

## JOB DESCRIPTION

<b>Job Title:</b> Family Therapist	<b>Service Area:</b> Clinical Practice	
<b>Directorate:</b> Children's Services	<b>Post Number:</b> TBC	<b>Evaluation Number:</b> 5469
<b>Grade:</b> PO6	<b>Date last updated:</b> June 2020	

### **People at the heart of everything we do**

We are committed to putting people – Newham residents and Council staff – at the heart of all we do. Our approach is a collaborative joint enterprise between residents, the Mayor, Members, Council staff and the Corporate Management Team.

### **Equality and diversity**

We are committed to and champion equality and diversity in all aspects of employment with the London Borough of Newham. All employees are expected to understand and promote our Equality and Diversity policy in the course of their work.

### **Protecting our staff and services**

Adherence to health and safety requirements and proper risk management is required from all employees in so far as is relevant to their role. All employees are expected to understand and promote good health and safety practices and manage risks appropriately.

### **Corporate parent**

We believe that every member of staff working for Newham Council should understand and fulfil our corporate parenting responsibilities for our looked after children that we have under the Children and Social Work Act 2017.

## **OVERALL PURPOSE OF JOB**

1. The aim of this post is to introduce systemic thinking and casework into the social work service to children and their families in Newham. The intention is to link a family therapist to every team of social workers and other social care practitioners across the service to provide advice, guidance and therapeutic interventions alongside the social work intervention.
2. The post holder will work with Newham's, most complex, families where children are in need, those who are at risk of harm, with children who are on the edge of care, looked after and care leavers.
3. The work will demand a creative and flexible approach, working with families in their homes and other community settings as required. In addition to providing direct therapeutic interventions, the post holder will offer consultation to social work colleagues, foster carers, health and education professionals and others.

4. The post holder will model good practice and provide peer-to-peer support across the Children's Social Care service.
5. The post holder will devise and deliver training relevant to Newham's practice framework to all levels and parts of the Children's Social Care service.
6. The post holder will deliver matrix management supervision across the service

## **JOB CONTEXT**

1. The post holder reports to the Director of Clinical Practice/Senior Family Therapist
2. The post holder will devise and provide Newham practice framework training, clinical supervision and support to practitioners across the whole of the children's social care service including Team Managers, Senior Social Workers, Social Workers, Family Coaches and Business Support team around systemic practice.
3. The post holder is part of a team that works alongside social workers, to offer support, consultation, live supervision and model interventions. The aim is to support a more analytical, reflective, and purposeful approach to social work, building on family strengths and developing a sophisticated approach to intervention.
4. The post holder requires a professional qualification in systemic family therapy must be UKCP registered or be eligible to register, and evidence of continuing post-qualification professional development.
5. Post holder must be a registered Children and Families SW and be SW England Registered.
6. The post holder is not required to manage a budget.
7. The post holder may be required to work evenings, weekends and occasional public holidays in order to meet service and on call requirements.

## **Key Tasks and accountabilities**

Key tasks and accountabilities are intended to be a guide to the range and level of work expected of the post holder. This is not an exhaustive list of all tasks that may fall to the post holder and employees will be expected to carry out such other reasonable duties that may be required from time to time.

This Job Description is a guide to the level and range of responsibilities the post holder, as a Family Therapist and Social Worker registered with Social Work England will be expected to undertake.

