

JOB DESCRIPTION

Job Title:	Bank Therapist
Team/Directorate:	Family Support Services
Salary range/pay band:	22.87 per hour
Reports to:	Lead Therapist
Direct reports:	N/A
Hours:	Flexible
Location:	Across both hospice sites and/or virtual
Job holder:	Vacant

Introduction to Shooting Star Children's Hospices

Shooting Star Children's Hospices

Shooting Star Children's Hospices provides specialist care and support to families who have a baby, child or young person with a life-limiting condition, or who have been bereaved. Rated 'Outstanding' by the Care Quality Commission, we support families across Surrey, north-west London and south-west London from diagnosis to end of life and throughout bereavement with a range of nursing, practical, emotional and medical care.

Our specialist care and support is free of charge to families and available 24 hours a day, 365 days a year. It includes specialist nursing in the community, symptom management and pain relief, overnight respite stays, end-of-life care, specialist bereavement care and a comprehensive range of therapies, groups and clinics for the whole family.

At the heart of what we do are our dedicated staff; their exceptional commitment and professionalism means every family has the opportunity to make every moment count.

It costs £13 million a year to run Shooting Star Children's Hospices. Just 30% of our funding comes from the government, so we rely on our supporters' generosity to keep the service running. We employ 175 members of staff, including 98 nursing and medical staff, and support around 700 families.

Part 1: Job Profile

a) Main purpose of job

The post holder will provide high quality, evidence-based creative therapy to life-limited children and families accessing Shooting Star Children's Hospices (SSCH). This therapy should be child and family focused, utilising the medium of art, drama, play or other creative techniques, addressing the psychological challenges associated with life-limiting conditions and issues of loss and grief.

The post holder will have a diverse caseload, and provide assessment, individual and possibly group therapy programs with designated children and/or family members, alongside providing advice, education, signposting and support to staff, families, schools and other settings.

b) Work relationships

The post holder is part of the Family Support Team and will work collaboratively with the other multi-disciplinary members of this team (therapists, counsellors, social workers and family support workers), our symptom nursing team, in-house team, community nursing team, care administrators and fundraisers.

The post holder, along with other members of the team, may be called upon to provide support, supervision and training to the Family Support Workers and the wider SSCH Care Team, support staff and volunteers.

The individual in this role will work in partnership with external professionals involved in the care of children and families. Contact and professional networks will need to be maintained with creative therapists at other children's hospices (and appropriate services), to collect evidence for the development of children's therapies at SSCH.

c) Decision making authority

The post holder will be required to risk-assess referrals and provide professional opinion concerning the appropriateness and safety of a therapeutic intervention, and the ongoing provision of this.

The post holder will be required to make decisions as to the quality and appropriateness of equipment used in practice and within an agreed budget.

d) Scope of job

As part of our Family Support Service, children's psychological therapy assessments are offered to life-limited children, young people, siblings (including adult siblings) and families. Assessments are also offered to bereaved siblings, parents and families. This includes families whose child has died suddenly and unexpectedly. Depending on the outcome of the assessment, where appropriate, series of sessions/support are put in place.

Therapy sessions are predominantly provided individually and in groups. Programs may also consist of joint parent and child sessions or family sessions. The post-holder will be one of a large children's psychological therapists team delivering this service.

As a member of the Family Support Team, the post holder is asked to assess each family holistically and to help engage other professionals internally and externally who may be able to offer specialist support. Within the team, the post holder contributes to the continual multi-disciplinary assessment of families' needs, as well as the provision of support, signposting, information sharing, developing resources for children and families.

The postholder is responsible for ensuring and enhancing the quality, safety and effectiveness of psychological support offered to SSCH children and families. This involves seeking innovative, flexible and individualised approaches that meet the psychological needs of children and young people who have experienced trauma. The post holder is responsible for continually developing professional knowledge and skills to respond to evolving needs within children's palliative care.

Risk assessments, consultations, assessments and sessions for children and families may take place virtually or in-person. Some travel to our other hospice site, family homes and hospitals may also be required for urgent sessions.

Part 2: Main duties and key responsibilities

a) Therapeutic Interventions

To plan and implement individual, joint and family creative therapy sessions safely and effectively:

- Complete comprehensive assessments of children and families referred for therapeutic support. To risk assess, identify clinical need, and determine the appropriateness of a creative therapy intervention.
- Provide individual, family and group therapy, working within the defined parameters of the SSCH children's psychological therapies agreement and guidelines.
- Utilise creativity and the arts to support a child and family in accessing therapeutic support that meets their psychological need, and to offer opportunity for development and growth.
- Work collaboratively with the child and family to carefully consider the aims of therapy programs and to continually review work, identifying outcomes.
- Demonstrate safe clinical practice in all aspects of your work with families.
- Ensure accurate and contemporaneous notes and records of all contacts are recorded within the electronic notes system.
- Ensure the respect, dignity and rights to privacy of children and their families as far as possible, whilst following safeguarding guidelines.
- Utilise outcome and evaluation tools throughout clinical interventions to assess, record and measure impact; to continually review aims and approach.
- Initiate and participate in effective communication with the other teams within care; to ensure the wider team is informed of any relevant changes in the family or child's needs or circumstances.
- To be proactive in forming effective inter-agency collaboration with schools, GPs, social care and other external professionals.
- Produce written reports to a high standard, when requested.
- Manage own time and prioritise workload, providing a flexibility in the service delivery that is responsive to families' individual and changing needs.

