



Job Description

Job Title: Family Practitioner

Reporting to: Area Manager

Place2Be is the leading children's mental health charity providing in-school support and expert professional development to improve the emotional wellbeing of children and young people, families, teachers and school staff.

Place2Be provides children's mental health services in over 600 primary and secondary schools, reaching a total school population of over 350,000 pupils.

Our teams provide a range of services in our partner schools to build resilience early in life through counselling, creative work and play and support a child's ability to engage in school life. Our work, focused on early intervention, is part of the 'comprehensive CAMHS system'.

Through our professional development programme, we are training c1200 Counsellors on Placement each year who build their mental health and counselling skills and experience through practice in our partner schools. We also provide a range of professional development programmes on mental health and wellbeing for school leaders, teachers and other professionals who work with children and young people, so we can help to build 'mentally healthy' schools and communities where all children can thrive and flourish.

We continue to pilot, trial and explore new ways in which we can develop our practice as well as share learning, expertise and findings from the robust evidence and evaluation we gather. HRH The Duchess of Cambridge is our Royal Patron and Place2Be is one of the founding charity partners of Heads Together. We also work collaboratively with a range of charities and expert organisations to leverage best-in-class knowledge and expertise to inform, develop and improve outcomes for the children, families and schools we support.

We ask our staff team to share our core values of perseverance, integrity, compassion and creativity, and to have the skills and patience to support some of the UK's most vulnerable children and families.

Overall Purpose:

The role of the Family Practitioner is to deliver a range of targeted individual and group interventions with parents, carers, children and young people within a school setting to improve outcomes for children and their families. This role, in line with Place2Be ethos, places an emphasis on early intervention.

To work in partnership with parents to strengthen parental capacity and family relationships, especially with relation to managing challenging behaviour, and to increase parental engagement in their local school community and in their children's education and development. The role will include a combination of face-to-face work in schools in the allocated Area and remote working from home or office. You will need to be able to travel regularly to all schools in the Area.

Key Responsibilities:**1. Supporting Families**

- Engage with families and develop and maintain a supportive and empowering relationship founded on mutual respect, trust and the existing strengths of families.
- Maintain a caseload of families, providing individual support and group interventions as part of the child/family action plan.
- Work in partnership with parents to encourage independence and self-reliance and to help them to develop a consistent and positive approach to parenting aimed at addressing behaviours and overcoming challenges.
- Promote and facilitate parental understanding of a child's needs.
- Support parents to provide an appropriate environment in which children and young people feel safe and which encourages the development of their self-esteem and resilience.
- Support parents in their behaviour management skills to prevent the development of more serious conduct difficulties

2. Assessment and Formulation

- In partnership with School Based Staff undertake robust family focused assessments to identify most appropriate interventions to benefit the child/ren.
- Engage with families fully through identifying goals, assessing options and reviewing outcomes.
- Participate in Team around the Child/Family (TAC/TAF) where appropriate in agreement with Line Manager

3. Delivering Universal and Targeted Therapeutic Interventions

Provide a range of universal and targeted individual and group work interventions supported by the Place2Be Clinical Delivery Model for parents and carers including evidence-based parenting programmes such as:

- Personalised Individual Parent Training (PIPT) is an intensive parenting program designed to promote a positive attachment relationship between a parent (or carer) and a child by reducing children's oppositional and antisocial behaviour and increasing their prosocial behaviour and compliance. We work collaboratively with families, using our expert knowledge and the parent's understanding of their child. It is based on Social Learning Theory and Attachment Theory principles, and is evidence-based, which means that it has been shown to be effective in multiple trials and settings.
- Relevant groupwork interventions such as Journey of Hope (Care Giver) or those approved by Place2Be's Practice and Quality Committee.

This is not an exhaustive list of interventions, development and training of new interventions will be provided when and where appropriate.

4. Digital interventions

- Moderate and oversee two cohorts per term of the Place2Be online parenting skills course (launching Autumn Term 2021)
- Promote the Place2Be parenting app to parents and staff in schools (launching April 2021) along with other relevant digital interventions where appropriate

5. Enabling Involvement and Participation

- Work in partnership with Place2Be School-based Staff and schools forging links with a variety of statutory and voluntary sector agencies to support Family engagement with these external services as appropriate.
- Work closely with Place2Be School-based-staff to enable referrals to specialist and other services for individuals within the families in accordance with local pathways.
- Support parents with additional needs to access relevant Place2Be services or signpost them to access community services and activities where appropriate.
- Where appropriate, refer parents to the online counselling service delivered in partnership with Kooth
- Ensure all Place2Be services are fully inclusive and take account of different cultural approaches to raising children.

