

Gaddum

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Job Description:	CYP Bereavement Therapist
Responsible to:	Chief Executive
Accountable to:	Assistant Head of Operations
Reporting to:	CYP Therapy Service Manager
Salary:	£22,183
Location:	St Wilfred's Enterprise Centre, with travel across Manchester & Salford.
Posts available:	2.5 FTE
Hours:	35 hours per week.

There is some degree of flexibility regarding the delivery of the 35 hours, and we would accept the following;

- 1x Therapist working 35 hours per week, or
- Therapists working a minimum of 14 hours per week

Context

At Gaddum, we treat everyone as individuals. We really get to know those we help, understanding their world to offer a range of support that's right for them. Our promise of tailored support is made possible by our breadth and depth of knowledge, through our unwavering commitment to the local people of Greater Manchester.

Our experience listening to generation after generation, for nearly 200 years, has taught us the importance of considering not just the individual but also the relationships around them. Our innovative approach means we can, not only build resilience, but identify further risks and offer preventive support now and in the future. At Gaddum, we believe that by supporting individuals, we ultimately help support entire communities.

Our aim is to empower and enhance the lives of people in Greater Manchester. We currently work in four Greater Manchester authorities; Manchester, Rochdale, Salford and Stockport.

Job Summary

To work as a member of Gaddum Therapeutic Services which includes Counsellors, Social Workers, Art Therapists, and Play Therapists. Your case

load will be predominantly CYP who have experienced a bereavement of a significant person in their life.

Job Purpose

To provide therapeutic support to CYP who have become stuck in their grieving process following the bereavement of a significant person. This will include one to one work and occasional group work which will usually take place at the child's school, community venue or remotely via telephone or online video.

To offer advice and guidance to professionals and carers who contact us following a child's complex bereavement. Effective working relationships with parents, carers and other professionals will be a crucial element of the role.

Main Duties and Responsibilities

- To be accountable to the CYP Therapy Services Manager.
- Provide an initial point of contact for family members and professionals considering a referral to the service or requesting advice and guidance.
- Provide support in the grieving process, offering advice, making an initial assessment of need and signposting to other services where appropriate.
- Following assessment, offer therapeutic intervention to CYP, supporting their adjustment to loss and building resilience. Interventions should meet the assessed needs of each individual.
- Ensure all involved with the CYP understand the complexities of a bereavement, including those experienced as a result of COVID-19.
- Maintain case records, monitor and evaluate your work in line with the organisations processes and protocols.
- Undertake regular reviews with family members and other professionals as appropriate.
- Ensure effective multiagency working with other professionals.
- Contribute to the organisations training programme.
- Contribute to and support the development of the CYP offer within Gaddum.
- Support the development of Student Social Workers and Counsellors whilst on placement in the organisation.
- To prepare reports for and attend reviews in educational, health or social care settings, including application for financial support from trust administered by Gaddum Centre.
- Work to Gaddum Centre policies and procedures, specifically Health and Safety, Equality and Diversity, Confidentiality and Data Protection.

- Ensure Safeguarding procedures are carried out in line with relevant legislation and Local Authority requirements.

Organisational Responsibilities

- To actively engage in ongoing personal and professional development, making full use of supervision, appraisal and learning opportunities.
- To act at all times to promote equality and diversity ensuring inclusive and integrated services.
- To seek advice, support and guidance as required
- To maintain a general understanding of the work of the whole organisation and attend team meetings/events.
- To adopt a flexible approach to working patterns to suit the needs of the role and responsibilities as required.
- Maintain relevant Continuing Professional Development (CPD) and Professional Membership as required for the duration of your role with Gaddum.

Our values and policies

- To adhere to Gaddum Policies and Procedures, including Safeguarding and Confidentiality.
- To uphold Gaddum's values of being: Supportive, Empowering, Professional, Diverse and Innovative.
- To work as a team with colleagues.

The details contained in this job description, particularly the principal accountabilities, reflect the content of the job at the date the job description was prepared. It should be remembered, however, that it is inevitable that over time, the nature of individual jobs will change; existing duties may be lost and other duties may be gained without changing the general character of the duties or the level of responsibility entailed. Consequently, this job description may be revised from time to time.



Criteria	Essential	Desirable	How we will assess this:
Qualifications / Experience	<p>Professional Qualification in Counselling or Therapy¹.</p> <p>Experience of working with CYP and their families.</p> <p>Experience of working with different cultures.</p> <p>Experience of working to a time-limited model of therapeutic intervention.</p> <p>Professional Membership with an accredited body².</p>	<p>Experience of working in the voluntary sector.</p> <p>Experience of working in educational settings or within multidisciplinary settings.</p> <p>Experience of working with loss and bereavement.</p> <p>Experience of working creatively with CYP or clients with additional needs.</p>	Application / Interview / Certificates
Skills and Abilities	<p>Proven ability to support with therapeutic change.</p> <p>Ability to offer a range of creative therapeutic techniques depending on assessed need.</p> <p>Ability to work in multi-disciplinary teams and in partnership with other professionals.</p> <p>Ability to travel across Greater Manchester.</p> <p>Basic IT competence, including word-processing.</p> <p>Very well organised, able to prioritise and plan own work.</p> <p>Ability to work to and meet deadlines around offering therapeutic interventions to ensure timely support to CYP.</p>	<p>Proven ability to support CYP around therapeutic change.</p> <p>Experience of working with bereavement.</p> <p>Confidence in using databases and spreadsheets.</p> <p>Experience of using a range of evaluation tools and outcome measures.</p> <p>Confidence in providing support to professionals and carers.</p> <p>Ability to prepare written reports.</p>	Application / Interview

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CYP Therapist Person Specification

<p>•••</p> <p>Knowledge</p>	<p>Knowledge of bereavement.</p> <p>Knowledge of human growth and development.</p> <p>Knowledge of the Children's Act 2004.</p> <p>Awareness of specific needs of ethnic minority communities, particularly around bereavement.</p> <p>Knowledge and understanding of a range of therapeutic models and theories.</p> <p>Knowledge and understanding of safeguarding procedures in respect of CYP and vulnerable adults.</p> <p>Understanding of, and demonstrable commitment to, ensuring equal opportunity.</p>	<p>A knowledge of relevant agencies, organisations and professionals within Greater Manchester.</p> <p>Knowledge of issues affecting young people referred to Gaddum Centre.</p> <p>Knowledge of other services for children and families in Greater Manchester</p>	<p>Application / Interview</p>
<p>Values and Personal attributes</p>	<p>A commitment to Gaddum Centre values.</p> <p>A commitment to equality and diversity.</p> <p>A non-judgemental attitude.</p> <p>Flexible and positive work ethic.</p> <p>The post holder must display integrity, honesty and good judgement.</p>	<p>Knowledge of Gaddum Centre and its services.</p>	<p>Application / Interview</p>

Professional Qualifications include:

- Art Therapy
- Play Therapy
- Person-Centred Therapy
- Psychodynamic Therapy
- Cognitive Behavioural Therapy
- Improving Access to Psychological Therapies (IAPT).

2 Professional Membership Includes:

- British Association of Play Therapists (BAPT)
- Health and Care Professions Council (HCPC)
- United Kingdom Council for Psychotherapy (UKCP)
- British Association for Counselling and Psychotherapy (BACP)
- British Association for Behavioural and Cognitive Psychotherapies (BABCP)

If you qualify through IAPT, you may be registered with:

- Social Work England (SWE)
- Nursing and Midwifery Council (NMC)
- Health and Care Professions Council (HCPC)