**Senior Family Therapist Youth Offending Team**

| What we value at Westminster | We believe that through our leadership and working together we can create the best environment to support growth that benefits our local communities and our unique heritage of which we are the proud custodian.  
Our vision is for Westminster to be an unrivalled City of choice and aspiration where the connections we build amongst our teams, residents, businesses and visitor’s gets stronger as everyone plays their part in and benefits from the city’s continued success. |
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| Our culture | At Westminster we have a culture of openness, transparency and integrity – where everyone has the opportunity to thrive and develop to be the very best. The Westminster Way is the council’s commitment to our staff and is underpinned by three pillars:  
• Personal development: Everyone has talent. We want everyone to thrive at Westminster and so we take the time to nurture talent – coaching and mentoring our people to be the very best.  
• Value our people and diversity: Everyone is valued. We embrace our differences, to bring new perspectives to the future challenges of our city.  
• The Westminster Way of working: Everyone is a leader. At Westminster we encourage everyone to develop themselves to have a growth mindset and an outward looking approach to provide the best service to our residents, businesses and visitors. We champion modern and agile working and an open and transparent outlook to the way we work.  
In order to do the very best for our communities, we believe that our workforce should be representative of the people we work on behalf of, our residents. That’s why at Westminster we celebrate and embrace our differences. We are passionate about creating a workplace where all can thrive, and where every single person has the |
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<thead>
<tr>
<th><strong>Portfolio/responsibilities of this role</strong></th>
<th><strong>Therapeutic Interventions</strong></th>
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<tr>
<td></td>
<td>To provide consultation and advice to colleagues in the youth offending team providing a service to children / young people and work alongside social workers and practitioners to provide clinically informed assessments and interventions to children, families and their network.</td>
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<td>To work with the context of the offending and helping to prevent family or placement breakdown by providing therapeutic input through the provision of evidenced based early interventions. This will include direct work with families alongside social workers in their homes or other community settings.</td>
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<td>To contribute to the assessment of risk and to lead on the clinical assessment in complex or high risk cases.</td>
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<td>To respond to child protection concerns that arise in the course of interventions, in line with child protection procedures and guidance, and to take responsibility for their own decision making in complex high-risk cases, within the supervisory framework.</td>
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<td>To have regard for the particular needs of children from black and minority ethnic groups, ensuring that the work processes and the overall ethos of the therapeutic service is reflective of their requirements and needs</td>
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<td>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 service if required.</td>
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Teaching and Consultation
• To provide highly specialist clinical consultation on complex cases to children’s social workers and practitioners; team around families; complex needs panels, court and other multi-agency panels.
• To contribute to the direct teaching as part of the Partners in Practice skills development programme.
• To facilitate Reflective Practice Groups for practitioners and supervisors

Supervision and Continuing Professional Development
• To work in a productive, collaborative manner, working co-operatively with colleagues, and to understand and respect professional responsibilities, boundaries

• To receive supervision and consultation on a regular basis, regarding therapeutic, service and professional issues.

• To take a clinical lead in group supervision, providing expertise and supporting staff and service development.

• To attend relevant training.

• To keep up to date and disseminate information on relevant developments in the field of research and policy in relation to the needs of Children In Need and Looked After Children.

• To analyse complex information and its significance for individual cases and for the development of the service, and to advise senior managers accordingly.

Other
• To contribute to the team’s development of evidence-based practice, supporting all colleagues in understanding and developing skills in the methods used.

• To help evaluate and monitor the service delivered, including a commitment to user involvement, including the analysis of complex data and reporting to senior management as required.

• To comply with and promote equal opportunities and to avoid any behaviour which discriminates against colleagues, potential employees, clients, on the grounds of sex, marital status, sexual identity, race, age, colour, ethnic or national origins, religion or disability.

• To ensure high standards of record keeping.
### Principal Accountabilities

#### Service delivery
Deliver a specialist service, carrying out a range of skilled activities in therapeutic interventions. Maintain, develop and review systems, processes and procedures and manage small projects or contracts to secure a cost-effective service and continuous improvement.

#### People and partnerships
Provide experienced, qualified advice and guidance to families, colleagues and managers to identify risk, support the resolution of issues and informed decision making, and help others to develop their knowledge and expertise.

Liaise and communicate effectively within the council, and externally as appropriate, to consult on plans and projects, share knowledge or best practice, and help champion the council’s approach to improving services.

Supervise individuals in a team or lead small teams allocating and prioritising work, managing performance and supporting the team to achieve efficient service delivery.

#### Resources / Financial management
Assist with the monitoring, analysis and management of delegated budgets, funding and resources in accordance with council policies and procedures. Support the development of outcome-based commissioning models and/or income generation opportunities to help the council receive value for money.

#### Values and behaviours
Positively demonstrate the council’s values and behaviours in your role to support the achievement of the corporate vision.

