



**BRANDON CENTRE FOR COUNSELLING AND PSYCHOTHERAPY
FOR YOUNG PEOPLE**

26 PRINCE OF WALES ROAD LONDON NW5 3LG

TEL: 020 7267 4792 FAX: 020 7267 5212

Email: counselling@brandoncentre.org.uk

www.brandoncentre.org.uk

A. OUTLINE OF POST

Job Title	Brandon Centre Systemic Integrative Treatment (BC-SIT) Therapist
Contract	Fixed term until 30 th Sept 2018 (extension may be possible, subject to funding)
Salary	£39,383 p.a.
Hours	35 hours per week with daily 30 min unpaid lunch break. Out of hours and rotated on call require alongside some weekend working,
Location	SIT office is based in Camden / Kentish Town, however post holder will be required to work remotely and in the community across London boroughs.
Reports to	Clinical Lead BC- SIT
Accountability	The post holder shall be accountable to the Council of Management of the Brandon Centre through the Chief Executive Officer (CEO). The post holder's work will be line managed by the Clinical Lead for the BC SIT programme.

B. JOB SUMMARY

To provide Systemic Integrative Treatment in the community to families and carers who have a child between 10 and 14 years displaying moderate to severe behavioural difficulties (including perpetrators of harmful sexual behaviour). Working within a social ecological model, and using therapeutic modalities including pragmatic family therapies, behavioural therapy, CBT and other therapies as appropriate.

C. BRANDON CENTRE OVERVIEW

The principal objective of the Brandon Centre has always been to provide a professional, accessible and flexible service which responds to the psychological, medical, sexual and social needs of young people age 8- 25 yrs.

Services include:

- individual counselling and psychotherapy for young people, using a range of evidence based therapies
- contraception and sexual health services
- systemic integrated treatment for families
- parent management programmes
- therapeutic work in community settings (outreach)

D. ABOUT THE MODEL

BC- SIT (Systemic Integrative Treatment) has been developed in accordance with NICE guidelines for treating conduct disorder and harmful sexual behaviour. It is an intensive community based family treatment service, developed by the Brandon Centre to achieve lasting change in children and adolescence (age 8yrs-16yrs) with moderate to severe behavioural difficulties. The team works collaboratively with parents in a non-judgemental way to empower them to regain control of their children's difficult behaviour. This is achieved by building on their strengths and providing families with the tools and confidence to deal with current and future problems and reducing the risk of further harmful, antisocial and offending behaviours. The service also works across multiple systems where the behaviour occurs including, schools, peer group and the community. There are two phases to the intervention. Phase one: intensive treatment delivery, which will include 2 - 3 visits per week and can last up to 6 months. Phase two can extend total treatment time for up to one year, and includes booster sessions with the family where necessary to prevent relapse phone/skype check in's, attendance at professional meetings, and ongoing consultation with referrers and key professionals

E. PRINCIPAL DUTIES AND RESPONSIBILITIES

Responsibilities:

- Conduct SIT assessment in collaboration with SIT supervisor including review of referral information, identifying and engaging key participants, identifying systemic strengths and weaknesses, and developing the SIT formulation of problematic behaviours within the ecological context.
- Implement a systemic formulation, treatment planning, intervention implementation, outcome review and strategy revision procedure using the SIT assessment intervention model (AIM).
- To have a caseload of 4-6 families, delivering the SIT intervention.
- As part of the SIT model, deliver evidence based psychological interventions which will include behavioural therapy, pragmatic family therapy, CBT, marital therapy and interventions for substance misuse.
- Engage primary caregiver and other key participants in active change-oriented treatment by continuously identifying and overcoming barriers to engagement and alignment to intervention.
- During phase one of the treatment, meet with the family approx. 2 – 3 times per week to progress the intervention. During phase two, provide boosters sessions and phone check in's to the family, provide ongoing consultation and attend professionals meetings as required.
- Maintain clear and concise documentation of treatment efforts that promote peer and supervisory review and feedback, and that demonstrate compliance with the SIT Principles and the SIT AIM.

- Collaborate with all relevant systems and key participants within each system to ensure their buy-in and cooperation throughout SIT treatment.
- Provide direct clinical treatment using methods compatible with SIT. (As above).
- Work collaboratively with other services working to support the young person and family, where necessary attending and participating in meetings such as Child Protection Conferences, Core Group meetings, and CP and CIN plans.
- Prepare child protection, court reports and other reports as necessary.
- Prepare monthly update reports for key stakeholders in a timely manner.
- Participate in all training, supervision and consultation activities.

Clinician Core Job Practices

Model Integrity

- Implement SIT using evidence based models as guided by the SIT Clinical Lead with the ultimate goal of doing what it takes to obtain positive outcomes for families.

Team and Consultation

- Complete case paperwork weekly on all cases and turn in to the supervisor 24 hours prior to supervision, or as determined by the supervisor. Paperwork includes goal measures, barriers and advances in treatment, measurement of frequency, intensity and duration of behaviours weekly for each case, evaluation of weekly intermediate goals, and setting of specific measurable goals for the following week.
- Attend weekly half-day group supervision (and consultations when necessary). Absences should be rare such as in the instance of competing court hearings, Child Protection Conferences, annual leave, or illness.
- Come to group supervision and consultation prepared to review all current SIT cases and actively participate in discussion of current cases.
- Incorporate feedback from supervision and consultation into the treatment process.
- Demonstrate interest in and contribute to the cases presented by other clinicians during group supervision.
- Be available to other team members and engage in activities to support other team members outside group supervision.

