

Job Title	Therapist/ Psychotherapist
Department	Therapeutic Services to Schools
Salary	£ 37,950 (pro rata term-time only)*
Reports To	Impact North Directors
Operationally Responsible To	Impact North Ltd
Professionally Responsible To	ACP, BACP, BAAT, HCPC or other professional body
Location	Leeds and surrounding areas

*Salary stated is pro rata for 39 weeks' work and 28 days holiday taken during school holiday time. This is paid over a 12 month period.

JOB PURPOSE

To provide a range of psychoanalytically informed therapy services to schools across Leeds. Services to be provided include:

- Assessments for therapy.
- Short, medium, and longer-term individual therapy with children, young people.
- Therapeutic support to parents.
- Consultation to professionals.
- Facilitation of reflective practice groups.
- Delivery of training.
- Staff support.

IMPACT NORTH LTD BACKGROUND

Impact North Ltd registered as a not-for-profit company limited by guarantee in August 2013. Since then, we have been successful in delivering psychoanalytically informed therapeutic services in schools in the JESS Cluster, BCM Cluster, Pudsey Cluster and, most recently, in the Lantern Learning Trust. The company mission is to improve child and family mental health, building hope and aspiration for the future. Our values of commitment, collaboration and quality underpin every aspect of the company, and we welcome prospective employees who can evidence these values through their work and practice.

You will need to either hold a Master’s level qualification in Child and Adolescent Psychotherapy (ACP) and full membership of the ACP, full membership of the BACP or a qualification in Art Psychotherapy (and be a registered member of HCPC and BAAT), registered member of UKCP.

The role includes but is not limited to the following:

DUTIES AND RESPONSIBILITIES

<p>1. Communication/Relationship Skills</p> <p>Articulate both the value of child therapy within community contexts plus complex, technical clinical information in a manner which is helpful and meaningful to a wide range of stakeholders</p> <p>Provide consultation, advice and guidance to professionals at all levels, contributing creative ideas for development plus managing difference and conflicts in a constructive, thoughtful manner.</p> <p>Communicate and practice in an inclusive manner considerate of the needs of each individual in the system /network taking into account their varying developmental stages, emotional states of mind as well as physical, psychological, cultural and social needs (including issues to do with disability and beliefs about mental health).</p>
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Work jointly and collaboratively with staff in schools, other professionals and families in order to provide clear and efficient clinical pathways for our clients.

Establish professional and effective working relationships within schools, and with relevant statutory, voluntary and community groups / services and organisations.

Communicate effectively verbally and in writing, using accessible language, to provide reports and ongoing support to schools/organisations and where appropriate to health, and social care, child protection conferences including referrals to appropriate services.

2. Training and Promotion

Develop and deliver relevant training as required to partners and other professionals.

Work alongside the wider Impact team to promote and develop the service offer to new and existing partners.

3. Experience

Provide systematic clinical case work, brief and longer-term, including assessment, with a wide range of children, young people and families, presenting with a full range of clinical severity.

Provide psychoanalytically-informed therapeutic sessions in schools and/or community settings.

Be able to autonomously manage own caseload within appropriate clinical/professional guidelines and seek consultation where necessary with line manager. These responsibilities will include meeting with referrers and professionals, setting up sessions in schools and/or community settings, responding appropriately to crisis, monitoring risk and safeguarding matters, attending professional meetings and completing all initial and ending paperwork to a high standard.

Participate fully in all relevant reviews and planning meetings.

Undertake risk assessment and formulate risk management plans relevant to individual children and young people's needs/circumstances including protective and risk factors in the presentation and in the network of significant relationships.

Collate data from cases seen (such as number of cases with CSWS involvement) as well as data from outcome measures such as Goal Based Outcomes and service evaluations.

Undertake or participate in relevant clinical research, service evaluation and audit as required.

4. Skills

Work effectively within the school and/or community setting, building positive and productive professional relationships, liaising closely with nominated staff in relation to referral protocols and pathways, whilst maintaining clear professional and clinical boundaries.

Manage the occasionally strenuous demands of the post in an autonomous manner prioritising the range of duties inherent in the role, clinical demands, outcome measures and consultation.

Manage time effectively ensuring that all clinical and non-clinical duties are completed on time and to a high professional standard.

Be able to represent clinical services within the context of the school and of multidisciplinary and multiagency treatment and care, sometimes where psychotherapy is new and uncharted territory.

Maintain the safety of children at all times and implement Local Safeguarding Children Board's (LSCB) safeguarding guidelines.

Manage exposure to hostile, antagonistic or highly emotional atmospheres and verbal aggression, and to recognise and where possible diffuse/de-escalate any risk of physical aggression.

5. Knowledge

Have an awareness and acceptance of different approaches to child mental health.

Provide a working knowledge and experience of professional systems involved in work with children and young people particularly in relation to education and the statutory framework around child protection.

Have a basic knowledge of legislation and national guidance in relation to the needs of children and young people as well as local guidelines such as the Leeds 'Children and Young People's Plan' and Future in Mind: Leeds and understand how these drive therapeutic work in schools.

Maintain high standards of clinical practice through continued professional development and supervision.

Undertake safeguarding training minimum Level 3 (Children and Adults) appropriate to your role and adhere to Impact's Safeguarding policy and local safeguarding procedures relevant to working within schools.

Respect patient confidentiality at all times, and protect, and not divulge patient information unless sanctioned by the requirements of the role.

Adhere to data protection policies and procedures to ensure the accuracy and completeness of information. Adhere to Impact's and schools' Health and Safety policies and procedures.

Undertake all mandatory training required for the role and participate in supervision/appraisal as necessary. Adhere to ACP, BACP, HCAP and/or BAAT code of professional conduct and ethics.

Maintain and uphold Impact's values of Commitment, Collaboration and Quality at all times.

6. Physical skills

Drive between school and other venues as and when required.

Sit for sustained periods of time whilst maintaining attentive concentration.