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Job description

**JOB TITLE: Psychological Therapist – Children and adults (East of England)**

**TEAM:** Therapeutic Services

**GROUP:** Operations

**LOCATION:** Hertfordshire and West Essex

**REPORTS TO:** Regional Therapeutic Services Manager

**GRADE:** 6

**HOURS:** 35 per week

Wellbeing & Work for Refugee Integration Project

The Refugee Council is working in partnership with the East of England Strategic Migration Partnership/ Local Government Association and 8 other regional organisations to deliver a 33 month integration project for refugee adults, families and separated asylum-seeking children.

Funded by the Asylum & Migration Integration Fund (AMIF), the Wellbeing & Work for Refugee Integration Project aims to promote effective integration by improving access to the labour market for 650 refugees across the East of England. Participants will benefit from a bespoke wrap around programme which encourages engagement with three core activity streams:

Tailored employment advice, education & training opportunities

Flexible ESOL provision aimed at improving communication and confidence

Specialist wellbeing/ therapeutic support with a focus on increased resilience & self-care

The Refugee Council is leading on the Wellbeing stream of this project and is now looking to recruit a number of qualified & experienced psychological therapists across the East of England region, working within a holistic framework to support refugees experiencing mental health barriers to accessing education, training & employment opportunities.

This is an exciting opportunity to contribute to refugee mental health & wellbeing within a regional setting, exploring creative ways of reaching and engaging participants ensuring effective communication and referral pathways between project partners and key wider voluntary and statutory organisations.

Context and Purpose of the Job

The Refugee Council is one of the lead organisations in the UK working with asylum seekers and refugees. Our operational teams based in various locations in England provide advice and assistance across a wide range of issues, working with individuals, families and children to increase their resilience, build their confidence & aspiration and access key services such as housing, welfare benefits, health, education and employment.

The Therapeutic team provides one-to-one psychotherapy and group psychoeducation to refugees presenting with mental distress. The team has developed a Therapeutic Care Model, adapted within regional settings to address the needs of refugees who:

* arrive under Resettlement programmes, within family units, often with multiple physical and mental health needs among adults and children (adults service)
* arrive either via the National Transfer Scheme or spontaneously via ferry routes/motorway drop-off points (unaccompanied children service)
* have claimed asylum in the UK, gained refugee status but remain isolated/at risk of destitution
* have experienced high levels of loss and separation from family members, compounded by current isolation in rural/ small town locations
* may be survivors of torture, organised violence, conflict zones and trafficking
* may have serious and/or acute, undiagnosed physical and mental health issues
* may be suffering from trauma or complex post-traumatic stress disorder
* are not necessarily traumatised but are under tremendous stress; suffering from anxiety or depression and other disabling psychological conditions
* are likely to become isolated, anxious, depressed etc. during the process of seeking asylum, integration or resettlement, and whose mental wellbeing is at risk

Under the Wellbeing & Work for Refugee Integration Project, the team will deliver support to a range of beneficiaries in the following project locations: Cambridge, Peterborough, Hertfordshire, West Essex, Luton and Colchester, adapting the service model according to need and accessibility.

The post-holder will report directly to the Regional Therapeutic Services Manager. They will work closely with other post holders in the East of England, partner organisations, other Refugee Council advice teams and wider stakeholders to identify and support refugees with mental health & wellbeing needs across the region.

Main Duties & Responsibilities

1. To set up a brand new specialist therapeutic service, responding to specific needs of the local client population and taking into account varied accessibility requirements.
2. To deliver specialist, culturally sensitive (i) one-to-one and (ii) group therapy, to best meet specific client needs, using the Refugee Council Therapeutic Care Model and Framework.
3. To work collaboratively with employment and ESOL project partners, as well as wider stakeholders such as social services, legal services, department of education, the health service and mainstream mental health agencies to ensure effective referral and communication pathways and holistic client support.
4. To lead on establishing strong relationships with partners and stakeholders, to ensure clients are able to access appropriate support networks and vital specialist services, in particular those who have acute/complex needs.
5. To take responsibility for soliciting appropriate referrals by engaging with local statutory agencies, community groups and project partners, using specialist systemic therapy knowledge within the context of the refugee and separated child experience.
6. To take responsibility for determining the most suitable intervention to clients, and whether they should be seen as individuals, as part of a therapeutic group or both where appropriate.
7. To engage with other agencies involved in supporting the client in a clinical consultation capacity to further enhance the impact of the intervention.
8. To undertake risk assessments for all clients, and maintain a record of all therapeutic work undertaken on the Refugee Council client database.
9. To take responsibility for managing own caseload, providing a responsive service and maintaining appropriate records using the Refugee Council database, as well as AMIF project monitoring, evaluation & reporting forms.
10. To work independently, flexibly and creatively.
11. To write clear counselling reports, support letters and other documentation to the standard required by the Refugee Council.
12. To understand and implement the project objectives and outcomes, ensure regular project monitoring and to take responsibility for collating client feedback in a timely fashion.
13. To work effectively with interpreters, ensuring that they are fully briefed, trained and supported.
14. To be responsible for own petty cash float and distribution of client allowances, such as travel money.
15. To deliver training and skill-sharing workshops to other professionals who work with refugees in the community.
16. To take responsibility for promoting and advocating the wellbeing of refugees and children seeking asylum in the area and across the region.
17. To participate in training and workshops on the needs of service users and the project outcomes required by the lead partner and funder.
18. To maintain professional ethical boundaries, impartiality and confidentiality at all times.
19. To follow good practice guidelines and procedures including the attendance of and participation in intake/referral meetings, team meetings, regular supervision and clinical supervision sessions.
20. To carry out all work with regard to the Refugee Council’s organisational policies and procedures.
21. To keep abreast of developments in theory and research and to undertake continuing professional development (CPD).

