



The **Benjamin** Foundation

Welcome to The Benjamin Foundation

Thank you for expressing an interest in our vacancy for a Full Time Therapeutic Support Worker.

More information about the position, including a Job Description and Job Specification are enclosed. If you would like to find out more information about the service, please take a look at our website <https://benjaminfoundation.co.uk/vacancies/>

If you have any questions regarding the vacancy, please contact the HR Department on 01603 886925/886951 or email recruitment@benjaminfoundation.co.uk

Please return your completed applications by email to:-

recruitment@benjaminfoundation.co.uk

Or by post to:

HR Department
The Benjamin Foundation
23-27 St Andrews Street
Norwich
NR2 4TP



The **Benjamin** Foundation

Therapeutic Support Worker

Based at Little Plumstead, Norwich

Full time – 37.25 Hours

Salary £23,127.78 per annum

plus employer pension scheme

Use of a vehicle is essential for this role and Essential Car Users Allowance (and agreed mileage) will be paid

The Benjamin Foundation is proud to deliver Compass Outreach Service in partnership with Norfolk and Suffolk NHS Foundation Trust with the aim of stabilising Looked After Children placements, supporting reunification and working towards stepping cases down as appropriate. This may include some work with Norfolk young people currently placed out of county.

The focus of the Therapeutic Support Worker role is to ensure that children, young people and their families are able to access the full range of support they require to achieve meaningful and sustained change. The successful applicant will have the ability to manage a complex and intensive caseload of families requiring support. Working all across Norfolk, staff will provide information, guidance and support to parents/carers, carry out direct work, including therapeutic interventions with families in the home and liaise with other professionals and agencies.

The Benjamin Foundation is committed to safeguarding and promoting the welfare of children. An enhanced DBS check will be required for successful applicants.

The Benjamin Foundation fully embeds the Nurtured Heart Approach[®] in all that it does and staff will adopt this approach as a part of their practice. Information and training about this Approach will be provided.

To apply, visit <http://benjaminfoundation.co.uk/jobs>

OR email recruitment@benjaminfoundation.co.uk

Tel: 01603 886922/01603 886925

Closing Date: Tuesday 11th June 2019 (noon)

Interview Dates: Wednesday 19th June 2019 (Norwich)



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Therapeutic Support Worker

Job description

Job title:	Therapeutic Support Worker
Employer:	The Benjamin Foundation
Location:	Countywide
Contract:	Permanent, full time
Salary:	£23,127.78 per annum (£11.94 per hour)
Hours of work:	37.25 hours to be worked flexibly to meet the needs of the service
Department:	Early Help Services
Reporting to:	Senior Practitioner - Therapeutic Support Worker

Job purpose

1. To provide tailored support to families and carers whose children are referred to the Compass Outreach Service
2. To work pro-actively using the Compass Approach to engage families, provide support and deliver therapeutic interventions for; looked after children, reunification and children on the edge of care.
3. To ensure delivery of the service makes a tangible difference to the outcomes for children and young people and their parents/carers

Main duties

1. Working as part of a team to provide practical and therapeutic support to families referred to the Compass Outreach Service.
2. Practice autonomously, managing your own diary, making good use of supervision in order to formulate clinical judgements, identifying alternative interventions, managing and providing a high quality service.
3. Communicate with families in an open and honest fashion; challenging as appropriate along with taking assessed risks within practice.
4. Offer advice and consultation to other services as required.
5. Facilitate and partake in formal family therapy and reflective teams.
6. Contacting families by phone/e-mail and carrying out home visits as a lone worker.
7. Working with parents to develop and enhance their support networks, increase understanding of child development and promote effective parenting skills.



