

Role Title	
Job Family	Functional Family Therapist- Standard/Child Welfare
Competency Level	Principle Officer
Pay Range / Scale	PO5
Purpose <ul style="list-style-type: none"> To provide a Specialist Systemic Support service to 5 –9 year olds (Functional Family Therapy- Child Welfare Model) and their families or 10-18 years old and their families the Functional Family Therapy Standard Model within their family homes by a trained FFT Therapist. To provide Specialist Systemic assessment and interventions to children and their families. To work with young people and their families that have complex and multiple needs. 	
Generic Accountabilities	End Result/Outcomes
Provide specialised Functional Family Therapy to children and families with complex problems, across the developmental spectrum, within different relational forms, and managed within the context of multidisciplinary working	Provide home based Functional Family Therapy to families through a protected Caseload.
Maintain a caseload of children and their families presenting with a spectrum of emotional and conduct disorders.	Deliver high quality systemic assessments and interventions based on specialist knowledge and relevant theoretical models, primarily Functional Family Therapy.
Draw upon complex FFT assessment material to provide verbal and written systemic formulations that aid evidence-based interventions for children, families and other professionals presenting with highly complex problems.	Formulate and implement plans to support families moving forward to resolve challenges and difficulties that is preventing the family from functioning.
To provide FFT Standard/FFT Child Welfare in accordance with the relevant FFT Clinical Model as directed by the FFT Clinical Supervisor and FFT National Consultant, adhering to the principles of the intervention methodology using a Strengths-based approach.	To achieve and work towards maintaining model fidelity and model adherence to achieve the best possible outcomes for the children and their families.

To participate in regular FFT audits and collectively contribute towards quantitative and qualitative data requirements to track and inform service outcomes.	To actively contribute to the quality assurance of the Service and to maintain intervention principles and to be accountable for the outcomes achieved.
To liaise and work with other professionals and agencies (including Education, Social Care, Health, and voluntary agencies) involved with a child and/or family, and communicate difficult, sensitive and complex information that is relevant and appropriate to the child and family's needs	To deliver FFT Standard or FFT Child Welfare to children and their families with complex problems within the context of multidisciplinary working
Carry out the requirements of criminal justice legislation, safeguarding legislation and other relevant legislation and statutory guidance. To prepare both standard and non-standard reports as required.	Identify and take appropriate action to safeguard and protect vulnerable children, adolescents and adults where, abuse or neglect is suspected or recognised.
To establish an evidence-based approach and show collaboration with outcome measurement and generally comply with clinical and social care governance requirements.	Participate in regular clinical supervision.
To work in ways which are sensitive to and appropriate to the needs of families from a wide range of racial, cultural and religious backgrounds.	To take a proactive stance in challenging racism, discrimination and oppression to support the development of a culturally conscious service.
To advocate for the Service and for the clinical interventions with children and their families with both internal and external partners.	To support greater understanding and awareness of the model and relational needs.
To understand and comply with the Council's Equal Opportunities Policy	All employees are expected to demonstrate a commitment to the Council's Core Values
To represent FFT in multi-agency groups both inside the borough and regionally.	To lead the development of good practice across the borough via Forums and Panels in relation to FFT's specialist area of work, advising and respectfully challenging colleagues on individual cases.

To uphold and comply with the statutory provisions of the Health and Safety at Work Act 1974 and any other associated legislation or Council Policies and procedures.	The person appointed will be willing to work flexibly to suit the needs of families, this could involve evening and weekend work. The post holder will be expected to show a level of independence in effectively managing their own caseload and diary.
Job Specific Accountabilities:	
Ensure all risk procedures are adhered to in order to manage the risk to children and the community.	To ensure policies and procedures are adhered to and the Manager is consulted
Ensure effective and appropriate monitoring of requests / referrals / activities in order to maintain Information Systems and to inform evaluation of activities and the broader work of the service.	Inform evaluation of activities and the broader work of the service
The person appointed will be willing to complete any FFT Standard/ Child Welfare training required and comply and adhere to this model of practice.	The person appointed will be willing to undertake clinical supervision by their Clinical Supervisor

Nature of Contacts

Works with other professionals and agencies (including Education, Social Care, Health, and voluntary agencies) involved with a child and/or family, and communicate difficult, sensitive and complex information that is relevant and appropriate to the child and family's needs

Employ sensitivity, persuasiveness, negotiation, respect and assertiveness skills to ensure family's needs are met

Represents the Council at multi-agency safeguarding and risk management panels, as required.

Procedural Context

Responsible for a specified caseload of referred families with complex and high-risk referral behaviours, delivering a unique therapeutic intervention that is internationally evaluated and contributing to better outcomes for families themselves, as well as Supported Families and Vanguard income.

