



APPLICATION FOR EMPLOYMENT

Thank you for the interest you have shown in the vacancies within Stockton on Tees Borough Council.

Completed forms can be e-mailed to recruitment@xentrall.org.uk or posted to **Xentrall Recruitment Services, PO Box 891, Stockton on Tees, TS19 1JT**, marking the envelope in the top left hand corner with the post reference number.

In accordance with our recruitment procedures, your application will only be considered if it is received on or before the closing date as shown in the advertisement.

In the interests of economy, applications received via the post are not automatically acknowledged. If you require confirmation that your application has been received please enclose a stamped addressed envelope or telephone 01642 526992.

If you have not been contacted within 4 weeks of the closing date for receipt of applications, please assume that on this occasion your application has not been successful.

Therapeutic Practitioner

Vacancy ID: 010478

Salary: £16,442.75 - £29,135.67 Annually

Closing Date: 13/10/2019

Benefits & Grade

Grade L

Contract Details

2 posts, Fixed Term for 12 months

Contract Hours

1 x 30 hours per week (£27,404.59 - £29,135.67)

1 x 18 hours per week (£16,442.75 - £17,481.40)

Disclosure

The successful applicant will be subject to an enhanced DBS check

Job Description

We would like to appoint Therapeutic Practitioners to provide a high quality therapeutic service to children and their families and carers in Stockton.

As a qualified and experienced Therapeutic Practitioner, you will be responsible for managing a caseload of children and young people with higher levels of complexity, which will include assessment and management of risk within the context of therapeutic need, and to provide specific casework advice, support and guidance to multi agency colleagues in relation to the emotional wellbeing and mental health of children and young people in the context of therapeutic work.

You will contribute to planning and developing of future services and policies and promote innovative ways of developing support to service users. You will provide training and guidance to social workers, advanced practitioners: trainees, support staff and social work assistants as required. You will also provide consultation to staff in children's residential services/units, foster carers, kinship carers and Special Guardians in order to enhance psychological thinking and support placement stability.

As these are new roles within the authority, you will also have the opportunity to help shape the role and respond to the needs of children and families as assessed by you and your line manager. Initially the main focus of the roles will be to work closely with other colleagues in efforts to successfully and safely help to rehabilitate some of our Children in Our Care back to the Stockton area.

If you are a person who is motivated by challenge, has an understanding of the therapeutic needs of children and young people, is an excellent communicator and is motivated by working closely with children, young people, their families and other professionals in order to develop better outcomes for children we would welcome your application.

An online application form and further information is available from www.stockton.gov.uk/jobs.

Please ensure you refer to the Job Description and the essential and desirable criteria in the Person Specification when completing the Personal Statement on the application form, as this information is used to select candidates for interview.

If you would like an informal discussion about the post, please contact Debbie Peel, Family Group Conference Manager, on 01642 524668

The application form is available in alternative formats from Xentrall Recruitment Services, tel: 01642 526992 or email recruitment@xentrall.org.uk

Stockton-on-Tees Borough Council ensures that all customers, both internal and external receive a consistently high quality level of service.

 Stockton-on-Tees BOROUGH COUNCIL		JOB DESCRIPTION	
Directorate: Children's Services		Service Area: Safeguarding and Looked After Children	
JOB TITLE: Therapeutic Practitioner			
GRADE: L			
REPORTING TO: Family Group Conference Team Manager			
1.	<p>JOB SUMMARY: Under the general direction of a the Family Group Conference Team Manager, to provide a high quality and therapeutic service to children, their families and carers in accordance with the organisational needs, policy and practices of the Directorate and within statutory guidelines.</p> <p>This is an experienced role with specific responsibilities for managing a caseload of children and young people with higher levels of complexity, which will include assessment and management of risk within the context of therapeutic need, and to provide specific casework advice, support and guidance to multi agency colleagues in relation to the emotional wellbeing and mental health of children and young people in the context of therapeutic work.</p> <p>To contribute to planning and developing of future services and policies and promote innovative ways of developing support to service users. To provide training and guidance to social workers, advanced practitioners: trainees, support staff and social work assistants as required. To provide consultation to staff in children's residential services/units, foster carers, kinship carers and Special Guardians in order to enhance psychological thinking and support placement stability.</p>		
2.	MAIN RESPONSIBILITIES AND REQUIREMENTS		
	1	To carry a caseload of complex cases and undertake assessment of service users and carer needs using a child focused approach in accordance with agreed statutory and directorate procedures.	
	2	To provide advice, support and guidance on casework in the context of therapeutic need to other team members.	
	3	On the basis of assessed needs and risks and, using a child and trauma focused approach, devise and implement service and support plans which correspond to the assessed needs of service users, their families and carers in line with procedures.	
	4	Responsible for analysing information to support the on-going needs of users, their families and carers.	
	5	To monitor and contribute to the review of plans relating to the assessed needs of service users, their families and carers in accordance with directorate procedures.	
	6	Provide written and verbal reports which are concise, informative and based on analysis of complex evidence which can be used within the legal context.	
	7	Maintain and update case notes and other records and write reports as required.	

