

CROYDON COUNCIL

ROLE PROFILE AND PERSON SPECIFICATION

DEPARTMENT: People

DIVISION: Children Family Early Intervention Social Care

JOB TITLE: PAIRS Therapist Croydon Best Start in Life/Family Hub Parent And Infant Relationship Service (PAIRS)

N.B: If you have any issues printing this document please contact HR

ROLE PROFILE

Job Title:	Parent And Infant Relationship Service (PAIRS) Therapist
Department:	People
Division:	Children Family Early Intevention Social Care
Grade:	Grade 11
Hours (per week):	21.6
Reports to:	PAIRS Manager Croydon PAIRS (Parent And Infant Relationship Service)
Responsible for:	<i>“Building relationships with others so that families with babies and young children can get the services they need when they need them.”</i>
Role Purpose and Role Dimensions:	<p>To deliver a high-quality provision of psychodynamic parent-infant psychotherapy and/or other modes of relationship-based interventions through PAIRS within the home and the community.</p> <p>To attend and contribute to regular psychodynamic supervision within the team.</p> <p>To participate in clinical delivery decisions that affect the team.</p> <p>To hold an appropriately sized case load and offer a highly skilled Psychotherapy intervention that adheres to the PAIRS model.</p>
Commitment to Diversity:	To take individual and collective professional responsibility for championing the council's diversity agenda, proactively implementing initiatives which secure equality of access and outcomes. Commit to continual development of personal understanding of diversity.
Key External Contacts:	<ul style="list-style-type: none">▪ Parents, babies, and families▪ Best Start in Life Family Hub teams including Health Visitors, Infant Feeding teams, Maternity services▪ Perinatal Mental Health services▪ Adult Mental Health Services▪ Community Paediatric team

- Best Start in Life commissioned providers and partner agencies
- GPs
- Voluntary and community organisations
- Parent Infant Foundation (PIF)
- PIF network of practitioners
- EY and education settings

Key Internal Contacts:

- Family Hub teams including Family Hub navigators
- Best Start in Life teams, e.g. Early years/ children centre teams
- Support and Interventions (Parenting) team
- Early Years SEND
- Healthy Babies lead
- Clinical Supervisor & PAIRS Manager
- Locality Early Help teams
- Social work teams

Financial Dimensions:

N/A

Key Areas for Decision Making:

The PAIRS Therapist will be responsible for ensuring the interventions available are responsive to family's needs and are in line with national Best Start in Life outcomes

The role will have responsibility for the delivery of safe clinical practice with due regard to Croydon Council's and Best Start in Life/Family Hub safeguarding policies (adult and children).

Responsible for organising case/workload, including scheduling home visits, group work attendance at relevant meetings and ensuring recordings are done within agreed timescales.

Other Considerations:

As Croydon's Family Hub model aims to provide an accessible and seamless service for families, flexible working is required which will involve some evening and weekend work.

Ability to travel around the borough.

Is a satisfactory disclosure and barring check required?
[\(click here for guidance on DBS\)](#)

Enhanced DBS and childrens and adults barred list

What level of check is required?

Is the post politically restricted
[\(Click here for guidance on political restriction\)](#)

No

Is the post exempt from the Rehabilitation of Offenders Act (ROA) 1974
([Click here for guidance on ROA](#))

Yes

Key Accountabilities and Result Areas:

To deliver a high-quality provision of psychodynamic parent-infant psychotherapy and/or other modes of relationship-based interventions through PAIRS within the home and the community.

Key Elements:

This will involve:

- Delivering an integrated offer for babies and children up to 2 through the Best Start in Life/Family Hub programme, with specific focus on the first 1001 critical days.
- Ensuring that practice is in line with and meets outcomes of the national Best Start in Life, including Healthy Babies programme as well as the PIF National Framework of *The Baby's Voice*.
- Offering a flexible and responsive service in the community, meeting the needs of parents, infants, and their families.
- Accessing continuous professional learning and development, including training delivered through the Family Hubs programme.
- Working in accordance with the PAIRS evidence-based approach, within the team as well as internal and external partners.
- As the role will have responsibility for a clinical caseload and to ensure progress for families, the post holder will be required to attend supervision in line with PAIRS and Best Start in Life/Family Hub guidelines.
- Holding a number of cases where there is a high/complex level of need.
- Having an awareness of the systemic approaches being used within Children's services, including in relation to therapeutic interventions being undertaken.
- Promote effective partnership working in line with the Family Hubs model, e.g. through attendance of cross-service events and multi-agency professional meetings.

- Offering specialist therapeutic consultations and case discussions to other professionals/agencies.
- Keeping accurate, proportionate and timely case files to monitor the progress of families and evidence the impact of the work and outcomes achieved.
- Ensuring safeguarding is embedded in all practice and provision and liaising closely with appropriate services.
- Undertaking regular reviews with families to ensure progress is being achieved and plans are effective, using an outcomes-based approach
- Developing and maintaining effective professional relationships with all partner agencies to ensure that parent, infants, and their families have access to appropriate and timely services.
- Signposting families to access additional support within the Best Start in Life/ Family Hub partnership.

