**JOB DESCRIPTION**

**Job:** **Therapeutic Practitioner - Fostering**

**Office Location:**

**Reports To: Senior Therapeutic Practitioner**

**Hours of Work: 9am-5pm**

**Supervisory Responsibilities: No**

**Travel Required: Yes**

**MAIN PURPOSE OF ROLE:**

* As the Therapeutic Practitioner you will be part of the Therapeutic Services Multi – Disciplinary Team and will specifically work directly with the Fostering Service. You will be part of our holistic approach of working collaboratively, linking our Children’s Services and Therapeutic Services together.
* You will be training staff and foster carers in therapeutic ideologies, as well as facilitating therapeutic carers reflective groups, reflective Social workers groups and other meetings to improve therapeutic practice throughout Compass, your therapeutic work will primarily be enabling foster carers to Therapeutically Parent the children in their care, but we also expect Therapeutic Practitioners to become integral members of the Fostering team and attend days out with the children and carers.
* You will enable staff and carers to recognise the destructive elements that trauma plays on child development, promoting a philosophy of therapeutic understanding from within our Children’s services.
* In this role you will support the organisation in ensuring that the service is run in line with the Government Legislation, Regulations and Standards, together with the Inspecting Body. You will represent Compass Fostering Vision and Values.

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* Using specialist knowledge which supports the Assessing and Healing Complex Trauma (AHCT) Therapeutic Approach to inform a therapeutic model of working with carers ensuring they are best equipped to therapeutically re-parent the foster child. This includes an understanding of Attachment Theory, Belonging, Identity, Trust and Developmental Trauma.
* An understanding of Therapeutic Parenting and Pace is extremely advantageous to the Therapeutic Practitioner role.
* Directly linking with the Multi-Disciplinary Therapy Service to recognise the requirements for therapy for a young person and/or family, discussing all cases for referral in Therapeutic Clinics and assisting the foster carers Social workers in completing the Referral Forms and Process to ensure effective intervention also facilitating Team around the child meetings to discuss the progress through Therapy.
* Training key professionals in your team in the AHCT Approach to enhance the therapeutic ethos and understanding across the service.
* Training the foster carers to therapeutically parent.
* Supporting carers and other professionals to interpret and understand the foster child’s actions.
* Supporting the foster carers to ensure that they understand the communication from the child and respond appropriately.
* Supporting other professionals to understand therapeutic parenting and what the foster carers are trying to achieve
* Supporting the foster carers to understand and recognise Blocked Care, (where they can be so affected by the child’s demeanour that they begin to withdraw or reject the child)
* Understanding and analysing the carers’ past experiences and how these may have an impact on their ability to care for children displaying certain behaviours
* Therapeutically supporting the foster carers to help them to process their own emotions which in turn will enable them to access their empathy and continue to therapeutically re parent.
* Continuous inter-agency and multi-agency working.

**DUTIES AND RESPONSIBILITIES**

* Visit the carers and provide one to one therapeutic support.
* Offer therapeutic support to carers over the phone when required, providing clear scripts and therapeutic interventions.
* Recognise when further therapeutic interventions are required for any young people or foster carers and follow the Referral Process to access therapy via our Multi – Disciplinary Therapy Service. This includes guiding Fostering Staff at clinics, providing therapeutic parenting ideas to Supervising Social workers and exploring children and carer needs informally and formally.
* Guiding on and completing 12 weekly Social, Emotional and Well Being (SEW) Assessments with carers regarding children’s development.
* Attending and leading Team Around the Child (TAC) meetings when relevant.
* Read through daily diaries, analysing behaviour and looking for patterns as well as analysing the responses from carers. Providing further coaching to carers from your observations of their recordings
* Discuss behaviour management strategies with foster carers that include PACE and empathic commentary.
* Read the background history of the child in placement to gain an understanding of their current behaviours in relation to their past life experiences, and to share this knowledge and understanding with carers.
* Provide “top up” Attachment Training for foster carers, learning and development provide all foster carers with attachment training, however, most Carers find that having one to one ‘Attachment’ Sessions relating to the child in their care is the most beneficial way of learning about Therapeutic Parenting.
* Liaise with schools and to deliver relevant guidance to staff and other professionals around the child.
* Read carers’ Form F to gain a psychological overview of their past experiences and how these may impact on their ability to therapeutically re parent the child
* Discuss with the foster carer the impact of the child’s behaviour on them and their families and to enable carers to understand their own ‘triggers’.
* Support carers to implement self-care strategies
* Assist the family in creating the child’s trauma timeline to help them understand the meaning behind the child’s behaviours.

**SAFEGUARDING**

* Work in partnership with the relevant authority to ensure that the child and young person’s needs as identified in the Care Plan and placement agreement are met
* Ensure that comprehensive recordings are completed
* Demonstrate a sound knowledge of Safeguarding procedures and attend safeguarding training as offered by the organisation
* Follow Therapeutic service’s safeguarding procedure
* Attend monthly supervision
* Attend twice monthly small groups of Therapeutic Practitioners to have the opportunity to discuss difficult cases and share support.

**BUSINESS/COMMERCIAL**

* To develop and maintain positive working relationships with all colleagues to support the development of the region
* To attend multi- disciplinary meetings, facilitate Therapeutic clinics and work closely with the Family finding team to ensure Therapeutic and AHCT placements are being offered to children who need the additional therapeutic support.
* Attend twice yearly development days – this is a fantastic opportunity to meet with the whole therapeutic team working in Residential, Education, Fostering, Therapy and Admin at a hotel, to stay overnight, attend a dinner and take part in group learning and Team development, all provided by Compass.
* Attend face to face days within the fostering team, this is beneficial as so many of us work from home.

**ADMINISTRATION**

* Ensure all communications with foster carers are recorded on the appropriate system
* Check that Therapists are recording sessions on the same system
* Take responsibility for administration in relation to the role, typing and inputting into database all communication, reports and recordings

**ORGANISATIONAL**

* To undertake broadly similar duties commensurate with the level of the post as required by the manager even where the tasks are not specifically outlined in the job description
* To be an effective advocate for Compass, promoting a positive image to maintain our high standards and positive reputation
* To work within the provisions of the Data Protection Act, observing strict confidentiality in relation to all aspects of work undertaken.
* Ensuring compliance with safeguarding procedures, throughout all work within the Company, keeping the manager informed of work in progress and inform the manager immediately of any child protection matter or serious complaint.

**LINE MANAGEMENT AND SUPPORT**

* The **Therapeutic Practitioner** reports to the Senior Therapeutic Practitioner regarding allocation of work, arrangement of hours and location of work and receive monthly individual supervison.
* The **Therapeutic Practitioner** will also link to the local Head of Service/Operations Manager/Supervising Social worker to provide feedback about the progress of their involvement with foster families and the children they care for.
* The **Therapeutic Practitioner** receive group supervision from The Therapeutic Practitioner’s Senior Supervisor.
* The **Therapeutic Practitioner** attends a weekly Inclusion reflective group virtually with the rest of the Therapeutic Services staff team.

**May 2024**