**JOB DESCRIPTION**

**Job:** Compass Therapist

**Location: North, South, East and Central Region**

**Reports To**: Therapy Lead

**Hours of Work:**  Negotiable - Ideally Full Time

**Supervisory Responsibilities:** No

**Travel Required:** Yes

**Main Purpose of the role:**

* Your role will be to provide effective therapy or intervention with your clients, to gain good opportunities for healing, in all contexts, for the children and young people with whom you are working.
* This includes face to face meetings and involves maintaining clear lines of communication with the Multi-Disciplinary Team to ensure effective progress for all young people.
* To provide assessments and bespoke therapy for the children and young people in our Fostering, Residential or Education services.
* To work in collaboration with all people involved in the children’s lives and strive to ensure that they reach their full potential. This involves liaising with professionals such as teachers, residential care staff, foster carers, social workers, family members and colleagues from the multi-disciplinary team.
* To provide a comprehensive, flexible and high-quality service to children and young people, their staff and families informed by your professional specific training. You will use legal, regulatory and statutory guidance to inform practice decisions and to safeguard and protect the children you work with against harm.
* To provide Reflective Process Group Meetings with staff in Residential Homes or Schools who are part of meeting the Community of Community (Royal College of Psychiatry) core standards.
* To provide clinical supervision when required to Therapeutic Services team members.
* You will provide 3 sessions of individual therapeutic support for Foster Carers.
* Whichever Professional Therapy background you have, your work with children will necessitate an understanding of the presentations of Complex Trauma such as depression, aggression, phobias, anxiety, physical/psychosomatic disorders, neuro diversity, learning difficulties and challenging behavioural presentations.

**Professional Standards for All Compass Employees:**

* Adhere to the principles of R.E.A.C.Hbeing Resilient, Educative, Accepting, Child centred and Holistic.
* Always act with professionalism.
* Maintain and role model high standards in attendance, presentation, attitude, behaviour, conduct and punctuality.
* Never use inappropriate, discriminatory, or offensive language in any work environment.
* Always treat children and others with dignity and respect.
* Not undermine fundamental values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs to our own individual beliefs.
* Express personal beliefs in a way that will not overly influence children and will not exploit children’s vulnerability or might lead them to break the law.
* Understand the statutory frameworks they must act within.
* Role model, identify prejudice and bullying behaviours.

**Key Responsibilities:**

* Your role is predominantly to provide individual therapy to young people with further elements of staff and carer supervision, training and support.
* For a Full-time role, your case load will be approximately 16 young people whilst also factoring in the potential for the other aspects of your role and travel time.
* To support and continue to be part of enriching our Inclusion GRACE ethos with and for our children and young people.

**Ethos of Therapy is;**

* This will be best spoken to best meet the evolving needs of each child, and you will be encouraged to be creative in your interventions to best maximise engagement and development for every child. This can include communication through verbal means as well as means such as play, sensory input and art. If young people need support to enable trust and security creative adaptations to therapy are required such as including others in the session or you are attending classes or breaktimes; The development of strong therapeutic relationships with young people to help with attachment difficulties and the individual effects of living with trauma is your focus.
* To provide therapy for children who are in our Compass Schools, Residential or Foster Care. You need to be able to work within our systemic ethos of working in partnership with children, young people, foster carers, residential staff, educational staff, other professionals and local authorities. This is to enable full participation in assessment and therapeutic healing development socially, emotionally, cognitively, behaviourally and sensorially for every child or young person.
* To guide and support Independent Therapists with our ethos of collaborative systemic working when necessary.

**Format of therapy is;**

* Weekly, 1 hour therapy session. One session is 45/50 minutes with a child, 10/15 min recording the session.
* To upload weekly case notes onto the relevant system which are therapeutic and focused. Present a clear analysis of themes and a sound rationale for action as well as any conclusions reached.
* Written professional reports outlining your therapeutic progress, key themes and your professional non-judgmental opinion as to the expected length of continued therapy or any other variations of therapy required. Up to 2/3 hours for the initial 12-week Assessment, 1 hour for Review reports, 4 times a year.
* Attend Team around the child (TAC) meetings and provide information to the management team as needed.