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8. Encouraging positive parental engagement with Compass Outreach Service, education and social care and any other relevant agencies.
9. Encourage good school attendance and punctuality.
10. Manage a complex and intensive caseload as allocated.
11. Ability to undertake comprehensive risk assessments and on the spot judgements of risk.
12. Flexible working and ability to manage own working time effectively. Depending on service demands you may be required to work early mornings, evenings, and weekends.
13. Support and transport children and adults, where required, to attend appointments and meetings across the county and further afield.
14. Arranging, promoting and empowering parents to participate in Peer Support opportunities and other supportive training.
15. Have a good knowledge of appropriate local agencies and organisations available to the service user group.
16. To attend all mandatory training as required by The Benjamin Foundation (and NSFT partner) and to undertake further training to support professional development.
17. Initiate, create and maintain therapeutic relationships with families, ensuring that practice is client centred.
18. Promote the involvement of service users and carers in the development of the service.
19. Working as part of a multi-disciplinary team and ensuring relevant information is shared with other professionals/agencies involved.
20. Arrange and participate as appropriate in family learning and positive activities designed to strengthen family relationships and promote opportunities for growth and development.
21. Adhere to the Child Protection Policy and Procedures
22. Keep up to date case-file records and all documentation pertaining to meetings/contact with families.
23. Use agreed tools for measuring outcomes and collecting evidence of impact of work.
24. To attend regular Supervision/Appraisal sessions with Line Manager and clinical supervisor and Group Supervision with peers.
25. To undertake personal development opportunities such as Team Meetings, Away Days and training relevant to the role.
26. To adhere to the organisation's Health and Safety policy and undertake Risk Assessments as appropriate.
27. Support the establishment of partnerships and networks between the Compass Outreach Service and other services.
28. To undertake such other duties as may be assigned commensurate with the level of grading and role of the post.



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The Benjamin Foundation fully embeds the Nurtured Heart Approach in all that it does and staff will adopt this approach as part of their practice.

The Benjamin Foundation reserves the right to alter the content of this job description following consultation, to reflect changes to the job or services provided without altering the general character or level of responsibility.

This post is subject to a full and satisfactory DBS disclosure.

Name of Job Holder:

Signed Job Holder:

Date:

Name of Line Manager:

Signed Line Manager:

Date:



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Therapeutic Support Worker Person Specification

Criteria	Details	Essential	Desirable	Assessed
Qualifications	Formal qualification in working with children and young people	•		Certificate Application
	A commitment to undertaking NSFT Introduction to Systemic Family Therapy course		•	Application Interview
	Educational achievement sufficient to support clear reporting and presentation skills, ability to input on electronic case management system	•		Application Interview
Knowledge & Skills	Training in evidence based therapeutic interventions for individuals and families		•	Application Interview
	Working knowledge and experience of family and parent support	•		Application Interview
	Confidence to use therapeutic interventions under the guidance of a clinician	•		
Personal Qualities	Experience within the field of education, social work or the voluntary sector	•		Application Interview
<i>Positive</i>	Demonstrable experience of delivering individual or group based support for parents	•		Application Interview
<i>Quality</i>	Experience of lone working within client's homes		•	Interview
<i>Supportive</i>	Experience of working within a clinical/therapeutic setting		•	Application Interview
<i>Attuned to others</i>	Knowledge and experience of Child Protection, Child in Need and Family Support processes		•	Application Interview
<i>Sensitive</i>	Willingness to work flexibly, including some early mornings / evenings /weekends, managing own time to meet the needs of service users	•		Interview
<i>Level Headed</i>	Knowledge of physical, social and emotional aspects of child development	•		Interview
<i>Broad minded</i>	Sufficient ICT skills to use e-mail,	•		Interview



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	electronic calendar, produce letters and reports			
<i>Responsive</i>	Commitment to using the Nurtured Heart Approach®	•		Interview
<i>Honest</i>	Persistence and resilience	•		Interview
<i>Safety</i>	Empathy and ability to engage with parents and professionals	•		Interview
<i>Communication</i>	Understanding of confidentiality, data protection, and information sharing protocol	•		Interview
Additional	Commitment to partnership working; promoting the work of partner organisations and other Benjamin Foundation services.	•		Interview
	A willingness to undertake training appropriate to the post	•		Application Interview