

## JOB DESCRIPTION

<b>Job Designation/ Service</b>	<b>Therapist</b>
<b>Responsible to</b>	<b>Director of Health &amp; Wellbeing Team</b>
<b>Direct reports:</b>	<b>0</b>
<p><b>Job Purpose &amp; Direction</b></p> <p>This position will be under the leadership of the Clinical Director and the Senior Team within the Health and Wellbeing Team. You will be working directly with children and young people who have suffered from adverse childhood experiences.</p> <p>You will need substantial experience of working directly and indirectly with children and young people who struggle with difficulties such as self-harm and suicide behaviour, harmful sexual behaviour, depression and anxiety, emotional and behavioural difficulties, criminal and sexual exploitation, confusion/questioning around their identity, autism (ASC), attention deficit hyperactive disorder (ADHD) and grief and loss.</p> <p>You will have a thorough understanding of trauma and attachment theory and have an ability to draw on this to support the practice of our teams.</p> <p>You'll support the children and young people with a child centred, multidisciplinary approach to support the best outcomes for our children and young people.</p>	

### **Main Responsibilities and Specific Outcome Area's:**

1. To follow direction from the Clinical Director and Senior Therapy Team in the delivery of therapeutic support to children and young people of all ages across a number of residential childcare homes and their practitioner teams.
2. To provide a space in which children feel able to express, articulate and reflect on their emotions, enabling them to develop a richer understanding of their experiences and supporting them to thrive.
3. To provide a flexible approach to supporting children, including offering therapeutic support to children young people remotely if appropriate.
4. To use assessment tools to measure and monitor the needs and outcomes for children, and to translate this into practice.
5. To identify and assess any safeguarding needs, as well as quickly responding to and appropriately communicating any risk regarding children and young people.
6. The ability to draw on the fundamental principles which guide a collaborative therapeutic assessment and be able to identify thresholds where additional advice and guidance from our

Clinical Director, Senior Therapist or Associate Clinical Psychologist may be required as part of the child's therapeutic care plan.

7. To participate, support and offer advice in the further provision of care and living arrangements for our children, when needed.
8. To provide regular high quality therapeutic records and reports; reviewing available information and evaluating the impact of your work.
9. To offer an 'embedded practice' in our Homes, guiding the development and practice of the practitioner team to offer a trauma informed, therapeutic parenting approach to meet the wider needs of the children.
10. To translate, develop and deliver the principles and philosophy of A Wilderness Way into high quality training for practitioner teams.
11. To professionally represent A Wilderness Way at internal and external formal meetings, as well as when attending training courses.
12. To establish and maintain effective links with other external and specialist agencies, such as Local Authorities, education, mental health provision (CAMHS) and Ofsted, as well as families (where appropriate) striving to ensure good partnership relationships.
13. To ensure excellent communication and working relationships with colleagues within A Wilderness Way.
14. To offer a flexible approach to working in a team, ensuring the needs of the children and company can be met.
15. To attend and actively participate in team meetings, as well as to all necessary meetings in support of the child, such as reviews with the Local Authority.
16. To attend monthly external clinical supervision in accordance with professional body guidelines and actively participate in group supervision with colleagues.
17. To fully recognise the complexity of this field of work by continuing your professional development through training, practice and learning according to current and developing research.
18. To adhere to your professional body's code of ethics (BACP, UKCP, HCPC) including maintaining accreditation or registration. This includes the BACP's Competences framework for working with children and young people.
19. To value diversity, equality and inclusion. To actively promote and ensure good equal opportunities practice at all times and work in an anti-oppressive manner.
20. To adhere to A Wilderness Way policies, standards, guidelines and procedures in a professional manner, with a commitment to the vision, mission and values of the company striving for best practice.

## **General Statement**

The above duties and responsibilities do not include or define all tasks that may be required by the post holder. The duties and responsibilities may vary without changing the general character of the duties or the level of responsibility entailed.

### **Health and Safety**

A Wilderness Way Ltd aim to provide and maintain a positive, safe, and healthy working environment for our employees. In support of this, all employees are required to take reasonable care of themselves and others who may be affected by their actions as well as comply with Health and Safety regulations and other requirements.

### **Equal Opportunities**

A Wilderness Way Ltd supports Equal Opportunities in Employment and opposes all forms of unlawful discrimination on grounds such as colour, race, nationality, ethnic or national origin, sex, marital status, disability, sexual orientation, religion or belief and age. You are expected to comply at all times to the Company's EO Policy and Guide to Equality document.

### **Safeguarding**

AWW Ltd is committed to safeguarding and promoting the welfare of those individuals covered by regulated activity and expects all staff to share this commitment. It is an essential requirement that staff are aware of AWW Ltd's safeguarding procedures and staff have a duty to ensure they attend training to enable them to recognise the indicators for concerning behaviour and receive safeguarding supervision as appropriate.

### **Person Specification QUALIFICATIONS: KNOWLEDGE & EXPERIENCE**

1. Relevant professional qualifications and significant recent and relevant experience in Psychotherapy and Counselling work with children and young people (minimum of two years' experience).
2. BACP/UKCP/HPC registered therapeutic practitioner working within Professional and Ethical Frameworks as defined by their registered body.
3. Significant experience working with children and young people who have relational and complex trauma, with the ability to work creatively and flexibly to meet the needs of each individual.
4. Experience of providing formulation driven, collaborative and goal-focussed therapeutic interventions to children and young people, including clearly articulating and agreeing a confidentiality agreement before you start any therapeutic work.
5. Exceptional interpersonal skills demonstrated by an excellent ability to relate to and build rapport with young people with social, emotional, cultural and cognitive diversity, their families and other professionals.
6. Ability to cope with stressful interpersonal situations including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.
7. Demonstratable competence in safeguarding children and young people including assessment of risk, communication, signposting and identifying needs for additional assessment where appropriate.

8. Excellent and demonstratable competency in literacy, numeracy, written and oral communication skills, including ability to complete timely comprehensive high quality clinical reports as required.
9. Experience of liaising in a professional capacity with multiple stakeholders, including representatives from health, social care, police and education.
10. The ability to maintain confidentiality and sensitivity when dealing with children and young people's information.
11. Excellent information technology literacy skills, with a knowledge of Word, PowerPoint and experience of learning database systems for recording and storing information.
12. Demonstratable competence of working both autonomously, under direction and effectively as part of a team; including the appropriate use of line management and clinical supervision.
13. Excellent time management skills, including an ability to manage and balance own workload alongside managing the workload of others, and ability to keep an up-to- date and accurate electronic shared diary.
14. Experience of the delivery and facilitation of therapeutic training and teaching, including proficiency in PowerPoint and other presentation media.
15. An excellent understanding of the legislation, current research, literature and national guidance related to working therapeutically with children looked after, including a comprehensive understanding of attachment difficulties and developmental trauma and the challenges that these present.
16. Knowledge of current legislation regarding children and young people in residential care, as well as legal frameworks such as data protection, child consent and capacity, and mental health legislation.
17. Adaptable to new ideas and research, developing your own skill set and incorporating that into your developing practice.
18. An excellent personal commitment to self-care practices and continued professional development.
19. A good attendance record and flexibility in working arrangements.

**Other work-related requirements**

Ability to support the core values of A Wilderness Way.

To have an understanding of and positive belief in the promotion of inclusion and equal opportunities for all.

Willingness to undergo a satisfactory enhanced DBS check and to register with the DBS Update Service  
**OR** hold a satisfactory enhanced DBS check for the correct workforce plus existing registration for the Update Service

Full UK manual driving licence holder, preferably with no more than 6 points. Access to own vehicle for travelling between sites.