

Kent County Council

Job Description: *Senior Therapist*

Directorate:	Children, Young People and Education
Unit/Section:	Fostering Service
Grade:	KR11
Responsible to:	Team Manager

Purpose of the Job:

To work with colleagues across the Local Authorities within Corporate Parenting and Children's Services and other stakeholders, working within the Placement Stability Team to promote placement stability and increase understanding of the therapeutic needs of children placed in foster care.

To provide a child-centered outcome-focused fostering support service to children who are fostered through Kent County Council with the aim of enhancing placement stability.

To provide specialist advice to colleagues and foster carers where therapeutic input is needed for children in Kent County Council foster care placements.

Main duties and responsibilities:

- To provide specialist evidence-based intervention for children and foster carers, through the engagement with Networks around the child and / or consultation, drawing on innovative ways of engagement and intervention.
- To manage the progression of Sense of Belonging cases within the parameters of agreed policies, procedures and framework for delivering support, including timely intervention, resolution and case closure or transfer.
- To support development and practice of the team in respect of case work within Sense of Belonging, alongside the overall development of reflective practice throughout the wider service.
- Represent the Fostering Service in a professional and competent manner, especially when making representations, with foster carers, all involved professionals and with other agencies.
- To assist in the integration and development of an understanding of the importance of the child and foster carer's voice, outcome measures of the intervention from the Placement Stability Team and evidence-based treatment approaches in line with the wider strategy for service improvement
- To facilitate joint consultations and network interventions with fostering and children's services staff, alongside foster carers and other professionals to enhance their trauma informed practice with children and foster carers.
- To contribute to the development of the knowledge and skills of the Fostering Service.
- To support / facilitate training and work discussion groups with Fostering and Children's Teams.

- To provide specialist knowledge and advice to the service and other multi-agency professionals that helps them better understand the diverse experiences the children and young people have that we work with and support.
- To ensure that safeguarding, service and human resources policies and procedures are adhered to.
- To develop and maintain skills through active participation in internal and external CPD training and specific development programmes, in consultation with the postholder's line manager.

Footnote: This job description is provided to assist the job holder to know what their main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

Kent County Council

Person Specification: *Senior Therapist*

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
QUALIFICATIONS	<ul style="list-style-type: none"> • Education to a degree level and / or equivalent professional qualification • Therapeutic qualification providing registration with one of the following registering bodies: United Kingdom Psychotherapy Council (UKPC) and / or the Health Care Professionals Council (HCPC) • Qualifications in therapeutic models and theories (and the application of these) relevant to children, adolescents, and families for example Attachment theory, Systemic Family therapy, Cognitive Behavioural Therapy, Psychotherapy, Cognitive Analytical Therapy, Dyadic Developmental Psychotherapy, Dialectical Behavioural Therapy, Advanced Motivational Interviewing • Relevant professional development
EXPERIENCE	<ul style="list-style-type: none"> • Substantial proven experience of working with children, adolescents and families in a clinical or therapeutic setting • Experience of working jointly with key partners in the statutory, private and voluntary sectors • Experience of work with parents and or foster carers, children and families in therapeutic interventions and in particular those who have experienced developmental trauma and loss • Experience of consulting with the wider multi-disciplinary professional network around the child and family • Experience in working in different modalities including parent work, family work and group work • Experience of work with parents / foster carers, children and their families in therapeutic interventions • Experience in working with children with neurodevelopmental presentations and their families.
KNOWLEDGE	<ul style="list-style-type: none"> • Excellent knowledge and understanding of therapeutic / psychological models and theories relating to child development, including attachment and the impact of trauma, loss and separation • Knowledge of neurodevelopmental issues such as ADHD, autism spectrum conditions, learning disabilities and foetal alcohol syndrome

	<ul style="list-style-type: none"> • Knowledge and understanding of reflective practice, mentalisation, secondary trauma (it's impact on carers and the wider network), organisational and group dynamics • An understanding of the importance and significance of the child's birth family and foster family's diverse cultures, faiths, abilities and identities, in respect of their experiences • An understanding of how to help facilitate networks around children, how they relate to the child's responses and perceptions, whilst remaining focused on best practice approach and supporting the child going forward • Knowledge of safeguarding and mental health risks and an awareness of the importance to refer / alert relevant agencies • Knowledge and experience of clinical research and practice development • Knowledge of confidentiality and GDPR and legislations
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Excellent organisational skills, ability to prioritise work and delegate tasks • Ability to record case progression and to produce reports of a high quality • Ability to interpret and integrate complex and sometimes conflicting clinical information drawn upon from a variety of sources involved in the child's care (professionals, children, families) • Ability to evaluate and make decisions about intervention options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group • Have a good understanding of and ability to use IT Systems
BEHAVIOURS	<ul style="list-style-type: none"> • A belief in the right to family life for all children and a belief that a sense of belonging and stability is the best way of promoting better chances for children who are not able to live with their birth families • A commitment to children's rights and participation • A commitment to promoting equal opportunities and to achieving anti-discriminatory practice in all aspects of work. • A commitment to providing high quality professional service and to contributing to the continuous development of the team • A commitment to ensuring that the fostering service is viewed as committed, professional, respectful, dynamic and credible in all it does, and that the wellbeing of the child sits at the heart its work

**KENT VALUES AND
CULTURAL
ATTRIBUTES**

Kent Values:

- We are **brave**. We do the right thing, we accept and offer challenge
- We are **curious** to innovate and improve
- We are **compassionate**, understanding and respectful to all
- We are **strong together** by sharing knowledge
- We are all **responsible** for the difference we make

Our values enable us to build a culture that is:

Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile

Curious - constantly learning and evolving

Compassionate and Inclusive - compassionate, understanding and respectful to all

Working Together - building and delivering for the best interests of Kent

Empowering - Our people take accountability for their decisions and actions

Externally Focused - Residents, families and communities at the heart of decision making