



Job Description

JOB TITLE:	<i>For Baby's Sake</i> Therapeutic Practitioner
LOCATION:	Working from home (with some expectation of travel)
HOURS:	37.5 Hours per week (there is an expectation to work flexibly to meet the needs of the service)
SALARY:	£36,050
CONTRACT TYPE:	Permanent Contract
PENSION:	Up to 5%, when matched with employee's own contribution
ANNUAL LEAVE:	26 days per annum, with 8 public holidays (28 days after 3 years and 30 days after 5 years)
REPORTS TO:	<i>For Baby's Sake</i> Team Manager

Job context:

For Baby's Sake is an innovative, therapeutic, trauma informed, Programme delivered through 1:1 sessions conducted face to face and remotely. We work with co-parents individually, supporting a recovery framework to overcome the devastating effects of domestic abuse, acknowledge and explore unresolved and often complex childhood trauma and change harmful patterns of behaviour to develop a home environment where children can flourish. We adopt an attachment-focussed parenting approach that enhances the opportunity for children to feel safe and secure with parents who are emotionally available and attuned to all their needs. Robust safeguarding and risk management policies intrinsically underpin our approach.

There must be a current pregnancy to harness change motivations, a desire on behalf of both parents to co-parent their unborn baby (although they do not have to be in a relationship) and we work with the families up until the baby reaches the age of two.

Overall purpose of the job

For Baby's Sake offers a package of tailored support that creates the real possibility for lasting and sustainable change by establishing and maintaining trusting, meaningful, therapeutic, relationships. This will be achieved using a structured, service user led, intensive programme delivered with a suite of individual, therapeutic interventions. The quality of the relationship can guarantee engagement and crucially provide the framework for the deeper, therapeutic work.

The post holder will have the opportunity to support the continued evolution of *For Baby's Sake*, whilst maintaining fidelity to the *For Baby's Sake* programme.

Main accountabilities	
1.	Programme delivery <ul style="list-style-type: none"> To deliver a suite of individual, therapeutic, parent-infant interventions, either face to face or remotely, to co-parents by different practitioners to provide the opportunity for reflection on personal responsibility, emotional regulation and

	<p>behaviour change in all aspects of their lives to improve their sense of self, overall wellbeing, and parenting capacity</p> <ul style="list-style-type: none"> • To maintain the highest standards of risk management and safeguarding operate in a synergised manner considering the support needs of the co-parent • To participate in, and maintain the ongoing review of, robust risk, therapeutic and forensic assessments, and support safety planning • To work cohesively with all <i>For Baby's Sake</i> Practitioners, Team Manager, Clinical Supervisor, Therapeutic Lead, Director of Operations, and administrative support, to ensure transparency in the delivery of the programme with the focus on supporting the emotional, social, and cognitive development of babies/infants and achieving secure infant/parent attachment • To ensure that casework records are kept to the required standard for quality service provision, clarity and contemporaneous accuracy
2.	<p>Participation in team development</p> <ul style="list-style-type: none"> • To undertake the induction programme and procedures agreed by the Trust and, also participate in probationary reviews, annual appraisals, and performance management meetings • To participate in the development and delivery of the <i>For Baby's Sake</i> team, with the flexibility to work responsively in a changing environment • To participate in operational supervision processes via fortnightly supervision support sessions both remotely and face to face and to access and participate in clinical supervision from the programme's external Clinical Supervisor • To work within a line management structure agreed by the Trust and immediately report any problems/difficulties/complaints to the <i>For Baby's Sake</i> Team Manager and the <i>For Baby's Sake</i> Deputy Director of Operations (or other Trust Directors), as appropriate, and, when necessary, participate in any follow up actions
3.	<p>Participation in best practice and service improvement</p> <ul style="list-style-type: none"> • To establish respectful and empowering relationships with <i>For Baby's Sake</i> service users that aim to promote positive change in a non-collusive way, whilst maintaining appropriate boundaries • To participate in the monitoring, planning and continuous improvement of the interventions and overall programme, particularly in response to the feedback from service users, Trust colleagues, all <i>For Baby's Sake</i> teams, wider stakeholders, and partner agencies
4.	<p>Working to organisational and programme policies, procedures and principles</p> <ul style="list-style-type: none"> • To adhere to the Trust's and specific, locally agreed, safeguarding policies and procedures for the protection of children and vulnerable adults

