



## Job Description

### Family Psychology Mutual

#### 1. Post Details

<b>Job Title:</b>	Functional Family Therapy (FFT) Worker – East London (Permanent)
<b>Band:</b>	FPM scale 26-36 (£39,376 to £53,520 per annum inclusive of Inner London Weighting)
<b>Accountable to:</b>	FFT Supervisor
<b>Hours of working:</b>	Full-time
<b>Base:</b>	Based in Hackney Wick

#### Background

We are looking for a suitably qualified professional to join our existing Functional Family Therapy (FFT) team in London. The team has been operational since February 2018 and is achieving good outcomes for young people within an outcome-based contract.

Positive Families Partnership (PFP) is an innovative 3-year programme providing FFT and Multi-Systemic Therapy (MST) to families in 10 London boroughs. The partnership is made up of an exciting consortium of different provider organisations and a social investor company. You will join the East London team, which covers 5 Boroughs: Haringey, Newham, Tower Hamlets, Barking and Dagenham, and Bexley. The team consists of a full-time supervisor and 3 FFT workers. Weekly group supervision is held jointly with the South West London FFT team, consisting of one supervisor and 2 FFT workers.

Family Psychology Mutual CIC is a staff-owned social enterprise. Your contribution to the development of the company is both welcomed and valued as we grow and expand our portfolio of evidence-based interventions.

#### Role

The FFT worker role is to provide home-based family therapy sessions with young people and their families using the FFT model. Referrals are made by participating Boroughs for families with young people between the ages of 10 and 17, who are at risk of care or custody because of complex behavioural problems.

The FFT worker in this post will be required to carry a caseload of 7 families, providing services in family homes or in the community for a period of 8 to 26 weeks. The FFT worker will be trained, coached and supervised in accordance with the FFT model by the FFT national consultant and the FFT supervisor based in East London. This post offers considerable practice development opportunities. FFT is a licenced intervention and adherence to the model is quality assured ([www.fftllc.com](http://www.fftllc.com)).

This position requires out-of-hours and flexible working to meet families when they are available. We have achieved considerable success in delivering therapy remotely during the COVID-19 lockdown and we continue to support homeworking alongside community-based visits, depending on service user need and COVID-19 risk management.

Appreciation of the local demography and culture will be valuable. We firmly believe that it makes good business sense to have a workforce representative of the communities we serve and so encourage applications from all sections of the community.

## **Duties and responsibilities**

### **Clinical**

1. To provide functional family therapy 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 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.
7. To deliver FFT to children and families with complex problems and within the context of multidisciplinary working and hold a caseload, initially of 5 families, increasing to 8 to 10 families as the service expands.



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.
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.



2. 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.
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 for the consortium
4. To work according to FFT principles.
5. To cover for colleagues and to act up for the Supervisor when appropriate to do so.
6. To consider user voice in the refinement of the FFT intervention and in assuring the competence of the service delivery.
7. To ensure the high ethical delivery of casework.
8. To ensure that processes for child protection and safeguarding practices are followed.
9. To be ready to challenge poor practices as necessary.
10. To maintain up-to-date knowledge of legislation, national and local policies in relation to offending behaviour and mental health.
11. 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.
12. Take personal responsibility for adhering to lone working policies, ensuring diaries are kept up to date and calling in as required.
13. To develop and share appropriate resources for the team, including clinical material.
14. To raise team awareness of local resources for signposting families as appropriate.
15. To assist the FFT supervisor in other tasks as requested to aid development and quality of the service.

### **Personal and professional development**

1. To receive regular clinical supervision from the 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 London and work out of hours and flexible hours.