARY:

- Working within a multidisciplinary team of Occupational Therapists and Speech Therapists, the post holder will have the opportunity to work in local schools and colleges across the 4 years to 25 years age range or with a smaller age range within this.
- Advising and supporting a range of schools/settings with children and young people with Occupational Therapy Needs (OT Needs) including a possible cohort with ASD, or PMLD to manage their caseload to ensure that intended outcomes are delivered within agreed service standards.
- Raising awareness of the needs of and strategies available for children and young people with OT Needs.

2. PRINCIPAL ACCOUNTABILITIES:

To personally undertake a case load of referrals to include:

- Visiting and assessing children and young people with OT Needs.
- To appropriately identify service provision in line with child and young person's needs at specialist, targeted or universal level of support.
- Delivery of specialist programmes on an individual and/or small group basis.
- Advice and treatment for children and young people with functional difficulties and sensory processing needs.



- Offering advice to parents and carers as well as teaching staff at a targeted or universal level.
- Maintaining children/young people's records to a high standard.

Specific Duties:

To advise and support school staff on the education of children and young people with OT needs including:

- Screening and prioritising new referrals in order to determine the need and level of therapy provision required in line with service criteria.
- At the point of referral, gathering relevant information regarding previous and current input from health and social care services.
- Carrying out a range of non-standardised and standardised assessments and interpreting a range of factors relating to the child or young person's condition; focusing on access to education.
- Providing reports to referrers and other agencies involved in the child/young person's care and advice on appropriate differentiation of and access to the curriculum.
- Plan, create and deliver a wide range of tailored interventions and/ or therapy programmes where direct OT input is indicated and effectively hand over prescribed programmes through training and modelling with teaching staff, parents and carers.
- To maintain effective liaison with all partners e.g. parents/ carers, professionals in Education, Health, Social Care and other Services with particular regard to Safeguarding and best practice.
- To monitor and record child or young person's progress and effectiveness of intervention through goal setting, outcome measurement and evaluation of practice and to communicate these with key stakeholders.
- Collaboration with a range of partner agencies to create effective transition support for specific children and young people.
- Promotion of effective inclusion of children and young people into all aspects of the school curriculum.
- To attend and contribute to team meetings as required.

Training and Development Responsibility

- To be aware of changing trends in treatment and promote Evidence Based Practice; embedding this into own specialist area of work in order to provide the highest standard of care to service users.
- Embedding legislative change and key developments relating to improved outcomes for children and young people with OT needs.
- To participate in clinical audit, service development activities and research programmes as required.
- To engage with continual professional development as identified through managerial and clinical supervision and appraisal, including attending training and courses as agreed.



- To comply with the Cognus Limited mandatory training requirements.
- As part of the therapies team to plan, deliver and evaluate training sessions for schools and educational providers.

GENERIC OBJECTIVES:

Contribute to Cognus Limited's business objectives at the appropriate level by ensuring every child matters and has access to education and learning opportunities, including:

- a) Health and safety
- b) Safeguarding and protection of children
- c) Equal opportunities and management of diversity
- d) Data protection
- e) Outstanding Customer care

GENERAL:

SAFER RECRUITMENT:

Cognus is committed to safeguarding and protecting the children and young people that it works with. An offer of employment is subject to safer recruitment practices which include an enhanced DBS check, two professional references acceptable to Cognus Limited, proof of qualifications, proof of right to work in the UK, proof of personal address and employment history covering 5 years and, fitness to work with children (occupational health assessment). These checks must have been completed prior to commencement of employment. We have a range of policies and procedures in place which promote safeguarding and safer working practices across the organisation.

PROCESSING OF DATA:

- a) You ("the employee") consent to the holding and processing of personal data provided by you to the Company ("the Company") for all purposes relating to your employment, but not limited to administering and maintaining personnel records, paying and reviewing salary and other remuneration and benefits, undertaking performance appraisals and reviews, the compulsory Disclosure and Barring Services check (DBS) details in line with its statutory responsibility to safeguard and protect children and vulnerable service users; maintaining sickness and other absence records and taking decisions as to your fitness for work.
- b) You hereby acknowledge and agree that the Company may, in the course of its general and statutory duties as an employer be required to disclose personal data relating to you for legislative purposes during or after the end of your employment. This does not affect your statutory rights under the General Data Protection Regulation 2018.

CONFIDENTIALITY AGREEMENT:

- a) During the course of your employment, you will have access to and knowledge of Company confidential information and trade secrets.
- b) Disclosure of any of this confidential information and/or trade secrets could have serious financial consequences and/or create serious competitive disadvantages for the Company. There may be material damage, financial or otherwise, deliberate or otherwise, to the Company's legitimate business interest.
- c) Under the terms of this confidentiality agreement, you agree to keep secret and shall not at any time, either during employment or post-employment, use, communicate or reveal



to any person any trade secret or confidential information relating to the Company or any Associated Company.

- d) You are aware of the Company's policies in relation to compliance with the General Data Protection Regulation and undertake to act in accordance with these at all times. Any breach of these policies will be dealt with under the Company's disciplinary procedure and action taken can include dismissal without notice.

This job description and person specification outlines the summary of key accountabilities and is not an exhaustive list of duties and, is subject to periodical review and changes in line with the business needs.



PERSON SPECIFICATION

The main duties and responsibilities of the post holder are indicated below although other duties of an appropriate level and nature will also be required.

No	Description	Criteria
a.	Educated to degree level or equivalent.	E, S
b.	Relevant qualifications including registration with HCPC	E, S
c.	Ability to prioritise and deliver results to high standards.	E, S, I
d.	Excellent organisational skills.	E, S, I
e.	Excellent communication skills.	E, S, I
f.	Leads others by setting a positive example in line with company values and acts as a role model.	E, S, T
g.	Experience as a paediatric occupational therapist	E, S
h.	Adherence to RCOT and HCPC policies and procedures	E, S,
i.	Is decisive with problem-solving skills.	E, S,
j.	Is committed to safeguarding and protection of children.	E, S, I
k.	Honours and upholds the Company's Equal Opportunity Policy, Dignity at Work Policy, Safeguarding and Protection of Children, Health and Safety and Data Protection Policy at all times.	E, S, I

KEY:		D	Desirable	I	Evaluated at interview
E	Essential	S	Short listing criteria	T	Subject to test

