

Job Description & Person Specification Growing Hope Redbridge: Therapist 0.4 or 0.6FTE

Location: Growing Hope Redbridge, All Saints' Woodford Wells

Hours: 15 (0.4FTE) or 22.5 (0.6 FTE) hours p/w

Salary: Senior therapist Band A (based on £35,000 FTE) **£15,811.20 at 0.4 FTE or £23,716.80 at 0.6 FTE** (includes Outer London weighting) ideally in Speech and Language or Occupational Therapy (other disciplines will be considered)

Contract type: Permanent

Leave allocation: Calculated at 25 days plus bank holidays pro rata at 0.4/0.6FTE. Ideally to be taken during school holidays. Pay is at equal increments on a monthly basis.

We are generally happy to consider a degree of flexibility in the hours and patterns worked so please make us aware of your circumstances and any constraints/preferences.

Summary

Growing Hope is a charity providing free therapy for children and young people with additional needs in partnership with local churches across the UK. We aim to grow hope for children, hope for families and hope in Jesus. Growing Hope was founded in December 2017 and has a vision to see 20 clinics set up across the UK by 2030. We have ten local charities across the UK in King's Cross, Brockley, High Wycombe, Redbridge, Maidstone, Farnham, Solent, York, Tunbridge Wells and Ipswich, some of these are still in set up phase. We have worked with over 1000 children, young people, parents, carers and siblings since we launched.

Growing Hope Redbridge is now recruiting a creative and motivated therapist (Occupational Therapist, Speech and Language Therapist, Art Therapist, Counsellor or similar). You will work alongside a multidisciplinary team to provide free therapy for children and young people with a wide range of additional needs, on both a 1:1 and group basis. The successful candidate will bring therapeutic experience working alongside families of children with additional needs and providing excellent, thoughtful and evidence-based care. The role will report to the Growing Hope Redbridge Clinic Manager. Clinical Supervision will be arranged via Growing Hope National Charity with a supervisor of the corresponding discipline.

We are looking for team members who are committed to Growing Hope's vision and values and can demonstrate these within their interview.



HOPE

We believe Jesus brings hope to children, young people and families, even in the most difficult situations, and that underpins everything we do.



COMMUNITY

We are accepting of all and want everyone to know they are seen, heard and belong.



COURAGE

We are brave, choosing honesty over comfort, and tackling problems because we want to change lives.



INNOVATION

We are innovative, flexible and creative in our approach, always aiming for excellence.



GENEROSITY

We look out for others and share our time, encouragement, finances and skills.

Experience Required

- Health Care Professions Council Registration or equivalent
- Therapy qualification (Occupational therapy, Speech and Language therapy, Counselling or similar)
- The therapist concerned must have at least 4 years' experience working with children and families

Job Summary

- To deliver high quality therapy in a free, clinic-based, clinical service located in All Saints' Church, Woodford Wells
- To build relationships with the church staff team where possible in between delivering the therapy services
- Meet caseload targets for the service through the delivery of 1:1 and group therapy
- To build relationships with individuals locally and to build volunteer support in liaison with the Clinic Manager
- Over time, to develop the therapy services in partnership with the Clinic Manager if opportunities arise
- To ensure equipment is in place as needed
- To develop group therapy services in order to see as many children as possible and to keep waiting lists low within the clinic. Group sessions may involve volunteers from the local church community who are able to provide support to enable more children to be seen
- The expectation is that 9 children are seen over 5- 6 sessions per day. This may be through pairs, 1:1 or larger groups
- To liaise with the local church team and Clinic Manager to ensure that room bookings are in place for therapy services and that any clinic space is risk assessed
- Linking with other community services in order to gain contacts and referrals
- On occasion providing training for teaching staff and parents within schools
- Collaboration with other professionals within the multidisciplinary team if applicable
- Working with children and young people who have a variety of additional needs
- Offering to pray with each child and family who attend the clinic
- Participating in Growing Hope Team's prayer and worship meetings
- Supporting the wider work of the Growing Hope Redbridge clinic, for example, networking on behalf of the charity and attending where possible annual fundraising events
- Representing Growing Hope Redbridge at annual events and conferences as part of the wider charitable work. This may involve occasional weekend work

Clinical responsibilities

- Responsible for the assessment, planning, implementation and evaluation of therapy as appropriate for children referred to the charity using Growing Hope's model of therapy intervention (see Fig 1 below)
- Assessment (both standardised and non- standardised), intervention and review for children who need therapy input
- The use of GAS goals in order to set targets and review children's progress in therapy. Working with children and families to develop meaningful, client centred goals
- Ensuring appropriate referrals are accepted
- Ability to motivate children and develop rapport in order to achieve their goals