Additional Information

**Health & Safety**

The post holder is responsible for:

Cooperating with the Refugee Council in delivering all legal responsibilities in respect of your own and your colleagues, volunteers, clients and others health and safety whilst at work.

Becoming familiar with the Refugee Council’s Health & Safety Policy and procedures including evacuation procedures at your workplace.

Carrying out risk assessments of your own work and especially of your own workstation to ensure that you do not expose yourself or others to unnecessary risk.

**Flexibility**

In order to deliver services effectively, a degree of flexibility is needed and the post-holder may be required to perform work not specifically referred to above. Such duties will, however, fall within the scope of the job, at the appropriate grade. The job description will be subject to periodic review with the post-holder to ensure it accurately reflects the duties of the job.

**Equal Opportunities Statement**

As part of its recruitment policy, the Refugee Council intends to ensure that no prospective or actual employee is discriminated against on the basis of race, sex, nationality, marital status, sexual orientation, employment status, class, disability, age, religious belief or political persuasion, or is disadvantaged by any condition or requirement which is not demonstrably justifiable.

**Working at the Refugee Council**

A commitment to the work of the Refugee Council.

**Personal Effectiveness**

With the support of their manager the post-holder will need to effectively manage their own workload and medium and long term plans and objectives.

**Flexible Working**

This job requires a combination of in-person and remote service delivery and cannot be carried out entirely working from home.

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Person Specification

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Qualifications

**Essential**

1. Qualification in counselling, clinical psychology, psychotherapy or creative arts therapy.
2. Member/eligible for membership of a professional regulating body BACP/UKCP//HCPC or equivalent.

Experience

**Essential**

1. In depth knowledge of psychological issues:
   1. related to forced migration
   2. related to child development and the transition from childhood to adolescence to adulthood
   3. related to attachment, family dynamics and their impact on wellbeing and resilience
2. Qualification or experience with a specialism in trauma-informed therapies or Refugee Care

Knowledge, skills and abilities

**Essential**

1. Understanding, ability and psychological resilience to work with separated children in crisis and acute states of distress or disturbance and maintain a sensitive and professional attitude
2. Understanding of the Refugee Experience, and the needs of refugee clients who have experienced trauma, loss and separation
3. Ability to carry out holistic psychological and social assessments to gain an understanding of client needs for assistance in these areas and to make appropriate referrals
4. Therapeutic skills in working and building trusting relationship with separated children experiencing a range of psychological issues including: PTSD, loss, guilt, shame, depression, pain, displacement
5. Ability to assess and work with the full range of risk affecting separated children in the UK, including suicide/self-harm, and behavioural issues
6. Sensitivity to working in a multi-cultural environment and an understanding of the ways in which views about mental health are culturally specific
7. Ability to employ a range of clinical approaches to children and young people.
8. Ability to work within a multi-disciplinary system with colleagues from a range of clinical and other professional backgrounds
9. Good organisational skills and caseload management, record keeping and the ability to act on own initiative when appropriate
10. Good report writing skills sufficient to be able to write counselling/therapy reports including reporting on outcomes
11. Excellent verbal communication skills and ability to deliver specialist training sessions and workshops to a variety of audiences
12. Ability to train and offer peer support to other clinicians and staff within the organisation
13. A strong personal commitment to equal opportunities both in terms of policy and practical application
14. A full, clean driving licence and access to a car

**Desirable**

1. Qualification in a creative arts therapy
2. Knowledge of welfare rights and benefits systems in the UK particularly as they affect refugees and asylum seekers on accessing their entitlements
3. Spoken competence in one or more priority refugee languages
4. Knowledge of online therapy techniques and an ability to deliver remote therapeutic services

**This post is subject to a satisfactory Enhanced Disclosure and Barring Service check. Repeat checks are initiated every two years.**

**September 2021**