

Job Description

Post Details

Job Title:	Functional Family Therapy Worker
Band:	FPM scale including outer London weighting £38,491 - £54,830
Accountable to:	FFT G Team Leader
Hours of working:	Full-time
Office base:	Based London Borough Redbridge (Station Road Centre)

Background

FPM has been awarded a Youth Endowment Fund Grant to trial Functional Family Therapy (Gangs) in collaboration with the London Borough of Redbridge. This will give initial funding to establish a team, to test out the ability of the intervention to adapt and deliver in a UK context and to achieve outcomes for young people aged 10-14 who are at risk of gang involvement. The service will be embedded into the Family Intervention Team in Redbridge where we anticipate high levels of cooperation and interagency working. You will also work with the programme developers and independent evaluator.

Family Psychology Mutual, www.fpmcic.com are a relatively new social enterprise (spun out of a Local Authority) based in Cambridgeshire. There are three FFT services in London, Norfolk and Suffolk with 32 staff. As an employee owned business you will have an equal share in the business and opportunities to contribute to the running of the business. We will provide significant support to establish this service in anticipation of further growth and expansion.

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 (Gangs) intervention model. Referrals will be made by Redbridge will largely be for families with young people between the ages of 10 and 14 at risk of gang exploitation and County Lines involvement. Workers will be required to carry a caseload of 6 or 7 families, providing services in their home or community from 8 to up to 26 weeks. FFT Workers will be trained, coached and supervised in accordance with the FFT model by an FFT Consultant. FFT is a licenced intervention and the adherence to the model is quality assured (www.fftllc.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.

Duties and responsibilities

Clinical

1. To provide functional family therapy (gangs) interventions in accordance with the Functional Family Therapy clinical model as directed by the Team Supervisor and FFT Consultant, adhering to the principles of the intervention methodology.
2. Use FFT assessments as a basis to developing interventions for children and families presenting with highly complex problems under the direction of the FFT Supervisor and Consultant. To continue to evaluate risk and safeguarding throughout the intervention including at point of discharge. To participate in the systemic assessment of children and families using the FFT assessment procedures as may be appropriate to assess the suitability of referrals when the Supervisor is absent.
3. To adhere to FFT principles and to the FFT analytic process. To participate in regular individual supervision and group supervision in support of achieving clinical competency in FFT. To understand developmental and clinical barriers to effective implementation of FFT therapy. To listen to and act upon structured feedback and coaching in FFT in service of achieving positive outcomes for children and young people.
4. To contribute to the quality assurance of the service and to adhere to the intervention principles. To collect data relevant to FFT outcome tracking. To comply with company and host agency data protection standards.
5. 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 and sensitive to differences to sexual orientation. To take a proactive stance in challenging racism and discrimination and support the development of a culturally competent service.
6. To deliver interventions with the assistance of interpreters when necessary.

7. To deliver FFT to children and families with complex problems at risk of gang involvement and within the context of multidisciplinary working and to hold a caseload of between 6 and 7 families.
8. Be accountable for the outcomes achieved using FFT. To deliver FFT interventions according to the methodology and to take a strengths-based approach to working with young people and families working within a multidisciplinary context where appropriate
9. To advocate for the service and for systemic interventions with young people and their families within the host agency and with partners.
10. To participate in FFT audits and evaluations including regular quality assurance processes.
11. To participate in multidisciplinary meetings, child protection case conferences and reviews, etc. providing professional advice on individual care programme planning and other clinical matters as necessary.
12. To advise on working in partnership with other disciplines and to maintain links with statutory and non-statutory and primary care agencies as appropriate
13. To receive training in FFT and to deliver the interventions in adherence to the model. Complete case paperwork weekly on all cases and provide to the supervisor and consultant within an agreed time period
14. Attend group supervision weekly and actively participate in discussion of current cases which facilitates skill enhancement
15. Incorporate feedback from supervision into the treatment process
16. Be available to other team members and engage in activities to support other team members outside group supervision
17. 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.
18. 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 can achieve desired outcomes.
19. To maintain the records of service in line with the agreed policies of the company/consortium.
20. 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.

21. To participate in professional development meetings within the company including discussion regarding in house policies and future service development.

Service specific and accountability

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.

1. To participate in the formulation and implementation of clinical and operational practices and procedures as appropriate so that FFT is successfully implemented and embedded across the clusters.

2. 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 for the consortium

3. To work according to FFT principles.

4. To cover for colleagues and to act up for the Supervisor when appropriate to do so.

5. To consider user voice in the refinement of the FFT intervention and in assuring the competence of the service delivery.

6. To ensure the high ethical delivery of casework.

7. To ensure that processes for child protection and safeguarding practices are followed.

10. To be ready to challenge poor practices as necessary.

11. To maintain up-to-date knowledge of legislation, national and local policies in relation to offending behaviour and mental health.

12. To keep accurate client records and comply with the Children and Young People's policy on confidentiality of client records and case work and to undertake administrative duties appropriate to the tasks, including use of IT and case management systems.

13. Take personal responsibility for adhering to lone working policies, ensuring diaries are kept up to date and calling in as required to support safe working practices.

14. To develop and share appropriate resources for the team, including clinical material.

Personal and professional development

1. To receive regular clinical supervision from the Team Manager, FFT Supervisor and FFT Consultant to ensure quality of professional practice.
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.
3. To meet the core competency requirements of the post as evaluated by the FFT Supervisor.
4. To have access to professional development following agreement with the FFT Supervisor and as part of the company training strategy.
5. To keep updated in safeguarding practice and to follow statutory guidance and best practice.

Research and Evaluation

1. To participate in, and share responsibility for, research & development and contribute to further evaluations of FFT as required, collecting data for the local evaluations as required.
2. To have an oversight of data collection within the team; and to provide team data as requested by the FFT supervisor or PFP Programme Manager.
3. To maintain continuous professional development as part of an agreed personal development plan in accordance with professional requirements.

Practical

The post holder will require an enhanced DBS check.

The post holder will be required to travel across the London Borough of Redbridge and to work flexibly out of office hours. It is likely that contact with families may regularly take place in early evenings when families are available. Therefore a flexible approach is essential.