The role provides a clinical focus for the Children's Services Directorate and is responsible for informing and influencing good practice that we can learn from FFT Standard/Child Welfare being cascaded and embedded into Practice.

Key Facts and Figures

The ambition of the Supported Families Programme is to ensure sound investment of practice and interventions based on What Works with complex families. The Social Research Unit at Dartington is

working with local authorities to help them examine whether this money can be spent more effectively on providing services for the most vulnerable children. In their costs and benefits analysis FFT has shown to have better cost benefits overall. In addition, the funding received from the Vanguard programme has a greater focus on implementing a more trauma-informed approach with a more unified multidisciplinary approach.

Family Functional Therapy Standard/Child Welfare has been developed in North America and has taken hold in the UK. FFT is based on a number of proven theories of child development and therapeutic practice, including family systems theory, social learning theory, ecological theory, cognitive behavioural principles and effective communication. A key feature of the programme is the therapist's ability to match evidence-based strategies to the specific needs of each family.

The programme is for families with a child displaying challenging and complex behaviours, where there may be potential safeguarding concerns and parenting challenges using a relational approach.

Resourcing

Casework

Knowledge, Skills and Experience

Knowledge

- A professional qualification in Social Work, Occupational Health or Nursing.
or
- Qualification as a Systemic Practitioner or Psychotherapist at a Post Graduate level.
or
- A Masters level degree in a relevant discipline e.g. Family Therapy, Forensic Psychology, Clinical or Applied Psychology.

Substantial demonstrable work experience of working with young people and families.
- Knowledge of legislation in relation to the client group (adolescents with conduct disorder, and offending behaviour; social care) and its implications for both clinical practice and professional management in relation to the client group.

Experience

- Substantial (3 years+) post qualifying experience (Social Work, Occupational Health and Nursing) with children and families in a relevant setting
- Minimum five years' experience of working with children and/or adolescents with complex emotional and behavioural problems and their families.

- Experience of specialist systemic assessment, formulation and intervention with children, young people and families in either community, primary care, CAMHS or inpatient settings.
- Experience of working with a high degree of professionalism in the face of emotive and distressing problems, heightened emotions with a wide variety of client groups across the whole life course presenting problems that reflect the full range of clinical severity.
- Experience of working in a Multidisciplinary Team.
- Experience of working with a range of childhood disorders at the acute and chronic stage.
- Experience of self-harm assessment and intervention with both individuals and their families.
- Experience of risk assessment, risk management and safety planning.
- Intervention and management frequently requiring sustained and intense concentration. This requires the use of highly developed analytical and judgement skills, where there are a range of options.
- Ability to work in community and family settings, managing the highly complex emotional relationships within and between the component parts of the family and how it interacts with the professional system in ways which maximise the potential for therapeutic outcomes.

Skills

- Ability to work with families who are experiencing high levels of stress.
- Ability to apply a clinical model of systemic theory and intervention and the ability to achieve adherence to a clinical model.
- Well-developed skills in the ability to communicate effectively, orally and in writing.
- Ability to act upon consultation and feedback.
- Ability to develop pragmatic and goal specific measurable steps that can be set out for children and their families.
- Ability to multi-task and manage competing demands; planning and organising skills for caseload management.
- Demonstrate clear and effective verbal and written communication skills, with the ability to present complex information in an understandable way.
- Demonstrate a commitment to anti-oppressive practice and working within a multi-cultural framework.
- Demonstrate a sound working knowledge of legislation and guidance in relation to child protection.
- Demonstrable experience of working within a multi-agency environment

- Demonstrate a sound working knowledge of best practice in working with a whole family approach.
- Demonstrate a effective knowledge of the skills and strategies required to assess and intervene with complex families.
- Ability, enthusiasm and commitment to working with professionals from a range of backgrounds.
- Ability to effectively chair meetings and follow up agreed actions.
- Demonstrate the ability to plan and make effective decisions being aware of their implications.
- Demonstrate a willingness to undertake appropriate training and development.
- Skills in self-management, including time management.
- Ability to identify and employ as appropriate, clinical governance mechanisms, including regular supervision for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.
- Skills in providing consultation to other professional and non-professional groups.
- Skill to present progress of the FFT Standard/Child Welfare work and formulations of relational problems in multi-disciplinary settings.

The above profile is intended to describe the general nature and level of work performed by employees in this role. It is not intended to be a detailed list of all duties and responsibilities which may be required. This role profile will be supplemented and further defined by annual objectives, which will be developed in conjunction with the post holder. It will be subject to regular review and the Council reserves the right to amend or add to the accountabilities listed