1. To lead and consistently use the Newham practice model when assessing need and delivering interventions that includes working in a respectful, collaborative and professional manner with children and families that is focused on achieving good outcomes.
2. To provide a systemic therapeutic service, for the most complex cases, to children and their families through the provision of direct work and assessments of therapeutic need, and provision of consultation and advice to colleagues providing a service to children
3. To help prevent family or placement breakdown by providing therapeutic input through the provision of evidenced based early interventions. This will include direct work with families in their homes or other community settings.
4. To promote and champion equality and diversity in the delivery of all Council activities, service provision and employment practice
5. To contribute to the assessment of risk and protective factors in cases where there are issues of risk of harm to children, and to lead on the clinical assessment in high risk cases.
6. To adhere to legislation, practice standards and procedures and to contribute to the development and review of these standards. To act in a way that protects the reputation of the Local Authority and the social work profession, whilst always privileging the best interests of children. To immediately, alert your line manager to any issues that may leave children at risk or place the council at reputational risk.
7. To ensure high standards of record keeping in line with the developed systemic expectations are clear, succinct and written so as the child, young person or family member can understand.
8. To produce comprehensive, analytic reports for a range of arenas, including court, and to present reports in court, including acting as an expert witness for the service if required.
9. To receive supervision and consultation on a regular basis, regarding therapeutic, service and professional issues.
10. To provide consultation, advice, support and supervision in line with the Newham practice model to practitioners and managers across children's social care service

11. To take a clinical lead in-group supervision in line with the Newham practice framework providing expertise and supporting staff development.
12. To attend devise and deliver training for staff across Children Services.
13. To keep up to date and disseminate information on relevant developments in the field of research and policy in relation to the needs of Children In Need and Looked After Children.
14. To analyse complex information and its significance for individual cases and for the development of the service, and to advise senior managers accordingly.
15. To establish and maintain strong partnerships with multiagency partners to deliver effective support for children, young people and families with child safeguarding and /or corporate parenting needs. This includes responding promptly to concerns raised by internal and external stakeholders about individual children and team wide issues
16. To be accountable for the progress of agreed key performance indicators within your caseload and scope of responsibility providing regular and reliable management information and the analysis to inform continuous learning.
17. To promote and engage in a strong culture of learning, development and performance improvement by enrolling and engaging in regular training and learning opportunities and identifying and leading in opportunities to share professional practice and experience with other colleagues, students and professionals.
18. To undertake the responsibilities assigned to the role within the Quality Assurance Framework.
19. To undertake other duties that may be required from time to time.

### **Politically Restricted Posts**

In accordance with this legislation, this post is politically restricted and as such the post holder must refrain from being a candidate for election, an election agent or sub agent, an officer of a political party, or subcommittee of such a party or canvass, speak to the public at large, publish written or artistic work or display posters in support of a political party or sub group of such a party.

## Personal Specification

Job Title: Family Therapist	Service Area Clinical Practice	
Directorate: Children's Service	Post Number: TBC	Evaluation Number: 5469
Grade: PO6	Date last updated: June 2020	

### IMPORTANT INFORMATION FOR APPLICANTS

The criteria listed in this Person Specification are all essential to the job. Where the Method of Assessment is stated to be the Application Form, your application needs to demonstrate clearly and concisely how you meet each of the criteria, even if other methods of assessment are also shown. If you do not address these criteria fully, or if we do not consider that, you meet them, you will not be shortlisted. Please give specific examples wherever possible.

CRITERIA	METHOD OF ASSESSMENT
<b>EQUALITY AND DIVERSITY</b> We are committed to and champion equality and diversity in all aspects of employment with the London Borough of Newham. All employees are expected to understand and promote our Equality and Diversity Policy in the course of their work.	
<b>PROTECTING OUR STAFF AND SERVICES</b> Adherence to Health and Safety requirements and proper risk management is required from all employees in so far as is relevant to their role. All employees are expected to understand and promote good Health and Safety practices and manage risks appropriately.	

<b>QUALIFICATIONS:</b> <ul style="list-style-type: none"> <li>• Recognised Social Work Qualification &amp; Registration with Social Work England.</li> <li>• Professional qualification in systemic family therapy and UKCP registration, and</li> <li>• Evidence of continuing post-qualification professional development in line with the Skills and Knowledge Statement for Child and Family social workers</li> </ul>	<p>Application Form</p> <p>Application Form</p> <p>Application Form</p>
<b>KNOWLEDGE:</b> <ul style="list-style-type: none"> <li>• A level of knowledge that meets the requirements of the DfE Knowledge and Skills Statement for Child and Family Practitioners</li> <li>• A sound knowledge of systemic family therapy</li> <li>• Accountable for ensuring the highest professional standards and professional conduct.</li> <li>• Knowledge and awareness of the issues relating to communities from different ethnic and cultural backgrounds and Equal Opportunities.</li> <li>• Understanding and knowledge of the workings of local government including its legal, financial social and political context, the current issues faced in a multi-cultural area and the ability to translate them into service requirements.</li> </ul>	<p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p> <p>Application Form</p>
<b>EXPERIENCE:</b> <ul style="list-style-type: none"> <li>• Experience of using high quality systemic interventions to vulnerable children and families to achieve change and improve outcomes.</li> </ul>	<p>Application Form/Interview/Test</p>

