BERLESDUNA
ACADEMY TRUST

Job Description	
Job Title	Trust Therapist
Grade	2020 Scale 9 (2019 Band 5 to mid)
Reports to	Director of Education
Liaison with	Director of Education, CEO, Headteacher, Inclusion Leads, Welfare Staff, Teachers, Pupils, Parents
Job Purpose	To support children through therapy, liaising with the schools, taking referrals, maintaining a clinical caseload and supporting this with appropriate clinical administration

Duties

- Work as part of a multi-disciplinary therapy team, to continue to develop the therapeutic provision within the Trust;
- Work in partnership with colleagues from across the Trust to develop a therapeutic understanding by providing direct advice and support to children, staff and parent/carers;
- To provide therapeutic interventions, including family work, individual work with children, and group work;
- To offer training and workshops to support parent/carers and school staff
- Support professionals within the community on how to communicate and develop strategies with traumatised children in order to reduce challenging behaviours and help build adult/child attachments;
- Working closely with the community to produce professional, comprehensive, therapeutic multi-disciplinary assessments /recommendations for children and their parent/carers
- Provide clear and regular update reports and reviews of therapeutic work for internal and external colleagues;
- Making effective use of supervision, support, training and guidance;
- Provide therapeutic interventions giving due regard and consideration to issues of racial, religious, cultural and sexual orientation
- Knowledge of the latest research, theory and literature to support evidence-based practice
- To be part of regular discussions and reviews of children's care and support with other members of the Trust
- Maintain an up to date knowledge of the latest research and theories alongside relevant legislation and safeguarding policies and procedures

General

- Comply with policies and procedures relating to child protection, equal opportunities, health, safety and security, confidentiality and data protection, reporting concerns to an appropriate person
- Abide by BACP's Ethical Codes of Practice for Therapy
- Be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop
- Contribute to the overall ethos/work/aims of the Trust
- Establish constructive relationships and communicate with other agencies/professionals, in liaison with the teacher, to support achievement and progress of pupils
- To participate in the performance and development review process, taking personal responsibility for identification of learning, development and training

opportunities in discussion with line manager.

- To comply with individual responsibilities, in accordance with the role, for health &
- safety in the workplace
- Ensure that all duties and services provided are in accordance with the Trust's Equal Opportunities Policy
- The Trustees are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.
- This job description is neither exclusive nor exhaustive, but sets out the main expectations of the Trust in relation to the post-holder's professional responsibilities and duties;
- An annual review of the job description and allocation of duties and responsibilities will take place as part of the Performance Management Review process;
- All posts are subject to an enhanced DBS check, satisfactory references and medical clearance.
- The duties may be varied to meet changing circumstances in the post held. Any such developments will only take place after consultation with all those involved and do not form part of the staff member's contract.

This post is portable across any school in the Trust.

Person Specification

Play Therapist		
General heading	**Detail**	**Examples**
Qualifications & Experience	Specific qualifications & experience	Current Full membership of BACP, BACP, UKCP or equivalent Recognised Masters level qualification in counselling or therapy with children and young people (or, occasionally, a lower level qualification backed up by significant relevant direct therapeutic work experience) At least one year's post-qualification experience as a practising counsellor or therapist with children and young people – with a minimum of 500 post qualification, supervised therapy hours To have completed further training in therapy as required for their discipline. An understanding of working with vulnerable and disadvantaged children and young people To have a sound working knowledge of attachment, trauma, and interpersonal neurobiology Knowledge of best practice and an ability to apply it to this role
	Literacy	GCSE Grades A*- C or equivalent in English
	Numeracy	GCSE Grades A*- C or equivalent in Mathematics
	Technology	Ability to use photocopier Ability to use word processor, databases and other IT applications
Communication	Written	Ability to complete detailed reports, forms and letters
	Verbal	Ability to exchange verbal information clearly and sensitively with children and adults
	Languages	Overcome communication barriers with children and adults
	Negotiating	Ability to consult with colleagues in an effective way
Working with children	Behaviour Management	Understand and implement the behaviour management policies of individual schools
	SEN	Good understanding and support the differences in children and adults and respond appropriately in relation to the role
	Curriculum	Good understanding of the learning experience provided by the school in

		relation to the role
	Child Development	Excellent understanding of the way in which children develop in relation to the role
	Health & Well being	Understand fully the importance of physical and emotional wellbeing Ability to support children who may be unwell
Working with others	Working with partners	Good interpersonal skills and the ability to work as part of a team in work settings, including under a line manager who may be located at a distance from the therapy venue Understand the role of others working in and with the school
	Relationships	Ability to establish rapport and respectful and trusting relationships with children, their families and carers and other adults
	Teamwork	Ability to work effectively with other adults in the school Ability to work on own
	Information	Ability to provide timely and accurate information
Responsibilities	Organisational skills	Good organisational skills Ability to work accurately with attention to detail Efficiency in managing clinical administration and paperwork
	Time Management	Ability to manage own time effectively
	Creativity	Ability to follow instructions effectively
	Equalities	Demonstrate a commitment to equality
General	Health & Safety	Good understanding of Health & Safety
	Child Protection	Understand and implement child protection procedures
	Confidentiality/Data Protection	Understand procedures and legislation relating to confidentiality
	CPD	Demonstrate a clear commitment to develop and learn in the role Ability to effectively evaluate own performance and share knowledge with others