



CYP Sessional Therapist: JOB DESCRIPTION

Job title	CYP Sessional Therapist
Responsible to	CYP Manager
Geographical Reach	Medway
Base	Chatham, Medway
Hours	Variable
Salary	£18.03 per hour unaccredited £20.01 per hour accredited

Purpose of Post

North Kent Mind Sessional Therapists are engaged on a casual basis to support the delivery of therapeutic services for children and young people (CYP) aged 5–18 (or up to 25 for those with Special Educational Needs). Sessional therapists are brought in during periods of high demand to ensure a timely, safe and responsive service, particularly where waiting lists are growing or capacity cannot be met by the core team.

Sessional Therapists are expected to deliver a minimum of four sessions per week, with an agreed caseload scheduled on set working days to provide consistency for clients. All Sessional Therapists must either participate in North Kent Mind's clinical supervision arrangements or provide monthly evidence of their own supervision, in line with BACP requirements (typically 1.5 hours per month).

As this is a **self-employed role**, payments are made monthly, upon receipt of an invoice. Therapists are responsible for managing their own tax and National Insurance contributions.

Structure of the Post

Sessional therapists are responsible to the CYP Services Manager and/or Deputy CYP Manager, who is responsible for the element in which they are deployed. This role **only involves delivery in Medway**; Sessional staff are free to reject offers of work at venues which are difficult for them to get to.

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.
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 Sessional 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) for impact monitoring and evaluation
- Liaise closely with the Project Coordinator and CYP management team to ensure quality and compliance with KPIs.
- Engage fully in clinical group supervision to support professional development and safe, effective practice.
- Liaise with the CEO, as required, in the absence of the CYP Manager/Deputy Manager.

They may also:

- Contribute to the development and delivery of therapy materials/manuals appropriate to your therapeutic discipline and CYP needs.
- Support with admin tasks where needed, including arranging sessions and completing assessments/triage.

C. QUALIFICATIONS AND PROFESSIONAL REQUIREMENTS

Please note: Sessional Therapist roles are only open to **qualified therapists**. We are **unable to consider applications from trainees** for this post.

All applicants must meet the following criteria and will be asked to provide evidence of:

- **Professional qualification:** Qualified to degree level or equivalent in a relevant therapeutic discipline (e.g. CBT, DBT, Psychology, Art/Drama Therapy, Play Therapy). For counselling, a minimum Level 4 diploma in counselling/psychotherapy, completed on a course accredited by BACP/UKCP/PTUK, is accepted.
- **Professional registration:** Current registered membership (not student/trainee) with a recognised professional body, such as:
 - BABCP – British Association for Behavioural and Cognitive Psychotherapies. Registered as an Accredited Cognitive Behavioural Therapist.
 - HCPC – Health and Care Professions Council.
 - PTUK – Play Therapy UK. Minimum Certified Play Therapist registration.
 - UKCP – UK Council for Psychotherapy. Minimum Registered Member.
 - BACP – British Association for Counselling and Psychotherapy. Therapist's should be Registered Members (MBACP). We may consider Individual Members if they can evidence 100 hours of supervised placement, a certificate of course completion and are within the 24-month timeframe to pass the Certificate of Proficiency to gain registered status.
- **Experience:** At least six months' post-qualification experience delivering therapy to children and young people in one-to-one and/or group formats (ideally both)
- **Professional development:** Evidence of up-to-date Continuing Professional Development (CPD) in line with the standards of their registering body.

Personal Specification

Criteria	Essential	Desirable
Professional qualification at degree level or above in a relevant therapeutic discipline (e.g. counselling, CBT, psychology, art/drama therapy, play therapy). For counselling, a minimum Level 4 diploma from a BACP/UKCP/PTUK accredited course is accepted.	✓	
Minimum six months' post-qualification experience delivering therapy with children and young people.	✓	
Registration (or working towards accreditation where applicable) with a recognised professional body, such as BACP, BABCP, HCPC, PTUK or UKCP)	✓	
Evidence of a qualification and experience 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.	✓	
Knowledge and experience in the field of CYP mental health.	✓	
An understanding of the issues, needs and risks affecting people with mental health problems and 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 and experience to work within a multidisciplinary and 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 and ability to work with challenging service users with multiple needs and manage crisis effectively.	✓	
Evidence of Continuing Professional Development (CPD) in line with professional body requirements.	✓	
Safeguarding training and knowledge relevant to CYP (minimum Level 3).	✓	
Ability to recognise and appropriately escalate safeguarding and risk concerns in line with local procedures.	✓	
Commitment to equality, diversity and inclusion in service delivery.	✓	
Ability to receive and make use of regular clinical supervision.	✓	
Car owner/driver.		✓
Experience using online data storage systems.		✓
Experience of working in an VCSE setting.		✓
Experience delivering workshops or psychoeducation to CYP and/or parents/carers.		✓
Experience of working with specific groups of CYP (e.g. care-experienced, LGBTQIA+, neurodivergent, or those at risk of offending).		✓