	8	Work directly with children and young people to ensure that assessments and interventions are informed by their views.
	9	Use management information systems, keeping them up to date and able to provide concise and accurate information about circumstances and plans within the requirements of data protection.
	10	Be compliant with relevant governance, policy and procedures.
	11	Develop and maintain effective working relationships with other professionals within the directorate and partner agencies to ensure integrated, holistic and multidisciplinary approach to the care management and safeguarding of children and young people.
	12	Contribute to the promotion of improved outcomes for individuals, families, carers and groups from diverse and disadvantaged communities.
	13	Be responsible for understanding and applying all relevant practice standards, policies and procedures. Maintain an awareness of related theories and legislation. Disseminate knowledge and contribute to the delivery of a high standard of service.
	14	Assist in the planning and developing of future services and policies, promote innovative ways of developing evidenced based practice and contribute to the development of capacity within the community.
	15	Identify and implement strategies for responding appropriately to concerns about practice or procedures, seeking guidance if required.
	16	Under the direction of the Team Manager undertake specific pieces of work in relation to customer feedback, representations, complaints, multi-agency projects or service developments and make recommendations or actions plans to implement these to improve service delivery.
	17	Appropriately participate in meetings and relevant forums.
	18	Working restoratively to develop and maintain effective relationships with children and young people, their families and carers to achieve positive outcomes, especially in the arena of positive mental health.
	19	Where necessary work in the court arena to and to uphold the validity of therapeutic interventions.
	20	Plan and commission services and support for children, young people and their families: with specific reference to advising in the arena of external placements and child and adolescent mental health.

3. GENERAL

Job Evaluation - This job description has been compiled to inform and evaluate the grade using the NJC Job Evaluation scheme as adopted by Stockton Council.

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

Workforce Culture and supporting behaviours and Code of Conduct – The post holder is required to carry out the duties in accordance with Workforce Culture and supporting behaviours, code of conduct, professional standards and promote equality and diversity in the workplace.

Shaping a Brighter Future – The post holder will embrace the Council's "Shaping a Brighter Future" programme.

Personal Development – As defined by the Council's Culture Statement, all employees will take responsibility for their own development

Customer Services – The post holder is required to ensure that all customers both internal and external, receive a consistently high quality level of service, commensurate to the standards required by Stockton on Tees Borough Council.

Policies and Procedures – The post holder is required to adhere to all Council Policies and Procedures.

Health and Safety – The post holder has a responsibility for their own health and safety and is required to carry out the duties in accordance with the Council Health and Safety policies and procedures.

Safeguarding – All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Stockton Council's Safeguarding Policy. In addition employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.

Job Description dated September 2019

PERSON SPECIFICATION

Job Title/Grade	Therapeutic Practitioner	Grade L
Directorate / Service Area	Children's Services	Safeguarding and Looked After Children
Post Ref:	POS007247 / POS007248	

	ESSENTIAL	DESIRABLE	MEANS OF ASSESSMENT
Qualifications	<ul style="list-style-type: none"> • Qualified Counsellor • Registration with the relevant body for example Health & Care Professions Council (HCPC), British Association of Counselling and Psychotherapy (BACP) 	Appropriate health or social work professional qualification (e.g BSc, BA, MA, DipSW, CQSW, or equivalent)	Application form
Experience	<ul style="list-style-type: none"> • Experience of working within a Health or Social Care environment. • Experience of working with children/families in at least one therapeutic modality to promote emotional wellbeing. • Experience of working in a multi-agency setting. • Experience of supporting, encouraging and advising qualified and non-qualified staff. Experience of producing written records and reports to a high standard for a variety of purposes with language suited to function. • Experience of managing a high level, complex and diverse caseload within agreed parameters, policy and procedure. 		Application / Interview

