



## **Information for Applicants**

Thank you for your interest in working with Family Psychology Mutual CIC. As a staff owned mutual company we are seeking to do things differently than in statutory services. We hope that you will notice the difference as well as take the opportunity to directly contribute to how we run our business.

## **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

## **Background**

Family Psychology Mutual is a Community Interest Company (public sector mutual) which is a spin out company from Cambridgeshire County Council. The company is seeking to specialise in the provision of evidence based interventions for young people in the edge of care or custody. Using specific, licenced methodologies such as Multi Systemic Therapy and Functional Family Therapy.

Incorporated as a company in 2015 FPM is mobilising for the Cambridgeshire contract with a start date of November 2017. FPM brings market leading knowledge of evidence based interventions to the social sector and whilst a council run service the team was the first to establish an MST team in England. FPM currently delivers;

- Multi Systemic Therapy in Cambridgeshire (including MST for Substance Abuse)
- Multi Systemic Therapy for Problem Sexual Behaviour in Cambridgeshire and Bedfordshire
- Programme manages MST teams in Northamptonshire and in Essex.
- Provides consultancy on implementation and is developing other services

## **Our business plans**

FPM was capitalised by a grant from the Department for Education Innovation grant and received start up support via the Cabinet Office Mutual's Support Programme. This has helped us to develop our plans and to set us up for future expansion.

We are seeking growth and market expansion through both commissioned and tendered work and via investment based expansion for spot purchased commissioning. We have good connections in the social investment sector and have experience of the Social Impact Bond in Essex as an example of a social investment backed contract with a Local Authority.

## **Our structure**

We are committed to demonstrating the long-term tracking of outcomes, providing evidence of this at 12 months and 18 months post treatment as well as cost benefit analyses which compare outcomes to treatment as usual or care entry. The co-CEO's have worked with evidence based interventions for 17 years and have acted as sector advisers for the Department of Health. New clinical variants of MST have been tested and a national reputation established.

The company has a shared Chief Executive role, split between Brigitte Squire who is a Consultant Clinical Psychologist and acts as Clinical Director and Tom Jefford, Business Development Director and previously Head of Youth Supports Service for Cambridgeshire County Council.

There are two Non-Executive Directors, Belinda Bell (Chair) from the Judge Business School, Cambridge University and Diane McKerracher who is now a Business Consultant with a history in commercial business development for national and international businesses.

As a staff owned mutual we have a Clinical Supervisor, Sarah Reeves, and an MST Therapist, Charlotte Armitage on the board.

Judith Hill is our Operations Director and Company Secretary. We have a contract with MacIntyre Hudson Accountants for them to act as a Finance Director role until we can afford to have such a post full time.

Tom Jefford is working for the company full time. The remainder of the staff will TUPE into the company by the 1<sup>st</sup> November from the Council.

Four members of staff are seconded to us from the Cambridgeshire and Peterborough NHS Foundation Trust and they will continue to be seconded to us with a partnership agreement. We are seeking access to the NHS pension scheme for eligible applicants joining from the NHS to continue to be a part of this pension provision. All other new staff will join a money purchase pension scheme.

We are currently establishing our head office in Huntingdon and putting the infrastructure in place for the company to successfully trade and operate. We know that working in London is new for us but the transport links are good, we are committed to supporting staff and working in partnership with our consortium partners.

We have applied for registration with the Care Quality Commission