	<ul style="list-style-type: none"> • To work within a line management structure and report immediately any problems/difficulties/complaints to the <i>For Baby's Sake</i> Team Manager or the <i>For Baby's Sake</i> Deputy Director of Operations • Maintain professional standards and comply with all relevant Trust policies and procedures such as Health and Safety, Confidentiality, Data Protection and Information Security, Lone Working, Supervision, and Equality and Diversity • Where relevant and appropriate, establish joint working arrangements and abide by local partners' policies and procedures in service users' home areas, in particular in relation to Data Protection under Information Sharing Agreements
5.	<p>Representing The Trust and <i>For Baby's Sake</i></p> <ul style="list-style-type: none"> • To contribute to <i>For Baby's Sake's</i> aims and objectives by establishing and developing effective partnerships and good links within service users' home areas, including representation at multi-agency meetings and events • To attend and input into multi-agency meetings such as case conferences, MARAC, CP/CIN meetings, TAF meetings, DA Forums and convene multi-agency meetings when necessary • To support the Trust to ensure service users' voices and lived experience are incorporated into service review, development, delivery, and strategic activities to influence policy and practice at local and national levels • To act as an advocate for the <i>For Baby's Sake</i> service users and ensure that the issues associated with the impact of DA and past trauma on parenting, and infant mental health are high on the agenda of every organisation
6.	<ul style="list-style-type: none"> • To demonstrate awareness/understanding of diversity, equality and equal opportunities and other people's behavioural, physical, social, emotional and welfare needs.
7.	<p>Safeguarding commitment</p> <ul style="list-style-type: none"> • We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.

Person Specification

Qualifications, knowledge, skills and experience

Minimum level of qualifications required for this job

Qualifications Required	Essential/ Desirable
<ul style="list-style-type: none"> • Degree or equivalent relevant professional qualification 	E
<ul style="list-style-type: none"> • Excellent IT skills, including data recording, understanding and ordering of complex data, case recording and presentation of electronic information. 	E

Minimum levels of knowledge, skills and experience required for this job

Knowledge and experience	Essential/ Desirable
<ul style="list-style-type: none"> • An understanding of the needs of all family members: <ul style="list-style-type: none"> ○ supporting those using abusive behaviours to recognise and change their behaviour and/or support to help victims/survivors of DA to overcome the trauma of the abuse ○ Knowledge & expertise of infant development and attachment focused parenting strategies including remote delivery of Video Interaction Guidance (VIG), to help co-parents give their babies the best start in life ○ supporting co-parents to acknowledge and address any unresolved childhood trauma within a therapeutic recovery framework ○ supporting co-parents using a trauma-informed approach with their other children who have experienced domestic abuse 	E D D D
<ul style="list-style-type: none"> • Experience of working within a multi-disciplinary team/service which supports systemic therapeutic recovery and behavioural change, ideally with a particular focus on improved outcomes for infants experiencing trauma within the family home • Experience of home visiting and/or flexible working in a range of settings • Experience and desire to deliver a service remotely using a range of platforms including audio and video • Experience of undertaking risk assessments, risk management and safety plans for vulnerable and at-risk groups and, a sound understanding and experience in the application of statutory safeguarding processes for the protection of infants/children and adults at risk 	D E E E

<ul style="list-style-type: none"> • Experience in the use of outcome and process measurement tools, ideally those used when working with domestic abuse and parent-infant approaches • Excellent communication skills and experience in the preparation of verbal and written reports for use in case conferences or similar. Also experience of presenting at public events, formal and informal meetings • Experience of supporting service users to engage in and contribute to service review, delivery and development • Experience of facilitating groups • Experience of helping to deliver new/innovative services or pathways and shape new ways of working, combining a passion for breaking new ground with the staying power to establish, maintain and improve it 	<p>E</p> <p>E</p> <p>D</p> <p>D</p> <p>E</p>
<p>Skills</p>	
<ul style="list-style-type: none"> • Demonstrable therapeutic skills, the desire to work remotely at times and, a demonstrable track record in establishing and maintaining meaningful and effective therapeutic relationships with service users whilst maintaining appropriate boundaries • To have the ability to demonstrate resilience and self-awareness to minimise the potential for vicarious trauma • A capacity to provide timely, accurate recording for data and safeguarding purposes. • A track record of using motivational and strength-based approaches while building relationships that avoid collusion 	<p>E</p> <p>E</p> <p>E</p> <p>D</p>
<p>Behaviours</p>	
<ul style="list-style-type: none"> • Enthusiasm to learn new therapeutic approaches and share and develop your skills, through feedback and experiential training methods • To be open-minded and non-judgemental upholding the belief in positive change and a commitment to supporting colleagues and service users to achieve best possible outcomes. • Willingness to embrace work challenges with the intention of delivering success and a full commitment to working in an integrated way with multi-disciplinary and multi-agency partners 	<p>E</p> <p>E</p> <p>E</p>

Safeguarding	
<ul style="list-style-type: none">• Expertise and experience in delivering services which involve children and/or adult safeguarding (ideally covering both dimensions)	E