<p>Knowledge & Skills</p>	<ul style="list-style-type: none"> • Able to effectively plan, manage, prioritise and evaluate work with service users. • Ability to plan, prioritise and time manage a complex workload. • A high level of effective written and verbal communication and the ability to pass information accurately and concisely with a range of partners and services users, carers and colleagues. • Demonstrate creativity in tackling and solving problems working within and implementing a person centred/child focused approach. • Ability to negotiate, challenge and manage conflict. • To innovate and problem solve with the ability to identify appropriate therapeutic interventions in order to promote positive change in relation to child and adolescent mental health. • Knowledge and understanding of the legislative framework appropriate to the needs of service users from a wide range of backgrounds. • Knowledge and awareness of mental health issues with particular reference to child and adolescent mental health. • Knowledge of evidence based practice in relation to therapeutic interventions. • Understanding of the roles and responsibilities of statutory and voluntary agencies. • Basic awareness of IT systems including 		<p>Application / Interview</p>
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	<p>Microsoft Office, Internet and Email.</p> <ul style="list-style-type: none"> • A good understanding of the challenges of working within a multi-agency environment. 		
Specific behaviours relevant to the post	<ul style="list-style-type: none"> • Demonstrate the Council's Behaviours which underpin the Culture Statement. • Identify and take account of the significance of diversity on the lives of people and show application of this understanding in practice. • Take responsibility for improving practice through professional development 		Application / Interview
Other requirements	<ul style="list-style-type: none"> • Possession of a full current driving licence. 		

Person Specification dated September 2019

Conditions of Service

General

Conditions of service will vary from service to service. However, there are some general points to cover.

Conditions of service generally are those contained in the appropriate National Joint Council Schemes but have been supplemented in a number of areas by locally agreed conditions. The relevant Handbooks are available for reference in all departments.

Office Hours

The normal working week is 37 hours. Council offices are generally open to the public from 8.30 a.m. to 5.00 p.m. (4.30p.m. on Friday). The majority of office staff are able to take part in the Councils flexible working hours scheme. Elsewhere, fixed hours or shift working may be operated according to the needs of a particular service.

Annual Leave

The basic annual leave entitlement is 26 days plus 8 public holidays. Employees with 5 years continuous service receive 31 days annual leave.

Sick Pay

Most employees are covered by the provisions of the nationally agreed sick pay schemes which allow periods of absence on half pay and full pay according to length of service.

Pension

You will automatically be entered into the Local Government Pension Scheme (LGPS) unless you choose to opt out. This is a contributory pension scheme and meets Government standards for automatic enrolment. If you do not opt out within three months of joining the LGPS, you will not be eligible to receive a refund of your contributions but will instead be given deferred benefits within the Scheme. If you decide to opt out of the Scheme your employment, earnings and age will be monitored in line with automatic enrolment guidelines.

Medical Examination

Before commencing your employment, you will need to complete a medical questionnaire and may be subject to a medical examination.

Probation

New entrants to Local Government will be required to complete a six month probationary period.

Equal Opportunities

The Council is working towards an environment where all employees, residents and service users receive equal treatment regardless of gender or gender reassignment, marital or civil partnership status, sexual orientation, age, disability, race, religion or belief, social origin, pregnancy and maternity.

Job Sharing

A voluntary Job Sharing Scheme is in operation. Applications to job share are welcome and there is no requirement for you to apply with a partner.

Payment of Salaries

Salaries are paid monthly on the last working day of the month. All payments are made by credit transfer direct to a nominated bank or building society.

Smoking Policy

The Council operates a No Smoking Policy.

Politically Restricted Posts

The Local Government and Housing Act 1989, as amended by the Local Democracy, Economic Development and Construction Act 2009 designate certain posts as politically restricted. If this is the case it will be detailed on the job description and means that you would be disqualified from being a member of a Local Authority, the House of Commons or of the European Parliament. Further information is available upon request.

Rehabilitation of Offenders Act 1974

Having a criminal record will not necessarily bar you from working for the Council. This will depend on the nature of the post and the circumstances and background of your offence(s). To assist the Council in determining the suitability of your employment, certain posts are subject to a DBS check. If this is the case an appropriate statement will appear in the recruitment advertisement.