6. Safeguarding and Child Protection

- Identify and report any safeguarding and child protection concerns following Place2Be's policies and procedures.
- Identify and report any safeguarding concerns about any vulnerable adults following Place2Be's policies and procedures.
- Be pro-active in reporting safeguarding issues and concerns, to the school and line management, in accordance with Place2Be policy

7. Reporting evaluating and data entry

- Provide termly reports in accordance with Place2Be guidelines and, in conjunction with your Line Manager, undertake an annual review of the school service and produce a report to be shared with the school(s).
- Use qualitative and quantitative outcomes data to inform practice and improve impact.
- Accountable for inputting data on Place2Be's School Services System relating to all activities and interventions in the school in a timely and accurate manner.
- Comply with Place2Be data entry requirements and GDPR.
- Make good use of online management systems, such as diary planning etc.

8. Values

- Live the Place2Be values of Perseverance, Integrity, Compassion and Creativity
- Ensure equal access to the Place2Be Service
- Be pro-active in promoting dialogue and support around issues of difference and discrimination



Person Specification

The person specification outlines the main criteria for the post and short listing will be based on the following criteria. Please ensure that your supporting statement clearly shows how you meet the criteria using experience gained either in paid or voluntary work.

Criteria	Criteria E= Essential D= Desirable	Measured by A=Application I=interview
<u>Qualifications</u>		
1. Holds a recognised level 4 clinical qualification in family interventions/counselling/Childhood Development/Social Work	E	A
2. AND holds a recognised membership of a relevant professional body (BACP/UKCP/NCS/BPS – BASW (British Association for Social Workers)/AFT (Association for Family Practice and Systemic Practice)	E	A
<u>Experience</u>		
3. Post qualified experience in a clinical role and an understanding of children, young people, families and schools	E	A/I
4. A clear understanding of child protection policy and procedures and commitment to safeguarding of children and vulnerable adults	E	I

5. Demonstrates knowledge of the school environment	E	I
6. Demonstrates a clear understanding of the needs of service users and stakeholders and range of service provision offered to support them across Place2Be	E	I
<u>Skills and Behaviours</u>		
7. Demonstrates understanding of a range of therapeutic models	E	I
8. Knowledge of child development and its influence on parent/child relationship in the stages of child's development	D	I
9. Experience of setting appropriate professional boundaries with families	E	I
10. Experience of using Assessment Framework and Formulation to identify most appropriate intervention and improve outcomes	E	A/I
11. Demonstrate knowledge of childhood development and a systemic family approach.	E	I
12. Experience of delivering targeted group work to parents/carers	E	I
13. Regular evaluation of individual and groupwork delivery to influence future practice	E	I
14. Takes an active approach to self-development and shows a commitment to continuous professional learning	E	A/I
15. Understanding and awareness of Place2Be's equal opportunities policy and a personal commitment to equality of opportunity and anti – discriminatory practice in service delivery	E	I
<u>Safeguarding</u>		
16. Pro-active in reporting safeguarding issues and concerns with regards to children and vulnerable adults, to school and line management, in accordance with Place2Be policy	E	I
17. Continues to keep up to date with safeguarding policy and developments	E	A
<u>Line Management and Clinical Supervision</u>		

18. Ability to manage workload and conflicting demands as an alternative suggestion. Understanding of how to manage your workload	E	I
19. Can evidence continual improvements to the quality of service provision in all areas	E	I
<u>Relationships (Internal and External)</u>		
20. Builds relationships through effective communication with all stakeholders within the school community and wider Place2Be team	E	I
21. Demonstrates a clear understanding of the needs of service users and stakeholders and how Place2Be services can support these needs and resolve problems as they arise	E	I
22. Shows passion for Place2Be's vision, mission and values and understands how these underpin its work	E	A/I
23. Takes account of different cultural styles and values when working with colleagues and external stakeholders	E	A/I
24. Understanding the role of pastoral leads to work collaboratively share updates from all interventions appropriately	D	I
<u>Reporting and Evaluation</u>		
25. Develops and exhibits clear understanding of systems for reporting	E	I
26. Gathers and evaluates an appropriate range of data to support clinical delivery of intervention	E	I
27. Demonstrates an ability to use data and analysis to produce useful reports on a regular and ad hoc basis	E	A/I
<u>Communications</u>		
28. Communicates effectively and appropriately with Line Manager and Clinical Supervisor, particularly highlighting any concerns or issues that require resolution	E	I
29. Actively participates in team meetings	E	I
30. Is experienced in delivering parenting training both online and face to face	D	I

31. Considers the needs of the audience and pitches communications and training at an appropriate level	E	I
32. Demonstrates accuracy in all communications	E	A/I
33. Shares information, good practice and skills with their Area team and wider organisation when required	E	I
34. Seeks to develop relationships with all staff to develop wider knowledge and understanding of all Place2Be departments	E	A/I
35. Excellent presentation skills	E	I
<u>IT</u>		
36. Demonstrates competency in using Microsoft Office, Video conferencing software, data and case management systems and Internet	E	A/I
<u>Equality Diversity and Inclusion</u>		
37. A dedicated commitment to diversity and inclusion and equality of opportunity		