



## JOB DESCRIPTION

<b>Job Title:</b>	Therapist
<b>Salary:</b>	Witherslack Scale
<b>Locality:</b>	Clinical Services
<b>Responsible to:</b>	Regional Director (Clinical) and Clinical Director
<b>Liaison with:</b>	Clinical MDT, Education and Residential Care Colleagues, Parents , Carers and External agencies.

### Therapist

As a Therapist within Witherslack Group you will join a highly experienced Multidisciplinary Clinical Services Team comprising of Psychologists, Speech and Language Therapists, Occupational Therapist and Creative/Talking Therapists. You will be part of a regional clinical team working collaboratively with children and young people to provide high quality consultation, emotional well-being/mental health support. To input and develop MDT therapeutic plans of support that will meet EHCP requirements and identified needs.

The post holder will be based in an education and / or care setting and will work alongside the residential and educational staff, developing trauma informed practice and a therapeutic milieu, to support the health and wellbeing of the children and young people we live and work with. The Therapist will provide training and guidance to the team around our children and young people's therapeutic needs. Working with external agencies and parent/carers is a significant part of supporting children and young people and as part of the Clinical Services Team you will work closely with CAMHs, Social Care and parents.

Children and young people we live and learn with, can, at times be hard to reach and can exhibit challenging behaviours. As a therapist you will develop child orientated ways of working to support engagement and develop relationships with the children in our schools and/or homes. We support and promote alternative ways of working that is individual to that individual child or young person so your interventions may not always take place in the therapy room and will involve a mixture of talking and creative ways of working.

### Responsibilities

- Ensure the needs and views of our children and young people are at the heart of everything we do: offering holistic and child-centred interventions, which are appropriate to their clinical needs, including working with external agencies where applicable

- To undertake high quality clinical assessments of children and young people and develop formulations of therapeutic need. Make recommendations about appropriate therapeutic interventions for each young person. To write reports as part of a multidisciplinary team or individually to reflect assessment, progress and outcomes as required.
- To work closely with our children and young people ensuring a personalised adaptable plan of support and delivery, communicating, reviewing and celebrating children and young people's success and achievement with them.
- To work closely with staff in the Homes/ Schools and communicate with placing authorities and external professionals
- To role model to all children and young people, education and care colleagues how to promote positive mental health, self-esteem, and relationships.
- To develop professional integrative relationships with home and school staff. Engage in and/or facilitate internal child focused meetings in partnership with the setting Psychologist and to attend other meetings such as ITACs and Looked After Child Reviews. It is important that the post holder is willing to work flexibly to meet the changing needs of the young people placed within our provision.
- To deliver and support your clinical colleagues delivering identified training to education or care staff teams in relation to supporting our children and young people
- Witherslack Group is committed to the safeguarding and promotion of the welfare of all children and young people in our care. All staff have a key role and responsibility in this area.
- To safeguard and promote the welfare of young people at all times and to follow Group policy and procedures in this area.
- To participate in the Group's Staff Development Programme.
- To work with the Clinical Regional Director in helping to promote and develop our service links and work flexibly as may be required by the needs of the service and carry out any other reasonable duties as required
- To maintain professional registration and memberships relevant to the profession.

The post holder will follow an ongoing programme of induction that supports new employees to develop their role in Witherslack Group. This is supported by regular probation meetings over a six month period. Supervision and line management will be provided by a Senior Therapist who you will report directly too. Continuing professional development is encouraged and appropriate training/ courses are identified through these meetings.

## **Safeguarding**

This post is subject to an Enhanced Disclosure check.

*Witherslack Group is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As part of the selection process we will undertake checks to ensure that you do not pose of risk of harm to children and young people.*

*The post-holder will be expected to contribute to safeguarding children and young people and promoting their welfare of children in accordance with the agreed Child Protection Policy for the setting. Any issues or concerns are reported to their Designated Safeguarding Lead or any Deputy Safeguarding Lead. In the Children's homes, where the Designated Safeguarding Lead or the deputy Designated Safeguarding Lead is not available, and then it would be reported to the senior on duty.*

**Signed:** SignedByEmployee **Date:** DateStamp#

## Therapist Person Specification

	<b>Essential</b>	<b>Desirable</b>	<b>Method of Assessment</b>
<b>Qualifications</b>	<ul style="list-style-type: none"><li>• Recognised Course of Study that fulfils the requirements for membership of appropriate professional bodies linked to that study e.g. BACP, HCPC, and in addition accredited status or working towards</li><li>• Registration with a professional body</li><li>• Experience and training in working with young people who have experience of ACEs (Adverse Childhood Experiences), Neurodevelopment needs e.g. SEMH, Autism, ADHD and Learning Disabilities</li></ul>	<ul style="list-style-type: none"><li>• Education to graduate level</li><li>• Additional training that reflects the needs of the young people we live and learn with at Witherslack Group</li><li>• A additional qualification in aspects of other types of therapeutic intervention that supports an integrative approach</li><li>• Additional/other experience of working with children and young people</li></ul>	<ul style="list-style-type: none"><li>• Application Form</li></ul>

**Skills, Knowledge, Experience**

- Experience in providing therapeutic interventions to children and young people
- Proven ability to communicate effectively with children and young people
- Awareness & understanding of mental health issues and interventions to support
- Awareness of Child Protection and Safeguarding procedures
- Good organisational skills and an ability to work independently & demonstrate initiative
- Confidant in providing training to education/care staff teams and facilitating child reflective sessions in the home settings
- Knowledge of attachment theory
- Experience of clinical supervision

- Understanding and experience of trauma informed practice
- Understanding of developing integrative working and therapeutic environments.
- Experience of working in a multi-disciplinary team, inputting into reports carrying out formulations and consultations
- Understanding & experience of school & education systems/ CAMHS teams
- Understanding & experience of working in children's residential setting
- Awareness of the network of children's services & experience of multi-agency inter-professional work
- Experience of group work with young people

- Application Form
- Reference
- Interview

**Personal Qualities**

- Excellent social/professional and communication skills
- Good organisational skills, time management and ability to work under pressure
- Ability to work as a member of a team
- Ability to connect and develop relationships with the young people we live and learn with
- Readiness to seek help & support to manage professional issues and problems
- High level of motivation and commitment to supporting our young people, staff teams and clinical services.
- Ability to work in a highly charged environment, demonstrating resiliency and compassion
- Ability to travel between locations
- Full UK driving licence

- Reference
- Interview