

Information for applicants

Company background

Family Psychology Mutual is a staff owned company. All members of staff hold a single share with a nominal value of £10. This means that everyone has an equal stake in the business. Employee ownership is expressed in how we operate and how we seek to live to our values. The company has a board with 9 members. Three members are elected employee directors with full voting rights. Three are the executive team who are also employee owners. Three are non-executive directors including our board chair. This enables the company to have effective governance, challenge and probity in how it conducts the business. All directors are Companies House registered.

The company was established in 2015 but really got going in 2017 with the award of the contract for the Pan London Social Impact Bond which mobilised in early 2018 with a Functional Family Therapy Service. An existing Multi Systemic Therapy service was transferred to the company in February 2018 although was withdrawn by Cambridgeshire County Council in August 2019 because of funding constraints. FPM also won contracts to deliver Functional Family Therapy in Suffolk as an edge of care service in 2018/19 and in Norfolk to deliver FFT CW (Child Welfare). In September 2019 FPM was grant funded to establish a Youth Endowment Fund FFT G (Gangs) team in Redbridge.

We seek to invest in our staff group through training and development. Human capital is our greatest asset and so we are keen to ensure that we motivate and reward our staff teams with opportunities for growth, consultation and development. Of course we must balance our books and ensure that we make good strategic decisions which will enable us to secure our future and so growth is key to our sustainability as well as diversification. We have staff from a diverse range of backgrounds and predominately employ psychologists, social workers, nurses and family therapists. We have a Clinical Director and a Business Development Director who share the role of CEO.

The company works closely with Bridges Fund Management, a social investor, who have provided capital for three of our services which are funded via social impact bonds, a form of payment by results contracts. FPM is paid on a fee for service basis but we are of course driven to achieve the outcomes which we desire for families and young people as well as for the contracts and Local Authority commissioners.

We are currently consulting the whole company on our three year business plan and are welcoming participation from all in regard to how we develop the business.

Company values

Our Vision

Our vision describes our ambition and what it is that we hope to achieve. It reflects both how we currently operate our services and our drive for the future organisation:

“Empowering families towards a safer and happier future”

Our Mission

Our mission sets how we will achieve our vision:

“Working together with young people and families in their homes and communities to create and sustain positive changes, using high quality outcome-based psychological therapeutic interventions.”

Our values

Our values have been developed through consultation with staff and will be at the heart of the organisation. These values will create our culture and influence the way our organisation and its members conduct themselves. We will be:

Strengths-based in our approach to working with families and young people

Committed to those with whom we work, through challenges and difficult times, and committed to the organisation as employee stakeholders to secure its sustainability and high quality

Honest in our work with families, professionals and ourselves

Accessible to those with whom we work

Non-judgmental in the way in which we work with families and think about them

Accountable for our actions and outcomes to families, ourselves and commissioners

Empathetic to the needs of families and their life experiences

Creative in our service delivery and ready to work in new ways to create sustainable change

Supportive of families, each other and of the professional systems with whom we work

Ethical in our working practices as we strive to attain high standards in all our interactions

Investors in staff training, wellbeing and safety