



## School Therapist –Job Description

**Job title:** School Therapist – ARM Cluster

**Contract:** Permanent contract (All year round)

**Salary:** £31,630 to £36,370 FTE pro-rata.

**Pension:** An employer's pension contribution of up to 5% of salary is paid, subject to scheme requirements.

**Hours and days:** 28 hours per week, exact days to be arranged to suit applicant and cluster on appointment.

**Holidays:** 28 days annual leave per year (pro-rata for part-time posts) plus statutory holidays and up to 3 discretionary leave days between Christmas and New Year.

**Location:** Working across various schools within the cluster.

It is envisaged that desk/office space will be made available within the cluster. Therapeutic work will normally take place within schools and community venues.

**Accountability and reporting:** The post holder is ultimately accountable to the Board of Northpoint, through the Director of Northpoint. The post holder will be line-managed by Northpoint's School Services Manager. Direction on a day-to-day basis will be provided by the Cluster Leader, or other named person.

**Start-date:** w/c 2nd September 2019 (or as soon as possible thereafter)

**Disclosure and Barring Service Certificate:** Due to the nature of the work this post will be subject to an enhanced DBS check. Northpoint's policy on the recruitment of ex-offenders is available on request - a past criminal conviction will not necessarily be a bar to employment.

**Approach/Interventions:** The therapist will deliver one-to-one short-term therapeutic interventions to primary and secondary school pupils referred through the cluster referral meetings.

The appointed therapist will have the flexibility to use a range of interventions, as specified by the evidence base, to meet the spectrum of emotional and behavioural issues referred by the schools. The therapist's approach will need to be tailored to suit the often immediate needs of individual children while remaining within the capabilities of the practitioner. It is anticipated that interventions will include cognitive-based work, creative techniques and supportive and exploratory counselling. All interventions will need to take into account the dynamics of school and home life.

The approach used by the therapist should be consistent with the following:

- British Association for Counselling and Psychotherapy (BACP) Ethical Framework, and specifically BACP's *Good Practice Guidance for Counselling in Schools*
- professional requirements of the Health Professions Council (if registered)
- Evidence base contained within the Department of education guidance "*Counselling in schools: a blueprint for the future*" ([https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/497825/Counselling\\_in\\_schools.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/497825/Counselling_in_schools.pdf))

The exact nature of the therapeutic work will depend on the presenting issues, and on the theoretical orientation of the post holder; work will normally last for 6-8 weekly sessions, but may be extended

depending on factors such as the degree of engagement/ clinical need/likelihood of CAMHS involvement etc. Any group interventions would also be consistent with the above approaches.

### **Client group**

The focus will be on referrals from identified priority groups (including; Looked After Children, Potentially NEET at 16, poor attendees, vulnerable boys, those experiencing bullying, young carers, those affected by loss / bereavement / parental separation, children who are anxious/depressed, those displaying behaviour management problems/conduct disorder, those experiencing deprivation, asylum seekers, refugees, etc.)

Priority will be given to those with the greatest levels of presenting need, where consent and motivation criteria are met. Referral criteria will be agreed with the cluster to ensure interventions are prioritised for the most vulnerable and clinically appropriate pupils.

A limited amount of work with adults (parents and carers) may be required within the role and the therapist will be able to refer parents (if need be) to other services within the area, including Northpoint's other provision.

### **Caseload:**

The caseload will be dependent on a number of factors. It is envisaged that a therapist working 4 days (28 hours) would normally hold a caseload of 14 clients who are seen weekly. The exact size of the caseload may vary and will be dependent nature of the work either being individual/family focussed and on a number of other factors including the number of different venues that need to be accessed, the amount of time spent travelling between venues, suitable session times, and room availability in venues.

### **Main duties:**

The duties and responsibilities of the post will include:

1. Being involved with the delivery of the therapeutic service in the cluster, working with colleagues to promote the service, liaising with and promoting it to school staff and other stakeholders.
2. Building and maintaining good, effective working relationships with the Head, management teams and staff in the schools and venues.
3. Liaising with cluster and school staff on referrals, assessing and determining the need for intervention with children and families referred.
4. Carrying a caseload of children and young people (aged 5 to 19) and parents/carers at any one time.
5. Delivery of short-term (normally 6 to 8 sessions) evidence-based individual interventions in various school settings to pupils and families who are referred through the Cluster, and where consent and motivation criteria are met (delivery of interventions may continue beyond the short term 6 – 8-week period dependent on any difficulties with engagement/ relationship building and need to access longer-term services e.g. CAMHS).
6. Delivery of group interventions where appropriate.
7. Working peripatetically across schools in the cluster, depending on intervention space available in schools and the most suitable way of reaching and engaging individual families and pupils.
8. Providing clinical support, guidance and input for school and cluster based staff around particular young people.
9. Attending /contributing to referral and planning meetings with school staff and other agencies as necessary for pupils who pose management difficulties that are linked to mental health problems and where these difficulties are not resolvable through normal school procedures.
10. Taking a pro-active approach to ensuring safeguarding concerns are raised appropriately, and contributing to EHP/safeguarding processes.
11. Ensuring that all casework records are kept confidentially and in line with Northpoint's procedures.

12. Working with other professionals to ensure that the therapeutic input is appropriate to the needs of the client group, and that all therapeutic services follow the evidence base.
13. Any other duties as required by the evolving nature of the project (primarily keeping integrated case management information in line with other project members, undertaking relevant assessments, completing monitoring and evaluation reports, attending team meetings and other forums).

**General:**

- Northpoint will provide regular line-management supervision and the post holder will take day-to-day direction from the Cluster Services Leader/Cluster Manager, or nominated staff as appropriate.
- Northpoint will provide an appropriate level of clinical supervision (within work time) or will pay for an agreed supervisor to provide supervision.
- Peer support and CPD workshops are provided (occasionally on Saturdays).
- An induction and an on-line handbook which provides policy and guidance documents will be available electronically on the Northpoint intranet.
- Work will be provided across different locations within the cluster in appropriate therapeutic spaces. Travel expenses will be provided at the standard Northpoint rate.
- Staff are expected to participate in service promotion. This may involve their name and identifying details, including photographs, being included in promotional material.
- Additional expenses will be claimed through Northpoint as agreed.
- Northpoint will supply a mobile phone for work purposes.
- It is envisaged that access to a computer which is linked to the Cluster or School Network and configured to LCC/school/cluster security standards will be provided by each cluster.

Revised: June 2019