



JOB DESCRIPTION: SYSTEMIC FAMILY THERAPIST

Job Title:	Systemic Family Therapist
Service:	Fostering Service
Agency:	LiKa Family Fostering
Reporting to:	Directors
Supervisory responsibilities:	None
Contract type:	Sessional
Fee	£60/hr

CONTEXT:

LiKa is a new and growing foster agency based in Croydon, South London, but work across London.

At the heart of every foster home is the shared value and belief that every looked-after child deserves the very best foster carers and foster family. We therefore aim to excel in the standards we achieve through the creation of a more intensive training and support programme for foster carers and their supervising social workers. This has been inspired by systemic therapy ideas, which place relationships in families as the prime focus.

LiKa recruits foster carers for children in local authority care. We support carers to be resilient in the face of difficulties and be reflective in the development and maintenance of secure relationships with all the important people around the child. We believe it is from this systemic approach we can best support child and carer together.

PURPOSE OF THE ROLE:

This post has been developed both to ensure that foster carers, who are caring for children with the highest complexities, have a wrap around therapeutic package, and to support early intervention and preventative work to prevent breakdown.

The post holder will work within a systemic framework in a small fostering agency, leading on the delivery of a therapeutic service to children, young people, and foster families.

The post holder will have relevant training and experience, and the ability to deliver a service to a diverse community.

The post holder will take a non-pathological, creative and flexible approach, working with foster families in their homes and other community settings as required. In addition to providing direct therapeutic interventions, the post holder will offer consultation to fostering social work colleagues, local authority social workers, health and education professionals and others.

The post holder will lead on identifying training needs and be part of the development and delivery of training programmes.

MAIN DUTIES AND RESPONSIBILITIES:

- To provide therapeutic consultation and support as it relates to the Looked After Children referred to the service.
- To contribute to the assessment of risk, formulation and intervention within therapeutic packages offered.
- Offer consultation and advice to colleagues providing a service to foster families.
- To use Systemic Family therapy, Attachment and Social Learning Theory principles within interventions and group supervisions.
- Support prevention of placement breakdown by providing evidenced based therapeutic interventions.
- To lead in family supervisions, helping carers and LiKa staff to be explicit around their dilemma's and the groups creation of new ideas and actions to be completed.
- To ensure high standards of record keeping and report writing where requested to evidence the plan of work and outcomes achieved.
- To be fully conversant with all relevant legislation, policies and guidance in relation to all areas of activity within Fostering Services, Children and Young People's Services, both local and national.
- To identify training needs within the service and the department and to contribute to the development and delivery of training programmes in response to this need.
- To have regard for the particular needs of children from black and minority ethnic groups and unaccompanied asylum seeking children, ensuring that the work processes and the overall ethos of the therapeutic service is, reflective of their requirements and needs.
- To ensure high standards of record keeping.
- To respond to child protection concerns that arise in the course of interventions, in line with child protection procedures and guidance.
- To develop non-pathological and creative ways of working to meet the emotional and mental health needs of all Looked After Children.
- To deliver a flexible service in order to meet the needs of the service users by working in the home, school and community settings as well as at the service address.
- 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 Department where required

PERSON SPECIFICATION:

QUALIFICATIONS AND EXPERIENCE:

- Professional qualification in a therapeutic discipline (preferably systemic family therapy).
- BACP, UKCP or equivalent membership with therapeutic registered body.
- Significant relevant experience of working with vulnerable groups and individuals, including experience of working within diverse ethnic communities.
- Understanding of a range of therapeutic interventions to children, young people and families, within a systemic framework.
- Knowledge of the factors affecting the emotional well being of children in need and looked after children, including issues of attachment, separation and loss, and ability to respond to these.
- Knowledge and understanding of, and ability to respond to, the needs of children and families from a diverse range of communities, in an inner city environment.
- Ability/experience in providing consultation to those involved in the child/young persons system of concern, including the skill and experience to provide advice to a range of professionals

ATTITUDES AND ABILITIES:

- A value and belief that foster children should have the best possible care from the state
- A value that it is never too late to create change and difference in anyone, especially a child
- A drive to create and maintain an outstanding service, for all foster families and for all children in care
- Ability to work as part of a team as well as own initiative with consistent self motivation
- A high level of applied literacy and numeracy
- An ability to maintain judgment when working under pressure
- Proven ability to plan and prioritise workloads
- Ability to communicate clearly and appropriately at all levels both orally and in writing
- Ability to work in a non-pathological manner, to identify and promote the strengths, resources and abilities of clients.
- Skilled in undertaking assessments of therapeutic need and contributing these assessments to childcare planning in a multi-disciplinary context.
- Skills in group work, including parenting programmes and other techniques such as social learning theory and brief therapy.

The Company is registered with the Disclosure and Barring Service (DBS)/ Disclosure Scotland and makes use of their Disclosure Services, which facilitate the checking of individuals' criminal records by employers where such individuals are to occupy 'positions of trust'. You may be required to consent to and apply for a standard/enhanced disclosure at regular intervals during your employment in this post and any offer of employment is provisional and conditional on the satisfactory outcome of the Disclosure check. This is because this role involves access to children and young people and/ or sensitive data. As the Company is exempt from the Rehabilitation of Offenders Act 1974 it will be provided with details of all convictions, cautions, bind-overs or other non-conviction information being shown on the Disclosure Certificate. As From 17th June 2013 the DBS (England, Wales & Northern Ireland) will issue a single certificate of disclosure to applicants only. The Company will be notified that the certificate has been issued and whether the disclosure is 'clear' or contains information of 'criminal history'. Therefore when the Company receive a notification from DBS that the disclosure contains information of criminal history you will be required to produce your certificate for examination within a week of receipt. The certificate will be copied and a risk assessment completed to facilitate the decision making for suitability of employment.

Signed.....PrintedDate.....