



Job Description for Therapist (Residential & Community Settings)	
Location	Community based working inside young people's homes and local settings. SE London: mainly Southwark & Lewisham. Office based in North Lambeth. Residential setting based in Northwest Lambeth.
Salary	£32,000 to £40,000 pro rata depending on experience (plus £500 training budget & work-related travel) What we offer: external clinical supervision, a wellbeing budget of £25 per month with wellbeing time factored into working hours, opportunities for training and CPD, EAP, cycle to work scheme, pension with Nest
Hours	Part Time (3 days, 24 hours)
Responsible to	Service Manager
Summary of Role	<p>Emotionally support young people in and leaving the care of their local authority, in both residential and community settings, to help them reach their full potential. This is achieved through providing 1:1 therapy that meets each young person's needs - here and now issues as well as those recorded in their plans - taking account of their background; help them understand and manage the impact of any experience of complex trauma, abuse, or neglect; and help them develop the resilience and skills that prepare them to live independently as an adult.</p> <p>Alongside 1:1 therapeutic work with young people, you will work with colleagues from the Therapy Team to provide 1:1 staff support sessions and facilitate group spaces for the Residential and Community Teams.</p> <p>Working week breakdown, after 3 months' probation: up to 4 x 1:1 therapy/support sessions per day.</p>
Core Duties	<p>Young people's views, wishes & feelings</p> <ol style="list-style-type: none"> 1. Strive to gain a positive and enabling therapeutic alliance with young people, offering natural rapport, respect, genuine empathy, positive regard and help them to express their views, wishes and feelings. 2. Be flexible, adaptable, and creative in your approach to therapy appointments i.e., meeting in their own homes, cafés, and parks to encourage relationship building. 3. Help each young person to understand how their privacy will be respected and the circumstances when it may have to be limited.

4. Regularly consult young people, and seek their feedback, about the quality of the therapy and support they receive.

Young people's health, well-being & relationships

1. Help young people to achieve the health and well-being outcomes recorded in relevant plans, promoting healthy lifestyles.
2. Help young people to develop socially aware behaviour.
3. Help young people to develop and practise skills to resolve conflicts positively and without harm to themselves and anyone.
4. Help young people to understand, in a way that is appropriate according to the young person's age and understanding, personal, sexual, and social relationships and how those relationships can be supportive or harmful.

Protect young people/young parents and infants from harm and enable them to keep themselves safe

1. Identify and act upon signs that a young person/young parent/child are at risk of harm.
2. Take effective action whenever there is a worry or serious concern about a young person's or child's welfare.
3. Recognise incidents or indications of bullying and how to deal with them.

Help young people develop resilience and skills to live independently as an adult

1. Help young people manage their emotions and feelings and tolerate distress.
2. Help young people develop an understanding of who they are and a sense of belonging – including family, diversity, equality, and inclusion (race, culture, religion, disability, sexuality, or gender).
3. Continually assess risks and needs and work closely with Practitioners and Managers to safety plan and offer the best quality package of support possible.

Monitoring and reporting on the experiences of young people

1. Keep accurate, timely and secure records in the form of weekly reflective reports to be shared internally and with Children's Social Care, crucial for client experience and involvement.
2. Liaise with other agencies regarding mental health, medication, and community support. When required, attend Professionals Meetings building positive relationships with the network.
3. To review the Practitioners' reports and incidents to track progress and concerns.
4. To record weekly stats on tracking spreadsheets to best capture the journey o change.

	<p>Staff support sessions & group spaces</p> <ol style="list-style-type: none"> 1. Offer monthly 1:1 staff support sessions to Practitioners in the form of a reflective space to explore the impact of frontline work. 2. Facilitate Group Supervision and Therapeutic Thinking Space on a rota basis with other members of the Therapy Team enabling the Residential and Community Teams to explore their work by pooling skills, experience, and knowledge together. 3. Attend Team Meetings to share practice, learning and insights, promote connectivity and collaboration within and across teams. 4. Keep up-to-date knowledge around issues affecting teams to promote and achieve an integrated and supportive working environment for all. <p>Self-care, performance management & clinical supervision</p> <ol style="list-style-type: none"> 1. Reflect on your own practice, in emotionally challenging circumstances, using external clinical supervision and line management supervision and develop ideas for future service and personal development. 2. Be responsible for continuous professional development in your practice.
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Person Specification for Therapist (Residential & Community Settings)	
Knowledge & Skills	<ol style="list-style-type: none"> 1. Skills to identify and act upon signs that a child or young person is at risk of harm. 2. Good understanding of the importance and limits of confidentiality within a therapeutic context. 3. An understanding of how previous experiences and present emotions can be communicated through behaviour and have the competence and skills to interpret these, and to help young people do the same. 4. Trained in at least one of the following approaches: Art's based Therapies; Psychotherapy, Counselling, CBT. 5. Recognise incidents or indications of bullying and how to deal with them. 6. Understanding of challenges of delivering frontline support.
Personal Attributes	<ol style="list-style-type: none"> 7. Flexible, approachable, resilient, able to manage and take care of your own needs. Intuitive, a team player, creative and able to think on your feet. Works with integrity, warm and thoughtful. A

	commitment to continued personal and professional development.
Championing Diversity	<p>8. Value people, their diversity, and contributions – treat everyone fairly with respect and dignity and respond sensitively to differences; being approachable and actively co-operating with others; encouraging participation.</p> <p>9. Understand cultural sensitivity, recognising the importance of naming difference and exploring heritage. You will be capable of intercultural communication and calling out unconscious bias.</p>
Other	<p>10. Use of IT - able to use basic desktop functions (MS Office, Excel, PowerPoint) and appropriate related technology, e.g. WhatsApp.</p> <p>11. Ability to work flexibly to meet business needs.</p> <p>12. An enhanced level DBS check.</p>