



The **Benjamin** Foundation

Welcome to The Benjamin Foundation



The **Benjamin** Foundation



Thank you for your interest in joining The Benjamin Foundation staff team

If you have any questions regarding this vacancy, please contact
our HR Department by email at
recruitment@benjaminfoundation.co.uk or on 07881 012553.



The **Benjamin** Foundation



About us

For over 25 years' children, young people and families across Norfolk and Suffolk have been supported by The Benjamin Foundation to overcome big challenges in their lives.

Each night we accommodate 100 vulnerable young people, equating to over 40,000 safe nights sleep a year for local young people. They can finally feel safe from youth homelessness. We are proud to be the regional partner for the End Youth Homelessness campaign.

Each week 150 young people access our emotional wellbeing support. In the last year this equates to 7,500 emotional wellbeing support sessions improving their mental health, increasing their self-esteem and to finally feel understood.

Each year over 250 young people attended our youth work in the community to gain new life skills, expand their horizons and finally feel confident

Overall 2,000 local children and young people every year finally feel hopeful of a better future because of the work of The Benjamin Foundation.

The Benjamin Foundation are deeply connected to the local community, employing over 220 people in Norfolk and Suffolk

For more information about The Benjamin Foundation visit www.benjaminfoundation.co.uk





The **Benjamin** Foundation

Welcome to The Benjamin Foundation

Thank you for expressing an interest in our vacancy for a 'Reset' therapeutic support worker as part of the Supporting Smiles Service.

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 by email at recruitment@benjaminfoundation.co.uk

Please return your completed applications by email to:-

recruitment@benjaminfoundation.co.uk



The **Benjamin** Foundation

‘Reset’ therapeutic support worker – countywide Supporting Smiles Service

Part time – 26 hours per week Salary £19,063 per annum (£27,312 FTE) (next salary review April 2024)

Plus Essential Car User’s Allowance, agreed mileage, Employee Pension Scheme & other benefits. Use of own vehicle is essential for this role

Are you looking for an exciting new challenge to work within a charity that provides support to young people?

Join The Benjamin Foundation as part of Ormiston Families Supporting Smiles service providing professional mental health support to children and young people aged 4–13 who live or are registered with a GP in Norfolk or Waveney.

This holistic mental health and wellbeing support service encompasses the expertise of therapeutic practitioners, counsellors, and children’s wellbeing practitioners, complemented by therapeutic support from The Benjamin Foundation. Together, we are committed to working alongside a network of support that extends beyond our walls and into the heart of the community.

Could you join us as a therapeutic support worker at The Benjamin Foundation?

Our Reset service will help young people with wellbeing or mental health issues to learn easy to use emotional management strategies and techniques. The therapeutic support workers will provide safe spaces for young people to talk about things troubling them.

Could you help families and school staff to build an effective, supportive community around the young person that helps them self-regulate their emotions, nurturing their sense of safety, security, and reducing anxiety, leading to better emotional wellbeing and improved mental health?

Join The Benjamin Foundation as part of the Supporting Smiles team and be at the heart of a community-driven initiative dedicated to making a positive difference in the lives of children and young people across Norfolk and Waveney

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

OR email recruitment@benjaminfoundation.co.uk

Closing Date: Monday 8th April 9am

Interviews to be held in Norwich Monday 15th April 2024



The **Benjamin** Foundation

‘Reset’ therapeutic support worker Job description

Job title:	‘Reset’ Therapeutic Support Worker
Employer:	The Benjamin Foundation
Location:	Countywide
Contract:	Permanent
Salary:	£14.10 per hour
Hours of work:	26 hours per week.
Department:	Early Help
Reporting to:	Manager of Early Help Services

Job purpose

1. To manage a caseload of children and their families, promoting effective support tailored to individual need
2. To foster and develop working relationships with families, school staff and other professionals
3. To work as part of a multi-disciplinary team to ensure consistency of high-quality service delivery

Main duties

Service Delivery

1. Be confident delivering 1-to-1 therapeutic support to children and young people aged 4-13.
2. Be empathetic and responsive to the needs of individual children
3. Maintain appropriate confidentiality with regards to children and their families
4. Respond to Child Protection matters as necessary
5. Recognise and maintain appropriate professional boundaries
6. To be able to build and maintain effective professional relationships with individual families and other agencies that work with them