- Ability to demonstrate effective time management skills
- Ability to take responsibility for your own clinical development
- Overseeing and delivering therapy groups such as social communication and zones of regulation groups
- To work closely with volunteers and to supervise volunteers, students or junior members of staff as required

Church Connection

- To work closely with the clinic church, All Saints' Woodford Wells, and to take a lead on ensuring the environment and set up are appropriate for the families attending clinic
- To draw on resources developed by the Clinic Manager and Growing Hope National to ensure this (e.g. how to pray, feedback forms etc).
- To liaise with the Clinic Manager to ensure that rooms are booked for therapy services within the church
- To connect with the church staff team and share stories and prayer requests as appropriate
- To connect with individuals who are a part of the church family and to work alongside and draw in volunteers to help run the clinic
- May include supporting the church with accessibility on a Sunday in collaboration with the Clinic Manager to ensure that all families entering the church experience a warm welcome

Communication Skills

- To ensure that case notes are kept up to date and provide an accurate record of clinical reasoning and observations during each session on Canopy (clinical administration system)
- To access information via the computer and phone systems and to record this accurately
- To provide accurate, detailed reports for families and professionals involved with children
- To deal with complaints sensitively
- To follow Growing Hope's procedures and guidelines with regards to reports and communicating information
- Within consent guidelines, to share clinic stories with Growing Hope national and other Growing Hope clinics

Confidentiality and data protection

- To maintain confidentiality of all children and families seen within the clinic
- To maintain data protection in line with Growing Hope's information governance policy

The ideal candidate will have a genuine interest in working in the charity sector.

ESSENTIAL

- This role has an Occupational Requirement to be a Christian, as permitted under Schedule 9, Part 1, of the Equality Act 2010
- At least four years' experience as a clinician (ideally Speech and Language or OT) registered with the Health Care Professionals Council (or equivalent) working using specialist skills with children and families

DESIRABLE

- Experience, interest in or commitment to a career in additional needs and accessibility within church and community settings
- Interest in or experience of working in the charity/NGO sector

- Excellent communication skills and ability to work with children, young people and families
- Experience in providing training within clinical role
- Commitment to Growing Hope's vision
- IT skills - experience of MS Office, particularly Word and Excel
- An innovative and creative approach
- Excellent organisational skills and attention to detail. Ability to keep records and report progress in a timely manner
- Post graduate training in areas relevant to clinical role
- Experience of accessibility in a church setting
- Experience of managing or supervising other therapists

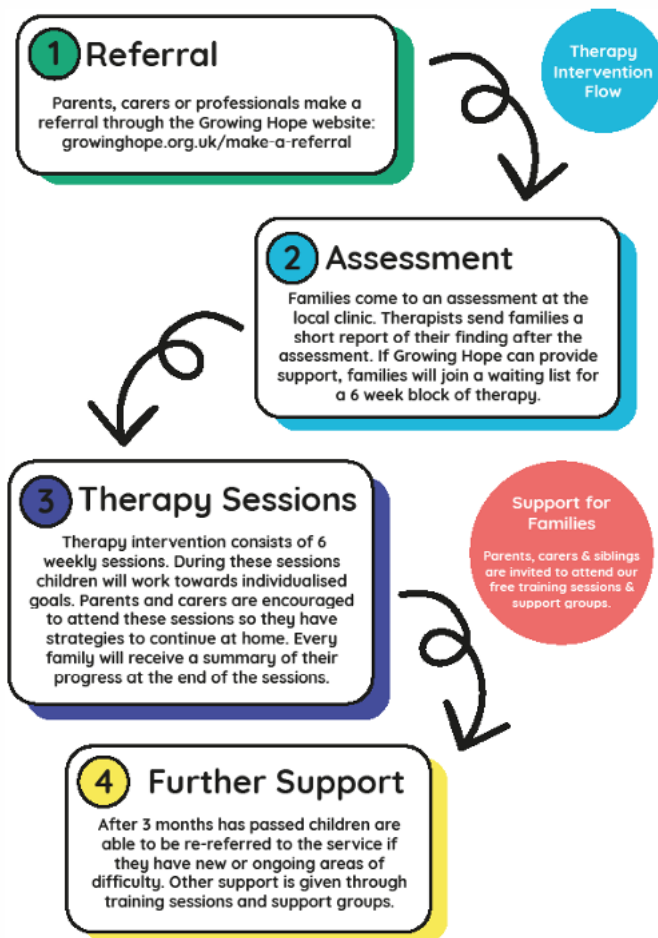


Figure 1: Growing Hope Therapy Intervention Flow