To provide family support:

- Consider families holistically, ensuring they are aware of relevant support services available to them both internally and externally.

Practice education and quality:

- Maintain awareness of current developments in children's psychological therapies and their implications for practice.
- Engage in learning about the wider care of life limited children and bereaved families, in order to contribute to the work of the Family Support Team.
- Contribute to service evaluation or audit to ensure equity of service and maintain high quality service provision.
- Contribute to the on-going development of the Family Support service provided by SSCH through the development of evidence-based practice and research where appropriate.
- Hold responsibility for own caseload.
- Ensure that you receive effective and timely supervision.
- Ensure all documentation is maintained in accordance with SSCH policies, guidelines and standards.
- Maintain professional membership and registration of the relevant professional body relating to your creative therapy practice.
- Take responsibility for your own on-going education and professional development, to facilitate lifelong learning which complies with the professional educational requirements of your accreditation, and your identified personal objectives.

To support staff and volunteers

- Be a source of knowledge and expertise for families and colleagues, assisting others in understanding children's psychological needs.
- Offer consultations to parents and schools requiring advice and support, and deliver education/training to those in education settings.
- To supervise the work of the family support workers, encouraging reflective practice and skill/knowledge development where required.
- To carry out any other duties that are deemed appropriate by your line manager and are within the scope and purpose of the role.

b) Other duties

- The post holder must be able and willing to get to Christopher's in Guildford or Shooting Star House in Hampton and work online.
- The post holder will be required to apply for a Disclosure and Barring Service check

c) Mandatory Criteria

1. Other duties (to be included in all JDs)

The post holder will be working in a developing environment and they will therefore be expected to undertake other appropriate duties as required for the effective operation of Shooting Star Children's Hospices.

2. Professional Codes of Conduct

The post holder will be required to respect professional codes of conduct and practice



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relevant to their role, as appropriate

3. Health and Safety

Be responsible for health and safety in the area under their control and ensure that they are familiar with Shooting Star Children's Hospices policy on health and safety at work.

4. Mandatory Training

The post holder will attend all mandatory training relevant to their role

5. Our values and behaviours

Shooting Star Children's Hospices is a leading children's hospice charity for babies, children and young people with life –limiting conditions, and their families. We require that all of our staff share our common values and display behaviors that will enable us to achieve our goals.

Professionalism – *we will safeguard our families, each other and our organisation by working to ethical and professional standards at all times.*

Respect – *We will treat each other with the utmost respect.*





Integrity – *We will be open, honest and transparent in all that we do.*

Diversity – *We will respect individuality and ensure inclusion and fairness to all.*

Excellence – *We will strive for excellence in all that we do.*



Behaviour Framework

PRIDE values	Expected behaviours	Aspirational behaviours
 Professionalism We will safeguard our families, each other and our organisation by working to ethical and professional standards at all times.	Maintains high standards, respects confidentiality, demonstrates reliability, actively seeks development, adapts to change and collaborates effectively. Acts as an ambassador for the charity.	Leads by example in professional conduct, supports others and proactively contributes to projects to improve our services.
 Respect We will treat each other with the utmost respect.	Shows empathy and sensitivity, maintains respectful communication, actively listens, responds constructively to feedback and fosters an inclusive environment.	Champions and supports a culture of respect, promotes understanding and inclusivity, takes an active role in initiatives to create a positive workplace environment and actively encourages new ideas and perspectives.
 Integrity We will be honest and transparent in all that we do.	Behaves in an ethical manner, adheres to Shooting Star policies and procedures, demonstrates honesty and transparency, shows moral courage and maintains ethical standards under pressure.	Promotes an environment where concerns can be constructively raised, and takes responsibility and seeks solutions.
 Diversity We will respect individuality and ensure inclusion and fairness to all.	Values and respects diversity, treats everyone fairly, embraces learning and supports inclusive workplace initiatives.	Continuously expands knowledge and expertise, seeks out opportunities to improve organisational inclusivity, and challenges discrimination and shares knowledge.
 Excellence We will strive for excellence in all that we do.	Delivers high-quality work, consistently meets our high standards, seeks improvements, demonstrates initiative and creativity, and participates in organisational development.	Continuously strives for personal, professional and organisational improvement, and is regarded as outstanding.