Green Commitment

Ensuring both individual and teamwork meets the Council's Green Commitment Policy goals in reducing energy consumption and waste, increasing renewable energy use and recycling, contributing to a reduction in traffic congestion and using sustainable materials.

Data Protection

Being aware of the council's responsibilities under the Data Protection Act 1998 for the security, accuracy and relevance of personal data held, ensuring that all administrative and financial processes also comply.

Maintaining customer records and archive systems in accordance with departmental procedures and policies as well as statutory requirements.

Confidentiality

Treating all information acquired through employment, both formally and informally, in confidence. There are strict rules and protocols defining employee access to and use of the council's databases. Any breach of these rules and protocols will be subject to disciplinary investigation. There are internal procedures in place for employees to raise matters of concern regarding such issues as bad practice or mismanagement.

Equalities and Diversity

The council has a strong commitment to achieving equality of opportunity in its services to the community and in the employment of people. It expects all employees to understand, comply with and promote its policies in their own work, undertake any appropriate training to help them to challenge prejudice or discrimination.

Health and Safety

Being responsible for own Health & Safety, as well as that of colleagues, service users and the public.

Employees should co-operate with management, follow established systems of work, and use protective equipment and report defects and hazards to management.

Managers should carry out, monitor and review risk assessments, providing robust induction and training packages for new and transferring staff, to ensure they receive relevant H&S training, including refresher training, report all accidents in a timely manner on council accident forms.

Managers should ensure H&S is a standing item in team meetings, liaise with trade union safety representatives about local safety matters and induct and monitor any visiting contractors etc, as appropriate.

Contribute as an effective and collaborative team member

This will involve:

- Participating in training to demonstrate competence.
- Undertaking training as required for the role.
- Participating in the development, implementation, and monitoring of service plans.
- Championing the professional integrity of the service.

Person Specification

Job Title: Croydon Best Start in Life PAIRS Therapist

Essential knowledge: **Person Specification**

Training

Training in psychotherapy, family therapy or counselling that includes centrally modalities in psychodynamic thinking and practice.

Training in adult mental health

Or

Training in infant mental health (principles of attachment, child development, modes of intervention, risk assessment, safeguarding)

National policy, strategy and developments regarding child development, assessment, parenting, early help, and early learning

Relevant legislation, statutory guidance, standards, and procedures including Working Together to Safeguard Children 2023

Assessment processes and identification of need

The post holder should have up to date knowledge of other evidenced based interventions.

The post holder should have up to date research knowledge in areas of Child and adolescent/parent infant psychotherapies and child and adolescent mental health.

Essential Skills and Abilities:

Ability to convey Psychodynamic/Psychoanalytic concepts in everyday language and offer informed advice, guidance, and consultation to other professionals/non-professionals.

Able to evaluate evidence-based approaches and programmes to ensure best value

Able to deliver the psychodynamic service alongside the systemic approaches used in early intervention

Ability to manage change effectively

Ability to use clinical supervision appropriately

Ability to work independently as well as in a team setting.

Ability to maintain the highest standards of clinical record keeping and report writing, in line with Croydon Best Start in Life/Family Hub guidelines, including electronic data entry. To be able to provide verbal and written information in a variety of formats.

Ability to communicate difficult, sensitive and complex information that is relevant and appropriate to the child and family's needs. The post holder must be competent in working with people of diverse cultural and ethnic backgrounds.

Ability to participate in the organisation and provision of Parent Infant Psychotherapy (PIP) training in a variety of contexts and practitioners.

To demonstrate the capacity and willingness engage in regular training, e.g. through the Family Hubs programme, to keep up to date with changes in practice, including safeguarding.

Ability to manage in a service area dealing with high risk and high complexity. Deliver good safeguarding and well-being outcomes for parents, infants and their families.

Ability to provide high quality data to be used for producing analytical and evidence-based reports.

Essential experience:

This post requires the post holder to have experience of working as a qualified therapist for a minimum of 2-3 years.

Evidence of experience in working with adults who have a parenting role, or with children.

Experience and skills in engaging families who may present as seldom- heard.

Experience of putting into practice psychoanalytical thinking

Experience of advocating on behalf of families and influencing others

Experience of working in partnership with other professionals and agencies (including but by no means limited to, Social Care, Education, Health, and Voluntary agencies.) involved with an infant/child and/or family

Evidence of undertaking personal psychodynamic therapy for a minimum of one year on a weekly basis.

Psychodynamic infant observation training, or a willingness to undertake this

Special Conditions:

- This role is required to carry professional indemnity
- Able to work outside of normal office hours and across the borough
- The post is subject to an enhanced Disclosure and Barring Service check. All Council employees are expected to be committed to safeguarding and promoting the welfare of children.