#### Compliance
Understand and comply with relevant legal, regulatory, policy and procedural requirements and standards and escalate/report concerns to management as appropriate.

#### Equality and diversity
Familiarise, uphold and promote the aims of the council’s equality and diversity policies in the course of day-to-day work.

### Specific Responsibilities of current role
To provide highly specialist clinical consultation on complex cases to complex needs panels and other multi-agency panels
To act as an expert witness in multi-agency for a including court.
### Budget Responsibilities
- **Staffing £0**
- **Procurement £0**
- **Other £0**

### What do we expect this role to achieve?
1. To reduce youth reoffending by providing high level, expert professional/technical advice and guidance in therapeutic interventions to families, colleagues, managers.
2. To embed systemic and trauma informed practice within the YOT.
3. To lead by example in modelling and embedding the council’s values and behaviours, working collaboratively with children and their families, colleagues, partners and other stakeholders to help build a sustainable highly effective organisation and develop our reputation as a successful council delivering great value for its residents.

### Band/Salary range
- **Band 4, level 1**
- **Part – time (18 hours per week)**

### Work style
- **Office based**

### Your manager & team
- **Matrix management**
  - Line management and supervision to the Head of Clinical Practice
  - Day to day reporting to service manager at Youth Offending Team.

  Insert number of employees reporting into this role: None

### Experience
- Experience of working with vulnerable groups, families and individuals within diverse ethnic communities, including the ability to work with those in pressured situations, and to work with high levels of risk and anxiety.
- Experience of working in multi-disciplinary and statutory settings to provide a range of therapeutic interventions to children, young people and families, within a systemic framework.
- Experience in providing teaching, consultation and/or mentoring in a statutory setting.

### Skills
- A command of written and spoken English which is appropriate for the effective performance of the role.
- Skilled in undertaking assessments of therapeutic need and contributing these assessments to childcare planning in a multi-disciplinary context, including the analysis of complex information.
Knowledge of the factors affecting the emotional wellbeing of children in need and looked after children, including issues of attachment, separation and loss, and ability to respond to these.
Ability to work in a non-pathological manner, to identify and promote the strengths, resources and abilities of clients.
Ability/experience in providing consultation to those involved in the child/young person’s system of concern.
Ability and willingness to work independently with clients and in a variety of settings such as family homes.
Excellent verbal written communications skills, including an ability and willingness to write and present reports in a range of professional settings, including court.
Ability to work as part of a multi-disciplinary network and to contribute flexibly to the work of the team, and to understand and apply professional boundaries and interfaces.
Understanding of the context of children’s social care including knowledge of relevant legislation and national and local guidance including the Children Act 1989.
Awareness and understanding of issues of risk relating to children and ability to respond appropriately using relevant procedures, including the ability to work with high risk situations in complex cases, and to take responsibility for clinical decisions as part of a team.
Good administrative and record keeping skills and the ability to use information technology.
An ability to undertake systemic psychotherapy with families through the use of interpreters and to translate western concepts to non-western families and ability to modify and adapt therapeutic techniques and models for non-western families.
Ability to safely manage conflict and highly emotionally charged meetings.
To have a good understanding of adult and child health systems.

Qualifications
- Professional qualification in systemic family therapy. MSc UKCP or HCPC registered, and evidence of continuing post-qualification professional development.
- Clear enhanced DBS Check

Corporate standards
- **Resources / Financial management**
  We expect you to manage delegated budgets, funding and resources in line with our processes and our Westminster Way. We would welcome your ideas on the development of outcome based commissioning models and/or income generation opportunities to help the council receive value for money.

Values and behaviours
| Our values and behaviours are at the heart of everything we do. We expect you to work in this Westminster Way empowering, engaging and encouraging your teammates to deliver our corporate vision.  

**Compliance**  
We expect you to ensure legal, regulatory and policy compliance in area of your specialism, identifying opportunities and risks and escalate/report where appropriate.  
**Equality and diversity**  
We value equality and diversity as a city council and we want you to support and promote this in your day to day work. |
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| **Additional leadership values and behaviours for managers**  
  
**People and Service Management**  
- Role model the Westminster Way:  
- Demonstrate inclusive leadership  
- Take the lead in driving initiatives  
- Be proactive in being forward and outward looking, by regularly investing in own development.  
- Driving forward performance by empowering staff to take the lead. Setting high standards, encouraging improvement and innovation. Supporting the team to achieve by adopting a coaching style of management  
- Having regular employee led conversations to develop our people – creating a safe environment for learning, taking time to understand their strengths and motivations, stretching them and coaching them to achieve.  
- Managing budgets responsibly – planning, monitoring and adapting budgets to respond to changing priorities.  
- Delivering the Medium Term Plan  
- Working within the democratic framework - understanding the democratic process and its role in public organisations, anticipating Member needs and responding to their feedback. |