

Job title	CYP Bank Therapist
Responsible to	CYP Manager
Geographical Reach	Dartford, Gravesham, Swanley and Medway
Base	N/A
Hours	Variable
Salary	£18.03 per hour unaccredited £20.01 per hour accredited

JOB DESCRIPTION

Purpose of Post

This post is to deliver therapeutic services to CYP aged 5-18 (or up to 25 for those with SEN). North Kent Mind bank workers are taken on by the organisation in a casual capacity to ensure adequate staff cover in services when the organisation cannot meet this from existing staff due to staff sickness, training, annual leave or vacancies. Payments for sessions will go through the North Kent Mind payroll system and Tax and National Insurance will be deducted if appropriate.

In general, Bank workers are contacted as and when difficulties in maintaining the Children and Young Persons Services staff rota occur and are free to take on or reject any such sessions offered. Where bank workers have particular skills in group work, individual work or leading activities, they may also be offered a series of sessions.

Structure of the Post

Bank therapists are responsible to the Children and Young Persons Services Manager or/and Deputy CYP Manager, who is responsible for the element in which they are deployed. The work on offer could involve venues in Medway, Gravesend, Dartford and Swanley; bank staff are free to reject offers of work at venues which are difficult for them to get to. Delivery will be primarily face-to-face/in person and could be in community venues our offices or in schools, with occasional online delivery where appropriate and agreed.

Travel costs to any venue are not reclaimable as expenses.

A: DUTIES OF THE POST: GENERAL

These duties apply to all North Kent Mind Staff, whichever service they work for:

1. To work within a framework which:
 - i. Abides by all the policies of North Kent Mind, including Equity and Diversity, Confidentiality, Health and Safety, and GDPR.
 - ii. Promotes Social Inclusion, Empowerment, Well-being and the Recovery Model
 - iii. Respects, encourages and builds on individual service users' coping strategies, skills and autonomy, and is in keeping with the standards of performance and ethics as defined by the Health and Care Professions Council.
 - iv. Maintains good liaison with any other outside agencies as is necessary
 - v. Promotes good joint working, links and cross-referral with all North Kent Mind colleagues.

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2. To participate in clinical supervision as required by the BACP and CYP Manager.
- Please note: Clinical supervision is provided in groups and fully funded by North Kent Mind as part of our commitment to safe and effective practice; this time is not claimable. Should you wish to use your own supervisor, a declaration of use will be required and we will not fund external supervision costs.

B. DUTIES OF THE POSTS: SPECIFIC

North Kent Mind Bank CYP Therapists will:

- Deliver both one-to-one and group therapeutic interventions using CBT, DBT or Creative Therapy models over short blocks of 6–12 sessions.
- Maintain accurate and timely case records using our internal system (Lamplight).
- Record and track outcome measures, feedback forms, and support plans in line with service requirements on the digital case management system (Lamplight)
- Contribute to the development and delivery of therapy materials/manuals appropriate to your therapeutic discipline and CYP needs.
- Liaise closely with the Project Coordinator and CYP management team to ensure quality and compliance with KPIs.
- Liaise with the CEO, as required, in the absence of the CYP Manager/Deputy Manager.
- Engage fully in clinical group supervision to support professional development and safe, effective practice.
- Support with admin tasks where needed, including arranging sessions and completing assessments/triage.
- Gather participant feedback using internal feedback forms for impact monitoring and evaluation

C. QUALIFICATIONS AND PROFESSIONAL REQUIREMENTS

Bank therapist roles are only open to qualified therapists. **Trainees will not be considered.**

All applicants must meet the following criteria:

- Hold a minimum Level 4 qualification in a relevant therapeutic discipline (e.g. CBT, DBT, Counselling, Art Therapy, Play Therapy, etc.).
- Be accredited, or actively working towards accreditation, with a recognised professional body such as:
 - BACP – British Association for Counselling and Psychotherapy
 - BABCP – British Association for Behavioural and Cognitive Psychotherapies
 - BPS – British Psychological Society
 - HCPC – Health and Care Professions Council
 - PTUK – Play Therapy UK
- Have experience delivering therapy to children and young people in either one-to-one or group formats; ideally both.
- Evidence of appropriate CPD to meet the standards of practice required by their professional body.

Personal Specification

Criteria	Essential	Desirable
Recognised qualification (Level 4 minimum) relevant to therapeutic practice (proof will be required)	✓	

Evidence of a qualification that includes or enables safe, appropriate therapeutic work with children and young people	✓	
Understanding of relevant policies/codes of practice and awareness of relevant legislation	✓	
Accredited or working towards accreditation with a relevant professional body (e.g. BACP, BABCP, HCPC, PTUK)	✓	
Knowledge & experience in the field of CYP mental health	✓	
An understanding of the issues, needs & risks affecting people with mental health problems & complex needs	✓	
A non-judgemental attitude to mental health service users	✓	
The ability to work in a person-centred way	✓	
An empowering and positive attitude to service users	✓	
Ability to work with service users on a 1-2-1 basis	✓	
Ability to work with service users in group settings	✓	
Ability & experience to work within a multidisciplinary & multiagency team	✓	
Experience gathering and collecting data for monitoring purposes	✓	
Excellent communication and listening skills	✓	
An understanding of the need for strong professional boundaries	✓	
Proactive and flexible approach to problem solving	✓	
Good organisation skills	✓	
Good computer skills	✓	
Able to work on own initiative	✓	
Experience & ability to work with challenging service users with multiple needs & manage crisis effectively	✓	
Car owner/driver		✓
Experience using online data storage systems		✓