



<b>JOB TITLE:</b>	Lead Family Safeguarding Therapist		
<b>GRADE:</b>	Grade 11	<b>SERVICE AREA:</b>	Childrens Services
<b>JOB CODE:</b>			
<b>REPORTS TO:</b>	Group manager	<b>LOCATION:</b>	Locality Family Safeguarding
<b>SPECIAL CONDITIONS:</b>	<ul style="list-style-type: none"><li>• Enhanced DBS disclosure is required for this post.</li><li>• Ability/willingness to travel from location to location.</li><li>• This post is covered by the Government's Code of Practice on the English Language Fluency Duty for public sector workers.</li></ul>		

### 1. Main purpose of the job role:

- The post holder will be the lead therapist within the family safeguarding mental health team- leading on treatment, formulation and supervision within the team.
- Undertakes risk assessment and risk management for individuals and provides specialist advice to other professionals on psychological aspects of risk assessment and risk management.
- The post holder will be responsible for the delivery of psychological and/or systemic interventions with families in Walsall.
- The post holder will be responsible for clinical provision including assessment, formulation, and time-limited evidence-based interventions within the Family safeguarding mental health team.
- To identify the most appropriate form of mental health/psychological intervention for individuals to develop bespoke interventions to parents based on parental mental health need, informed by professional knowledge and practice skills relating to therapeutic intervention models (such as trauma informed CBT, DBT, EMDR, functional therapy, systemic family therapy)
- To have a clear understanding of the impact of parental mental health upon children and young people. Requiring the post holder to understand the associated risk and impact in relation to children and young people.
- To provide specialist psychological advice, guidance, and consultation regarding evidence-based therapy to other professionals contributing directly to the formulation, and support for parents engaged within the family safeguarding model.
- Recognise and be able to identify parental needs and the impact on children and young people in line with the Children Act 1989.
- You will be part of a multi-disciplinary team and will work directly with parents and carers, providing help and support to create lasting change. In your role you will demonstrate your ability to support and provide a level of containment to some of the most complex of clients and may assist in opening pathways to secondary care where required.

## **2. Role specific duties and accountabilities:**

### **General:**

- To lead on the formulation, assessment and planning for individual access service within the family safeguarding mental health team.
- To provide supervision for Family safeguarding therapists and Well-being practitioners.
- To integrate clinical information into a coherent formulation, making highly skilled evaluations and decisions taking a long-term perspective where appropriate.
- To undertake specialist assessment and evidence-based therapeutic and/or systemic interventions
- Assess clients' readiness for psychological interventions and judge when it is appropriate to provide pre-therapy work to enable clients to be able to engage in psychological work should they wish to do so
- To work with adults with significant and complex needs, with specific focus on engaging with parents in relation to their mental health and well-being whilst engaging with the wider social care system involvement with the family.
- Experience of initiating, attending, and contributing to multi-professional and interagency meetings
- Knowledge of the theory and practice of short term and long term, evidence-based, clinical interventions.
- To utilise theory, evidence-based literature, and research to support practice in individual work and share knowledge and expertise with others.
- Attend and participate as needed in family safeguarding group supervisions, child in need reviews, child protection conferences and core groups meetings.
- The post holder will be required to attend family safeguarding allocations meetings with social work team managers to provide specialist mental health input at the earliest opportunity for families.

### ***Managing Information***

- Experience of managing and processing emotionally distressing information, seeking support as required.
- Prepare reports and maintain all necessary records including computerised records for administrative and statistical purposes in children's services.
- Ensure that records are secure, confidentiality is maintained in accordance with policy and that effective communication systems are maintained within the service and with partner agencies, complying with local information sharing protocols and the Data Protection Act.

### ***Managing Quality***

- Ensure quality of service and treatment planning for individuals engaged within the family safeguarding team. The postholder will be responsible for the quality of practice.
- To support the development of a culture of continuous quality improvement and ambition within children's services, including the implementation of quality standards and quality monitoring systems that are informed by the views of children and young people as well as partner agencies.
- To adhere to the Walsall Council Code of Conduct and promote a positive public image of Walsall Council Children's Services.
- To promote and enforce the Council's Equal Opportunities policy, and ensure services take account of the cultural, religious, and linguistic background of users and meet the relevant Equality Standard.

- To comply with the Council's Health and Safety policy having due regard for personal safety and that of colleagues and service users. Bringing any identified hazards or concerns to the attention of your line manager.
- To be aware of current, national, and local issues relating to local government and authority insofar as they impact on the post.
- Critically explore the developing needs of the service area and consider alternative options to develop the service and ensuring mental health needs are recognised and responded to at the earliest opportunity. Offering evidence-based opportunities to further develop the offer of the FSMHT.
- Undertake peer lead audits and regular reviews of interventions being offered within the FSMHT to contribute and lead on the learning and development of the service.

