



Job Description

IFT Therapist, Intensive Family Therapy Team

| Job Details | |
|------------------------|---------------------------------------|
| Grade | D |
| Number of Posts | 6 |
| Department | Intensive Family Therapy Team |
| Reporting to | Intensive Family Therapy Team Manager |

Who Are We?

We are Birmingham Children's Trust.

'Working Together to make Birmingham the greatest city to grow up in.'

The sole purpose of Birmingham Children's Trust is to make a positive difference for children, young people and families in the city, by driving up the quality of practice and partnerships across the city and its services.

Every employee from Family Support and Social Workers to Finance and Legal, work together to make a positive difference to children, young people and families. We are one team, and each have an important role to play in achieving the Trusts objectives.

Birmingham Children's Trust Leadership team comprises of six Executive Directors who are responsible for leading and managing the Trust to be an autonomous and high performing organisation.

Our Vision:

Our vision is to build a Trust that provides excellent social work and family support for and with the city's most vulnerable children, young people and families.

We will do this:

- with compassion and with care.
- through positive relationships, building on strengths.
- in collaboration with children, young people, families and partners.
- by listening, involving and including.
- in ways that are efficient and deliver value for money.

Success will mean significant progress towards these outcomes:

- healthy, happy, resilient children living in families.
- families able to make positive changes.



- children able to attend, learn and achieve at school.
- young people ready for and contributing to adult life.
- children and young people safe from harm.

Our Values:

ONE TEAM

ACCOUNTABILITY AND RESPONSIBILITY

QUALITY AND INNOVATION

RELATIONSHIPS

HIGH SUPPORT HIGH CHALLENGE

Overview of the role:

The Intensive Family Therapy programme is an intensive family and community-based intervention for children and young people aged 9–17, where young people are at risk of out of home placement in either care or custody due to their offending or having severe behaviour problems. The aim of IFT is to break the cycle of anti-social behaviours by keeping young people safely at home, in school, and out of trouble. The service is contactable 24/7 to ensure the most effective and timely support to families at times of crisis.

1.2

You will work intensively with some of the most complex cases in Birmingham and will engage directly with those families in their own homes and communities, as well as working closely with statutory and voluntary agencies, to empower them with the tools and resources to manage the young person's behaviours.

1.3

You will be supported to determine the appropriate interventions and work with families to establish specific goals for the intervention. The overall aims of IFT are:

- reduce young people's offending and/or anti-social behaviour and/or violence;
- increase young people's engagement with and success in education and training;
- promote positive activities for parent & young person;
- improve family relationships;
- systemically tackle underlying problems within the family;
- reduce the risk of exploitation;
- reduce the risk of an out of home placement (care/custody).



1.4

You will be required to develop the commitment and alignment of families and professionals to the IFT model which will require perseverance and persistence. You will take the lead role and navigate working beyond professional disciplines to deliver and ensure the success of IFT interventions by advising others about the IFT model and by displaying integrity to the aims of the intervention.

1.5

To meet the needs of the families you will be required to work full-time but adapt to the flexible nature of the service model, often working unsocial hours and regular lone working. The IFT service is contactable 24/7 to ensure the most effective and timely support to families and you will be required to participate in an on-call rota (which is subject to an additional payment as per Birmingham City Council policy). You will be required to travel across the whole of Birmingham to meet the needs of the families and the service. Working remotely is a core element of the role, and you will be able to work across community and office settings in Birmingham, and from home, as required.

1.6

You will be supported within the IFT service by the IFT Team Manager and will receive regular group supervision and individual clinical/line management to support you as a professional and share learning and best practice.

Key Responsibilities:

- Flexible, full-time, community-based work with families and professionals.
- Minimum of 3 sessions per week working directly with families in their home and community.
- Attend IFT training and deliver interventions to young people and families in adherence with the treatment model.
- Participate in weekly individual and group supervision; take responsibility for performance objectives and track progress.
- Able to contain and work with high levels of client distress.
- Work collaboratively with wider stakeholders and attend professional meetings.
- Participate in a rota providing 24/7 on-call support to meet family needs.
- Use professional judgement and appropriate IFT methods to support positive outcomes for children and young people.
- Adhere to the IFT approach and professional expectations.
- Apply theory and evidence-based practice in delivery of the IFT approach.
- Demonstrate strong core clinical and therapeutic skills.



- Support the development and promotion of IFT through collaboration with local agencies.
- Engage positively in supervision, apply learning to practice, contribute to appraisal processes, and pursue CPD opportunities.
- Engage in regular training and development with the Team Manager in line with the IFT model.
- Build collaborative relationships and strong joint working practices with team members; provide case cover when colleagues are on leave or unwell.
- Participate in team meetings and training to enhance skills and promote positive team experiences.
- Contribute to performance monitoring and reporting for the IFT programme.
- Maintain accurate, up-to-date case records and follow confidentiality and information-sharing protocols in line with safeguarding and risk management.
- Ensure weekly case paperwork is completed before supervision.
- Work positively, restoratively, proactively, and professionally with a range of stakeholders and professional disciplines.
- Develop knowledge and expertise in IFT interventions and share learning across the team, service, and locality.
- Work in a manner that is sensitive to age, sexuality, health, race, religion, culture, and life experiences.
- Complete all mandatory training in a timely manner.
- Support research and evaluation documentation as required.
- Undertake other duties within the scope of the role as directed by the IFT Team Manager.

Key Information

Is a Safeguarding Check needed? (*DBS and Experian background checks*)

| | Children | Adults | Children and Adults |
|----------|----------|--------|---------------------|
| Basic | | | |
| Enhanced | x | | |

Will this position have Line Manager Responsibility?

No



Person Specification

| Essential Criteria | | |
|---|---|------------------------------|
| Method of Assessment (M.O.A): AF = Application Form; E = Work Based Exercise; I = Interview; P = Presentation; Q = Qualifications | | |
| CRITERIA | ESSENTIAL | Method of Assessment (M.O.A) |
| Qualifications | A professional qualification in one of the following areas: <ul style="list-style-type: none">• Mental Health Nursing• Social Work• Youth work• Youth Justice• Psychology Post qualification training in a relevant therapeutic approach | AF/Q |
| Training | Training in various therapeutic models Training in application of clinical skills | AF/I |
| Experience | Experience of working directly with challenging young people and their families Experience of working within the framework of legislation relating to children Experience of working therapeutically with young people/families Experience and training in therapeutic models and application of clinical skills | AF/I |
| Skills | Good written and verbal communication skills Knowledge of safeguarding and Child Protection | AF/I |



| | | |
|-------|---|------|
| | <p>Ability to work with children/young people</p> <p>Knowledge of multi-disciplinary team working</p> <p>Knowledge of family therapy/CBT approaches</p> <p>Ability to apply a treatment model in a consistent and effective manner</p> <p>Ability to work independently</p> <p>Effective organisational skills to enable working to deadlines</p> <p>Excellent interpersonal skills</p> <p>Ability to remain calm in stressful situations</p> <p>Ability to be open and direct with clients</p> <p>IT proficient and literate</p> | |
| Other | <p>Ability to travel, holding a current valid driving licence and with use of a car</p> <p>A flexible approach to working hours, evenings, weekends and bank holidays working will be required</p> <p>Commitment to anti-discriminatory practice</p> <p>Innovative and committed to service development</p> | AF/I |

At Birmingham Children's Trust, we are dedicated to safeguarding and promoting the welfare of children and young people. We expect our staff to create an environment and culture that promotes equality, diversity, and inclusion and advocate for anti-discriminatory practices and behaviours.