**Other aspects of the role;**

* You will be involved in the running of the twice monthly Practice and Process meetings for Independent Therapists, in which we will have case discussions. We will work together to ensure effective development of both the micro level of therapeutic progress and also on a macro level to consider the developing therapeutic philosophy of AHCT.
* Where relevant, to support our Therapeutic Team to provide Reflective Process Group meetings for Residential and Education staff as part of the Community of Communities therapeutic standards to guide on theory and practice reflective development. Theoretic concepts such as Projection, Transference amd Group systemic dynamics will be part of the underpinning as well as an overarching awareness of the effects of working with traumatized and complex individuals.
* To support Therapeutic Practitioners with our Therapeutic Training Programmes. This programme is not in your usual job description but on occasions where bespoke needs have been raised in regards to educating staff to best meet the needs of young people, your specialism or abilities will be requested face to face or virtually.
* To provide, on appropriate referral, 3 sessions of individual therapeutic support for Foster Carers who may need extra therapeutic support for reasons such as bereavement, allegation or placement breakdown.
* As a key member of the Therapeutic Services team, you will continue to enhance comprehension and meaning of therapeutic and Inclusion concepts and the implementation into practice across the organisation.
* To play an active participation role in at least one GRACE group at Compass.
* To sensitively and thoughtfully guide all staff members in their therapeutic professional development.
* An understanding and recognition that children’s safeguarding is paramount, and to report concerns appropriately to the senior member of the service you are working in (Social worker, Headteacher, Residential home Manager), along with the Therapy Lead, in line with safeguarding policy and procedures of the local authority and Compass Fostering.
* To be reflective in your own practice and areas for continued professional development.
* You will receive clinical and operational supervision.
* Ensure compliance with your professional body to retain job title and registration.

**Knowledge and Skills Required:**

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| **Requirements** | Essential | Desirable |
| 1. Degree or equivalent professional qualification. | **✓** |  |
| 2. Membership of relevant professional body. | **✓** |  |
| 3. Clinical Supervision in place externally | **✓** |  |
| 4. Proven track record of delivering successful outcomes for children post graduate. | **✓** |  |
| 5. Extensive experience with Children in care. | **✓** |  |
| 6. Excellent knowledge of childcare legislation. | **✓** |  |
| 7. Enthusiasm for developing and improving the Groups’ services to Good/Outstanding Ofsted rating.  |  | **✓** |
| 8. Understanding responsibilities in protecting your own health, safety and wellbeing and that of your colleagues and others. |  | **✓** |
| 9. Keep up to date with developments within the profession by attending appropriate courses, conferences and meetings as per your CPD requirements. | **✓** |  |
| 10. Is visible, approachable and earns respect; inspires and motivates others, building effective working and therapeutic relationships. |  | **✓** |
| 11. Demonstrates the high standards of integrity, sincerity, honesty and fairness expected; carries forward decisions made by the organisation or in collaboration with the Therapy Lead or Director of Therapeutic Services. | **✓** |  |
| 12. Defines results, taking into account the needs of children’s care plans and placement agreements delivering the best outcomes for children. |  | **✓** |
| 13. Encourages feedback on performance and makes improvements and / or changes to practice based on them. |  | **✓** |
| 14. Makes clear and considered recommendations and decisions to the Therapy Lead and Director of Therapeutic Services. |  | **✓** |
| 15. Is aware of personal strengths and weaknesses and their impact on others, with the ability to take a clear and boundaried stance when a situation warrants it. |  | **✓** |
| 16. Pursues adopted strategies with energy and commitment, managing own time well and being resilient when responding to competing priorities. |  | **✓** |
| 17. Adapts quickly and is flexible to new demands and changes. |  | **✓** |
| 18. Has in-depth knowledge and experience related to the service and knows when and how to find and use sources of expertise, within and outside the group. | **✓** |  |
| 19. Understands the environment within which the group evolves, including regulatory frameworks and applies high quality best practice to meet and exceed expectations in the role. |  | **✓** |
| 20. Demonstrates a growth mind-set and inquisitive thinking and applies this to their practice. |  | **✓** |
| 21. Ability to sense what other people are feeling and being able to support other people through their emotional difficulties. | **✓** |  |
| 22. Awareness of own thoughts and feelings, and how this effects own behaviour, as well as an understanding of the impact this has on others. Handling own feelings in ways that are safe and respectful to self and other people. |  | **✓** |
| 23. Generates ideas for change to make improvements to services. |  | **✓** |
| 24. Effectively communicates the reason / need for change, involving others in the process and assessing the impact of change. |  | **✓** |
| 25. Listening skills | **✓** |  |
| 26. Observation | **✓** |  |
| 27. Sensitivity and empathy | **✓** |  |
| 28. Discretion and confidentiality. | **✓** |  |
| 29. Ability to build rapport | **✓** |  |
| 30. Positive outlook | **✓** |  |
| 31. Excellent communication skills with children and professionals. | **✓** |  |
| 32. Resilience and maturity | **✓** |  |
| 33. Ability to work independently or with others | **✓** |  |

**Please note:** The details contained in this Job Description is not an exhaustive list of duties. You will be expected to perform different duties commensurate with the level of the post as required by the organisation and the overall objectives of the group. The nature of the agency business means that tasks and responsibilities are sometimes unpredictable therefore colleagues are expected to work flexibly when the occasion arises. Travel is expected as part of this role including travel to other Compass Community venues and offices.