**Managing self:**

- Engage in ongoing, continuous professional development to maintain and develop relevant professional skills ensuring CPD requirements are met in line with professional accreditation.
- To exercise autonomous professional responsibility for the assessment and treatment of clients
- Maintain up to date practice knowledge and access training and development to enhance knowledge and skills relating to therapeutic interventions.
- Play a role in ensuring close working relationships with adult specialist practitioners and wider children's service workforce to develop a thorough understanding of the FSMHT.
- Maintain clinical practice that reflects the diverse cultural, religious, and ethnic needs of the patient population, accounting also for the needs of carers and significant others.

**Managing resources:**

- Ensure supervision and clinical support is offered to the family safeguarding therapist and well-being practitioners within the team
- Engage in monthly clinical supervision — individual and/or group.
- Establish and maintain meaningful and effective working relationships with our multi-agency partners for the benefit of our families.
- Communicate effectively and in a manner consistent with expert therapeutic skills with patients with mental health difficulties in order to build therapeutic alliances.

**3. Corporate duties and accountabilities:**

- The post holder will comply with and promote the Council's Health, Wellbeing and Safety at Work policies and ensure these are implemented effectively within their areas of responsibility.
- A priority for the Council is the protection of vulnerable people, ensuring they are able to live as independently as possible. The post-holder will promote and engage with Council's responsibility to safeguard the welfare of children, young people and adults, and protect their right to be safe from harm.
- Through personal commitment and clear action, the postholder will promote the Council's employment policies, with reference to diversity, equality of access and treatment in employment, service delivery and community involvement. To support/develop a working culture within these services that reflects the corporate vision.

- Ensure that the services provided aligned to the Council strategy, vision, aims, objectives, priorities and continuous improvement programme and play their part in achieving these. This includes compliance with Standing Orders, Financial Regulations, Code of Conduct and the Councils Policies and Procedures.
- This job description sets out a summary of the duties and accountabilities of the role. It is not intended to be exhaustive.



JOB TITLE Lead Family Safeguarding Therapist	GRADE	
Using the Job Description consider what essential behaviours, abilities and knowledge are required by a person to perform each of the main activities and accountabilities of the job safely and effectively.	Indicate when Assessment is possible: at Application form=A interview=I both=A/I test = T	<b>WEIGHT CODE</b> shows relative importance Low=1 Medium=2 High=3
<b>Behaviours:</b>		
<b>Professionalism</b> - Actively seek ways to prevent over-complication or confusion of service delivery through innovation, being open to change and the removal of barriers including challenging negative behaviours.	A/I	3
<b>Leadership</b> - Leads by example, optimising those resources allocated, Communicates clearly taking account and welcoming feedback. Takes a positive and resilient approach to change understanding the longer-term vision of the Council and/or service areas.	Not Applicable	
<b>Accountability</b> - Adopt a 'can do' attitude in the work that I deliver taking accountability for my own performance and development and responsibility for my actions and decisions. I will demonstrate inclusivity and promote the values of diversity and equality.	A/I	3
<b>Transparency</b> - Work with others to reach a common goal; sharing information, supporting colleagues and searching out expertise and solutions from relevant partners and/or communities we serve.	A/I	3
<b>Ethical</b> - Aware of own impact on others through valuing openness, treating everyone with respect and listening carefully to understand the views of others in order to build trust.	A/I	3
<b>Abilities/Skills:</b>		
The capacity to adapt core psychological approaches, incorporating a range of skills to meet a broad spectrum of presenting issues	A/I	3
Excellent assessment skills and ability to communicate both with professionals and individual both orally and within written communication	A/I	3
Experience of providing supervision and leading within clinical formulation and treatment planning	A/I	3
Excellent oral and written communication skills	I	3
Ability to work with multi-agency professionals	A/I	3
Have experience of clinical provision including assessment, formulation, and time-limited evidence-based interventions within the Family safeguarding mental health team.	A/I	3
Understand the impact of parental mental health upon children and young people	I	2
Experience of providing specialist psychological advice, guidance, and consultation regarding evidence-based therapy, to other professionals contributing directly to the formulation, diagnosis, and treatment plan	A/I	3

<b>Knowledge/Experience:</b> specify type, level and qualitative (not quantitative required); if any.			
Experience delivering evidence-based interventions and able to demonstrate an appropriate level of knowledge of mental health practice from previous experience		A/I	3
Demonstrate effective risk assessment and risk management experience.			3
Knowledge of governmental directives and current policies in relation to families and safeguarding		I	2
Experience of managing and organising own workload		A/I	3
Knowledge of safeguarding issues for children and adults and experience of the context of children's safeguarding		I	3
Demonstrate knowledge of mental health/psychological intervention for individuals to develop bespoke short-term interventions to parents based on parental mental health need, informed by professional knowledge and practice skills relating to therapeutic intervention models (such as trauma informed CBT, DBT, EMDR, systemic family therapy).		A/I	3
<b>Qualifications</b>			
Post graduate qualifications in recognised area of mental health interventions example: CBT, Functional family therapist		A	
Professional accreditation with BABCP or AFT or UKCP or BPS or HCPC		A	
<b>Other Essential Requirements</b>			
An awareness of, and commitment to, equality of opportunity		I	3
Awareness of, and commitment to, confidentiality and handling data		I	3
<b>Prepared by:</b>		<b>Date:</b>	