



Job Description

Family Psychology Mutual

1. Post Details

Job Title:	Functional Family Therapist Child Welfare
Band:	FPM scale 26-36 £32,814 - £46,743
Accountable to:	FFT CW Supervisor
Hours of working:	Full-time
Base:	Norfolk CC Children's Social Care office in Norwich, South Norwich or East Norwich

2. Job Purpose:

The Functional Family Therapist role is to provide home-based family therapy sessions with young people and their families using the Functional Family Therapy intervention model. Referrals will be made by Norfolk Children's Social Care and will largely be for families with young people between the ages of 8 and 15 at risk of care due to a combination of parental abuse and/or neglect and complex behavioural problems in children.

Therapists will be required to carry a caseload of 7 families, providing services in their home (or community, as required) for up to 26 weeks. Therapists will be trained, coached and supervised in accordance with the FFT CW model by the national FFT CW Consultant. FFT CW is a licenced intervention and adherence to the model is quality assured (www.FFTCWllc.com). This position requires out of hours and flexible working to meet families when they are available. Appreciation of the local demographic and culture will be valuable.

3. Duties and Responsibilities Clinical

- 3.1 To provide Functional Family Therapy interventions in accordance with the Functional Family Therapy C W model, developing interventions for children and families presenting with highly complex problems, under the direction of the FFT CW Supervisor and Consultant. To continue to evaluate risk and safeguarding throughout the intervention including at point of discharge. To undertake consultations with Children's Social Care staff in order to assess the family's challenges and determine suitability for FFT-CW (alongside Supervisor).
- 3.2 To adhere to FFT CW principles and to the FFT CW analytic process. To participate in regular individual supervision and group supervision in support of achieving clinical competency in FFT CW. To understand developmental and clinical barriers to effective implementation of FFT CW therapy. To listen to and act upon structured feedback and coaching in FFT CW in service of achieving positive outcomes for children and young people.
- 3.3 To contribute to the quality assurance of the service and to adhere to the intervention principles. To collect data relevant to FFT CW outcome tracking. To comply with company and agency data protection standards.



- 3.4 To work in ways which are sensitive to and appropriate for the needs of families from a wide range of racial, cultural and religious backgrounds, alongside sensitivity to differences to sexual orientation. To take a proactive stance in challenging racism and discrimination and support the development of a culturally competent service.
- 3.5 To deliver interventions with the assistance of interpreters.
- 3.6 To deliver FFT CW to children and families with complex problems and within the context of multidisciplinary working, hold a caseload of up to 7 families.
- 3.7 Be accountable for the outcomes achieved using FFT CW. To deliver FFT CW interventions according to the methodology, taking a strength-based approach to working with young people and families within a multidisciplinary context.
- 3.8 To advocate for the service and for systemic interventions with young people and their families.
- 3.9 To participate in FFT CW audits and evaluations including regular quality assurance processes.
- 3.10 To participate in multidisciplinary meetings, child protection case conferences and reviews, etc., providing professional advice on clinical matters as necessary.
- 3.11 To work in partnership with other disciplines and to maintain links with statutory and non-statutory and primary care agencies as appropriate.
- 3.12 To receive training in FFT CW and to deliver the interventions in adherence to the model. To complete case documentation and data capture weekly on all cases, providing updates to the supervisor and consultant within agreed time periods.
- 3.13 Attend group supervision weekly and actively participate in discussion of current cases, facilitating skill enhancement
- 3.14 Incorporate feedback from supervision into the treatment process
- 3.15 Be available to other team members and engage in activities to support other team members outside group supervision
- 3.16 To prioritise own workload effectively and to support the workload of colleagues when cover is required, to ensure that skills and capacity are used to greatest effect.
- 3.17 To develop appropriate professional relationships with stakeholders and referrers in both statutory and voluntary agencies to ensure that casework is appropriate to the child and family's needs and that FFT CW can achieve desired outcomes.
- 3.18 To maintain the records of service in line with the agreed policies of the company and commissioner.
- 3.19 To manage exposure to distressing and emotionally charged circumstances for self and colleagues. To seek appropriate support when required to reduce risks to self and others. To be emotionally intelligent and resilient. To be risk aware and to share risk management and safety plans with colleagues. To acknowledge when change may not be possible.
- 3.20 To participate in professional development meetings within the company including discussion regarding in house policies and future service development.



4. Service specific and accountability

- 4.1 To be a member of Family Psychology Mutual CIC and to contribute to, participate in and adhere to the values, ethos and policies of the company.
- 4.2 To participate in the formulation and implementation of clinical and operational practices and procedures as appropriate so that FFT CW is successfully implemented and embedded across Norfolk.
- 4.3 To comply with clinical governance standards and to deliver a high-quality service based on agreed clinical standards. To deliver written reports as required for both the company and Norfolk.
- 4.4 To work according to FFT CW principles.
- 4.5 To cover for colleagues and to act up for the Supervisor when appropriate to do so.
- 4.6 To consider user voice in the refinement of the FFT CW intervention and in assuring the competence of the service delivery.
- 4.7 To ensure the high ethical delivery of casework.
- 4.8 To ensure that processes for child protection and safeguarding practices are followed.
- 4.9 To be ready to challenge poor practices as necessary.
- 4.10 To maintain up-to-date knowledge of legislation, national and local policies in relation to offending behaviour and mental health.
- 4.11 To keep accurate client records and comply with requirements for confidentiality of client records and case work. To undertake administrative duties appropriate to the role, including use of IT and case management systems.
- 4.12 Take personal responsibility for adhering to lone working policies, ensuring diaries are kept up to date and calling in as required

5. Personal and professional development

- 5.1 To receive regular clinical supervision from the FFT CW Supervisor and FFT CW Consultant to ensure quality of professional practice.
- 5.2 Through the professional appraisal process, to engage in professional development that ensures that Continuing Professional Development (CPD) requirements are met and that professional registration requirements are maintained.
- 5.3 To meet the core competency requirements of the post as evaluated by the FFT CW Supervisor.
- 5.4 To have access to professional development following agreement with the FFT CW Supervisor and as part of the company training strategy.
- 5.5 To keep updated in safeguarding practice and to follow statutory guidance and best practice.



6. Research and Evaluation

6.1 To participate in, and share responsibility for, research & development and contribute to further evaluations of FFT CW as required, collecting data for the local evaluations as required.

6.2 To maintain continuous professional development as part of an agreed personal development plan in accordance with professional requirements.

7. Practical

The post holder will require an enhanced DBS check.

The post holder will be required to travel across Norfolk and work out of hours and flexible hours.