

Department: Therapeutic Services Team

Role: Schools based therapist (Rowhill School, Aldershot)

Accountable to: Head of Therapeutic Services

Responsible to: Head of School

Hourly/Daily rate: Subject to skills and experience

Purpose of the role:

To develop and deliver highly effective, innovative individual and group therapeutic interventions, aligned with the Therapy Services Operational Policy and responsive to the needs of the setting and the young people we support.

Working closely with the Head of Therapeutic Services, the therapist will take a lead role in embedding therapeutic approaches within the systems, structures and wider practice of Rowhill School, supporting a consistent and integrated approach to emotional wellbeing and mental health.

To plan, coordinate and deliver highly specialised, collaborative, goal-oriented and evidence-based therapeutic assessments and interventions for young people with complex Social, Emotional, Behavioural and Mental Health (SEMH) needs.

To work collaboratively with young people, education staff, families and other professionals to ensure that therapeutic support is individualised, meaningful and focused on positive outcomes.

Outline of main duties and responsibilities:

- In close consultation with the Head of Therapeutic Services, plan, coordinate and deliver a range of highly specialised, goal-oriented therapeutic interventions that contribute to the wider multi-disciplinary provision for children and young people presenting with complex emotional, social, developmental, behavioural and mental health needs.
- Work collaboratively with children and young people to establish clear, meaningful goals for therapeutic intervention, reviewing these regularly in consultation with the school's multi-disciplinary team, external agencies and families, where appropriate.
- Draw upon a broad range of psychodynamic and developmental theories to inform clinical practice, ensuring that interventions are thoughtful, evidence-based and responsive to the individual needs of each young person.
- Manage complex, demanding and emotionally challenging clinical situations with confidence, sensitivity and professionalism, including the exploration of complex, sensitive or distressing personal experiences within individual and group settings, as appropriate.
- Provide accurate, sensitive and timely verbal and written feedback to members of the multi-disciplinary team, whilst maintaining appropriate professional boundaries and confidentiality.

- Produce clear, accessible and appropriate therapeutic reports for young people, their families and other professionals, as required.
- Work flexibly and creatively in response to the needs of the service, adapting therapeutic approaches to ensure that interventions remain accessible, relevant and meaningful to individual young people.

Collaborative and Multi-Disciplinary Working

- Work closely with school staff to promote an integrated approach to therapeutic support and to identify appropriate therapeutic referrals in line with the Therapy Services Operational Policy.
- Support staff in identifying external resources and services where a young person's needs cannot be appropriately met within the school, helping to ensure continuity of care and appropriate onward support.
- Represent Therapy Services at relevant school meetings, contributing professional insight, providing appropriate feedback on therapeutic interventions and identifying potential referrals.
- Develop and maintain strong, collaborative relationships with external agencies supporting children and young people within the provision, ensuring that therapeutic and wider support is effectively coordinated and avoids unnecessary duplication of interventions.
- Attend case conferences, handovers, CP/CIN meetings, annual reviews and other relevant clinical and multi-disciplinary meetings where possible, taking responsibility for effective communication with professionals, families and carers within the appropriate boundaries of confidentiality.
- Work collaboratively with children, young people and the wider staff team to contribute to the ongoing development of therapeutic provision within the school through regular consultation and feedback.
- Attend therapy team meetings for therapists across the Trust, contributing to shared learning, reflective practice and the continued development of the service

Training, Evaluation and Service Development

- Coordinate and deliver appropriate training and awareness-raising around mental health and therapeutic approaches for school staff and young people, where appropriate.
- Support the Head of Therapeutic Services in evaluating therapeutic interventions through the timely and accurate collection, coordination and analysis of relevant outputs and outcomes data.
- Actively seek opportunities for continuing professional development (CPD), ensuring that clinical practice remains informed by current research, emerging evidence and developments within relevant therapeutic fields.

Safeguarding, Governance and Professional Practice

- Demonstrate exemplary communication skills and maintain a high standard of professionalism at all times, including when working within highly emotive, sensitive or challenging situations.
- Ensure that any safeguarding concerns arising through the provision of therapy are recognised, recorded and reported promptly and appropriately, in accordance with

school and Trust safeguarding policies and procedures.

- Maintain accurate, comprehensive and up-to-date registers and clinical records in accordance with the Therapy Services Operational Policy and relevant professional standards, ensuring that all records are stored securely and managed in line with information governance and record-keeping requirements.
- Promote and uphold equality, diversity and inclusion in all aspects of therapeutic practice, ensuring that interventions are respectful, culturally sensitive and responsive to the customs, values, identities and spiritual beliefs of the young people accessing the service.
- Ensure that all practice is non-discriminatory and reflects an understanding and appreciation of the diverse ethnic, cultural and individual backgrounds of the children and young people supported.
- Maintain a thorough understanding of, and adhere to, all relevant school and Trust policies, including safeguarding, risk assessment, health and safety, staff conduct and complaints procedures.
- Abide by the Health and Care Professions Council (HCPC) Code of Ethics and Professional Conduct, or the equivalent professional standards of the relevant registering body.

Professional Accountability and Service Standards

- Attend regular line management and supervision with the Head of Therapeutic Services, taking responsibility for agreed performance objectives and professional development in line with school policy.
- Take responsibility for maintaining a safe, welcoming, hygienic and therapeutic environment, including the appropriate care and maintenance of therapy spaces and equipment.
- Monitor therapy equipment and resources, raising purchase orders and arranging repairs or restocking as required, in accordance with the available budget and relevant procedures.
- Model excellent personal organisation, time management, consistency and reliability, demonstrating a professional and dependable approach to all aspects of the role.
- Work within the boundaries of professional competence, recognising when additional advice, consultation or specialist support is required.
- Follow all Trust policies relating to professional conduct and appropriate complaints procedures, raising concerns with the Head of Therapeutic Services in the first instance.