Scheduling and Coverage

- Work a non-traditional schedule and be available as needed to meet with families as frequently as needed and at times convenient to the
- Rotate on call to be available after-hours; when on call, to be prepared where necessary to go to families' homes after hours as needed in crises.
- Be knowledgeable enough about the cases of other clinicians so that coverage can be provided without threat to treatment continuity and integrity.
- Not hold additional part-time jobs outside of the agency.

Training and Adherence Monitoring

- Participate with the supervisor in the creation of a written clinician development plan and updates and annual appraisals.
- Video and audio tape sessions as requested by supervisor. Tape at least one session monthly.
- Collaborate with supervisor to set up observations of therapeutic work in the community.
- Spend time with the supervisor or other clinicians in addition to group supervision when

needed, e.g. for training, role-plays, etc.

- Incorporate supervisor feedback from tapes, observations, role plays, etc., into development plan and into treatment process.

Other

- To deliver presentations to promote the SIT service to stakeholders and to speak at conferences as appropriate.

General responsibilities for all Brandon Centre staff

All employees of the Brandon Centre are required to observe legislation, Brandon Centre Policies, standards and guidelines relating to confidentiality, information governance, risk management, safeguarding children, safeguarding adults, equal opportunities, data protection, freedom of information, health and safety, infection control, and the Health and Social Care Act 2008 (previously known as the Hygiene Code).

Confidentiality and data protection

All Brandon Centre employees are required to ensure that personal data and personal information concerning service users and staff is protected at all times, to maintain confidentiality in accordance with the Brandon Centre's policy on confidentiality and information governance, and data protection legislation.

Staff are required to obtain, process and/or use personal information in a fair and lawful way, to hold personal information only for the specific registered purpose, and to only share or disclose data to authorised persons or organisations following the strict guidelines and principles as outlined in Brandon Centre policies as instructed

All Brandon Centre employees are expected to sign a confidentiality agreement on taking up their post at the Centre.

Safeguarding of children and adults

All staff have a responsibility to safeguard and promote the welfare of all children and adults that they come into contact with during the course of their work at the Brandon Centre. The post holder will receive the appropriate level of training, both at induction and on an on-going basis. She/he is responsible for ensuring that they are familiar with, understand and always work within the safeguarding policies of the organisation.

Health records, record keeping and record management

All staff have an obligation to ensure that patient records (both paper and electronic) are maintained in accordance with Brandon centre policies, to facilitate clinical care and effective administration, and to ensure that confidentiality is protected at all times. All staff are advised to compile records on the assumption that they are accessible to patients in line with the Access to Health Records Act 1990.

Equality and Diversity

The Brandon Centre is committed to equality in employment and service delivery. Its Equal Opportunities Policy aims to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, race, colour, religion, marital status, sexuality, age or disability and is not placed at a disadvantage by conditions or requirements which cannot be shown to be justified. All those working for Brandon Centre are expected to actively promote equality and diversity in all aspects of their work.

Health and Safety

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974), and to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

Infection Control

The post holder will ensure compliance with the Brandon Centre's Infection Prevention and Control policies and procedures, and the Health and Social Care Act 2008, ensuring that the risk of healthcare associated infection to service users and staff is minimised.

Waste disposal

All staff must ensure that waste produced within the Centre is disposed of in such ways that control risk to health or safety of staff and the public alike in accordance with relevant legislation and procedures contained within the policy.

Smoke free environment

There is a no smoking policy in operation in the Brandon Centre. In accordance with this policy smoking is positively discouraged and is not permitted on the premises.

To be noted:

This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties in discussion with the manager. This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.

PERSON SPECIFICATION:

Training and Qualifications	Assessment Method
<p>Postgraduate degree in Psychology, Social Work, CBT, family therapy or a related subject area. (<i>Individuals with a related undergraduate degree and significant clinical experience in treating serious antisocial behaviour in young people may also qualify at the discretion of the agency.</i>)</p> <p>Trained in the delivery of systemic Integrated Therapy or another similar programme treating adolescents with anti-social behaviour.</p>	<p>Application form</p>
Knowledge and Experience	
<ul style="list-style-type: none"> - Experience of working with multi-problem families with anti-social young people and adolescents across multiple systems in the young person's natural ecology, including family, peers, school and neighbourhood. - Experience of delivering systemic integrated therapy. - Knowledge of child and adolescent development and its application in treatment. - High level of understanding and experience of safeguarding and managing risk. - Experience of working in highly emotive and challenging community settings. - Experience in at least three of the following: <ul style="list-style-type: none"> • Direct use of pragmatic (i.e., structural, strategic and functional) family therapies • Delivering individual therapy using cognitive behavioural techniques • Marital therapy using behaviourally-based approaches • Delivering behavioural therapy for children and young people displaying challenging behaviour. - Sound knowledge of at least three of the following: <ul style="list-style-type: none"> • Family systems theory and application • Social ecological theory and application • Behavioural therapies theory and application • Cognitive-behavioural therapy theory and application • Pragmatic family therapies theory and application 	<p>Application and interview</p>
Knowledge and Experience	

<ul style="list-style-type: none"> - Experience of monitoring and evaluating the effectiveness of an intervention - Experience working with local government, health or the voluntary sector. 	Application
Skills and Abilities	
<p>High level communication skills (written and verbal).</p> <p>An ability to communicate and work in settings in which the atmosphere may be highly emotive.</p> <p>Ability to be comfortable working with harmful sexual behaviour and associated language</p> <p>Excellent organisation and time management skills</p> <p>Ability to lone work and manage own workload and time flexibly</p> <p>Willingness for clinical work to be closely monitored</p> <p>Sound ICT and Microsoft Office skills</p> <p>Willingness to travel and work out of hours</p>	Application and interview