Shooting Star Children's Hospices is committed to ensuring the welfare and safety of children and young people. All staff members are expected to adhere to our safeguarding policies and procedures. This includes undergoing appropriate training, following reporting protocols for any concerns related to child welfare, and promoting a safe and supportive environment for children and young people. We are committed to equal opportunities and consider all applicants in line with the Rehabilitation of Offenders Act 1974.

Before commencing employment, successful candidates will be required to provide satisfactory references and undergo a Disclosure and Barring Service (DBS) check.

Part 3: Person specification: Qualifications, experience and skill levels

We are looking for a therapist able to offer a minimum of 14 hours per week.

a) Qualifications

Creative Therapy qualification recognised by the Health Care and Professions Council or Play Therapist qualification.

b) Experience

Essential

- A minimum of two years post qualification experience as a Arts Therapist or Play Therapist.
- Registered with the Health and Care Professions Council (HCPC).
- Post qualifying experience of working with children and or families in a health/social care/ education environment.

- Experience of working with children and young people, including those with disabilities.
- Experience of working with individuals facing or experiencing bereavement.
- Experience of working with children and young people who have experienced trauma.
- Experience of working with families from diverse backgrounds.
- Experience of delivering group therapy.
- Experience conducting primary assessments and the delivery and evaluation of therapy interventions.
- Ability to use digital validated assessment tools to assess needs and therapy outcomes.
- Experience of using client databases.
- Experience of working within a multi-disciplinary health team.
- Experience of working with other professionals.
- A strong, demonstratable psychotherapeutic underpinning of creative therapy practice.
- Intermediate IT skills using MS Word, Excel and Outlook.

Desirable

- Car owner/driver with full UK driver's licence, with appropriate personal and business use insurance.
- Ability to speak an additional language.
- Experience of working with children, young people and their families affected by life-limiting illness in a palliative care environment.
- Proven experience of collaborative work alongside another healthcare professional.
- Experience of conducting assessments/consultations on a virtual platform.
- Previous experience of teaching creative therapy techniques to family members and staff (where appropriate).
- Experience of conducting research.

c) Knowledge and Skills

- Ability to risk-assess referrals and make primary assessments of children with life-limiting conditions and their family members.
- Flexibility in approach, tailoring the intervention to the needs of the child (both virtually and in-person).
- Understanding of the needs of families experiencing child bereavement, and the ability to advise families and professionals concerning appropriate support/communication for bereaved children of different ages and abilities.
- Understanding of the needs of families experiencing traumatic bereavement, and the ability to advise families and professionals concerning appropriate support.
- Ability to be responsive to urgent referrals, drawing on specialist knowledge to provide immediate psychoeducation, support or advice.
- Ability to identify where other psychological/psychosocial interventions may be required for a family and refer internally/externally as appropriate.

- Knowledge of relevant local and national services that support children with life-limiting conditions and their families.
- Awareness of relevant research concerning children's psychological therapies and research concerning children's palliative care, in order to ensure quality of care.
- Excellent communication skills.
- Knowledge and skill to work with issues of equality and diversity within client and organisational contexts.

d) General attributes

- Sense of fun, playfulness and creativity that engages children in exploring the arts.
- An ability to engage young people
- Empathetic and sensitive to other's needs.
- Works well in a team and on own initiative.
- Able to build good relationships with others (including staff, volunteers, children and families known to SSCH).
- Organised, methodical and able to multi-task.
- Flexible and willing to undertake varied responsibilities as part of a team.
- A good health record.
- Evidence of non-discriminatory non-judgemental practice.
- Ability to recognise and manage one's own stress/wellbeing.

This job description reflects the post holder's duties and activities required to fulfil the role.

What we offer

Pension scheme

- NHS Pension Scheme (eligible employees)
- Stakeholder pension scheme
- Employee contribution 3.5%
- Shooting Star Children's Hospices contribution 4.5%
- Additional contributions – we will pay 1% above the contribution up to a limit of 7%

Annual leave

- 27 days plus Bank Holidays rising with length of service
- 2 weeks paid sabbatical leave after 5, 10 and 15 years' service

Contractual benefits

- Generous sick pay scheme
- Enhanced maternity, adoption, and paternity leave pay
- Flexible working arrangements
- Death in service benefits
- Reimbursed professional membership fees
- Employee referral scheme
- Blue Light discount card

Health and wellbeing



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- Employee Assistance Programme
- Occupational Health
- Eye care
- Cycle to work scheme
- Mental Health First Aiders
- Nutritionally balanced meals at Christopher's (free for employees) and free fruit at Shooting Star House

Equality, diversity and inclusion

Shooting Star Children's Hospice is committed to inclusion and diversity in everything we do. We know that getting things right is critical for us to live our organisation's values: Professionalism, Respect, Integrity, Diversity and Excellence.

We are always trying to improve our way of working to be more inclusive and equal. Our vision is for Shooting Star Children's Hospice to be a place where people of all backgrounds, groups and communities feel welcomed to work and volunteer.



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