<ul style="list-style-type: none"> <li>• Experience of co-working a range of complex cases and ability to take a lead role in resolving issues.</li> <li>• Experience of supporting, supervising or mentoring others to understand and use systemic ideas to develop a more analytical, reflective and purposeful and relational approach to social work that builds on family strengths</li> <li>• Experience of effective advocacy work and representation of the council in all forums including court and panels.</li> <li>• Demonstrable commitment to diversity issues in both service provision and employment practices and evidenced achievement of positive outcomes.</li> </ul>	<p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p>
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<p><b>SKILLS AND ABILITIES</b></p> <ul style="list-style-type: none"> <li>• High level relationship and communication skills with children and families, inter and intra agency colleagues, supervisees and senior managers that improve outcomes for children.</li> <li>• Able to gather information in a timely and effective way so as to inform judgement for interventions including in crises, and in response to challenge,</li> <li>• Able to carry out risk assessments, manage risk, including in more complex cases, and support others to develop risk management skills within a systemic framework.</li> <li>• High level report writing and record keeping skills. Computer literacy skills necessary to work with information</li> </ul>	<p>Interview/Test</p> <p>Interview/Test</p> <p>Interview/Test</p> <p>Interview/Test</p> <p>Interview/Test</p>
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<p>management systems and produce good quality data in a variety of formats. The ability to work with word processing packages at a speed commensurate with the responsibilities of the role.</p>	Interview/Test
<ul style="list-style-type: none"> <li>• Able to deliver relationship based social work that improves outcomes for children.</li> </ul>	Interview/Test
<ul style="list-style-type: none"> <li>• Able to provide reflective supervision/consultation to family facing social care practitioners that supports professional growth and development and improves outcomes for children and families.</li> </ul>	Interview/Test
<ul style="list-style-type: none"> <li>• Able to hold accountability for child and family social work practice and its impact on the lives of Newham children</li> </ul>	
<ul style="list-style-type: none"> <li>• Able to demonstrate professional and personal integrity and resilience through a problem-solving and constructive approach</li> </ul>	
<ul style="list-style-type: none"> <li>• Able to use and apply data and management information to achieve continuous improvement</li> </ul>	
<ul style="list-style-type: none"> <li>• Able to maintain and develop up to date knowledge and skills through continuous learning</li> </ul>	
<p><b>OTHER SPECIAL REQUIREMENTS:</b></p>	
<ul style="list-style-type: none"> <li>• Commitment to the provision of a quality family intervention, which safeguards, effects change and promotes equality and partnership with children and parents.</li> </ul>	Interview/Test
<ul style="list-style-type: none"> <li>• Commitment to upholding and respecting children's' rights, views and feelings.</li> </ul>	Interview/Test
<ul style="list-style-type: none"> <li>• Commitment to challenge discrimination based on race, gender,</li> </ul>	Interview/Test



<p>religion, sexual orientation or disability.</p> <ul style="list-style-type: none"> <li>• Willingness and ability to work occasional evenings and weekends to maintain service delivery.</li> <li>• This post is subject to an enhanced DBS check.</li> <li>• This post is exempt from The Rehabilitation of Offenders Act (1974).</li> </ul>	<p>Interview</p> <p>Satisfactory clearance at conditional offer stage.</p> <p>Satisfactory clearance at conditional offer stage.</p>
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