Professional Knowledge, Internal Processes and Systems

1. To use a range of therapeutic techniques to provide a bespoke support package to children and young people referred to the service



The Benjamin Foundation

2. to maintain effective case notes
3. Use agreed outcome tools and measurements to evidence impact of work with children and their families.
4. To meet reporting requirements of The Benjamin Foundation, Ormiston Families and commissioners as required
5. To have a good understanding of safeguarding legislation and procedures

Communication

1. Through discussion with the child, and with information gathered from the referrer and family if appropriate, to come to an agreed understanding of the issues and the possible actions that could be taken to resolve issues and offer support
2. To act in the best interests of the child or young person at all times
3. To plan a series of actions that should lead to the desired outcomes for that child/young person. This individual support programme will be discussed with the child and with the referrer and family where appropriate
4. To inform, advise, support, mentor and advocate with the aim of delivering the agreed individual support programme
5. To develop and deliver a range of support packages for individual children and young people
6. To be aware of the sensitivities and challenges that working in a range of settings demands and to make sure professional boundaries, health and safety and necessary risk assessments are maintained and implemented at all times
7. To contribute to the development of The Benjamin Foundation and the Supporting Smiles Service including attending Supervisions, Team Meetings and relevant training.

General

1. To maintain key relationships to high standards at all times
2. To attend and report to relevant meetings both within and beyond The Benjamin Foundation
3. To undertake personal development and attend Personal Reviews and any relevant training
4. To undertake such other duties as may be delegated or assigned commensurate with the level of grading and role of the post
5. To adhere to the organisations Health & Safety Policies and Procedures

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:



The **Benjamin** Foundation

'Reset' therapeutic support worker

Person Specification

Criteria	Details	Essential	Desirable	Assessed
Qualifications	Formal qualification in working with children/young people/families	E		Application Form/ Certificate
	Specialist mental health training in a specific area relating to the job description		D	Application Form/ Interview
Experience	Experience of working with children/young people/families	E		Application form
	Experience of reflective practice	E		Application Form/ Interview
	Knowledge of the social and emotional factors that affect a child's capacity to thrive	E		Application form/ Interview
	Ability to deal with sensitive and personal issues displaying empathy and compassion	E		Interview
	Experience within the field of education, social services or the voluntary sector		D	Application form
	Experience of working with a multi-agency approach		D	Application form/ Interview
	Relate to children and young people in an empathetic manner	E		Interview
	Willingness to work flexibly and manage own time to best effect	E		Application form/ Interview
Knowledge & Skills	Ability to maintain clear professional boundaries with children, families and other professionals	E		Application form/ Interview
	Can employ creative and innovative therapeutic approaches to supporting children and young people	E		Application form/ Interview
	Sufficient IT skills to use e-mail communication, add information to spread sheets, maintain electronic case notes and produce reports.	E		Application form
	Knowledge of available support services and referral routes		D	Interview
	Communicate effectively – face	E		Interview
Communication	Communicate effectively – face	E		Interview



The Benjamin Foundation

	to face with children/parents/school staff/other professionals			
	Deal with difficult situations in a calm, fair but effective manner	E		Interview
	Develop a rapport with pupils and their families	E		Interview
	Make good use of Supervision sessions	E		Interview
	Report and account to line manager as appropriate	E		Interview
Personal Qualities	Commitment to nurturing greatness in others	E		Interview
	Maintaining confidentiality	E		Interview
Additional	The willingness to contribute to the wider Benjamin Foundation success story	E		Interview
	A willingness to undertake training appropriate to the post To include: Safeguarding Nurtured Heart Approach Equality and Diversity Professional Boundaries GDPR Lone Working Health and Safety	E		Interview
	Commitment to equality and diversity policy of The Benjamin Foundation	E		Interview
	An interest in the long-term development of the service	E		Interview
	Full drivers licence and use of vehicle	E		Interview
	Willingness to work flexibly, to travel between appointments and to occasionally work evening or weekends to suit the needs of the family.	E		Interview