



Job Description April 2023 – School counsellor

Psychodynamic Psychotherapist working with children, young people and families

Responsible to: Outreach and Partnerships Lead

Hours: We are recruiting up to 2 days (9-5 or 8:30-4:30), with flexibility around working days.

This role will include a combination of work with 12-16year olds as well as parent work.

Salary: up to £44,000 (pro rata to part time hours)

Contract: Fixed Term with expectation to extend (contract length to be discussed at interview)

About Open Door

Open Door is a not-for-profit organisation providing a range of free and confidential psychological therapies to young people aged 12-24, and a separate consultation service for parents of teenagers and young adults aged 12-19. Last year we worked with over 800 young people, parents and carers offering over 8,000 appointments.

Open Door is based in Haringey, North London, home to some of the most deprived and also some of the most affluent communities in the capital. We are committed to providing a service across the borough – from our main bases in Crouch End and Tottenham as well as in secondary schools and online.

Open Door offers treatment to adolescents and young adults on a brief, medium and longer-term basis. Whilst most of our Child & Adolescent and Adult Psychotherapists have undertaken psychoanalytic based trainings, we also offer CBT and Mindfulness Based Therapy and specialist trauma focussed therapies including EMDR .

The clinical team currently comprises 25 therapists, many of whom are NHS trained and all of whom are professionally accredited. We are a highly skilled team and many of our clinicians also teach on professional trainings.

Since 2000 Open Door has run an innovative **Parenting Teenagers Project (PTP)**, which is targeted at parents of young people aged 12-21 where the parent is concerned about a teenager who will not seek and access help in their own right. Open Door has developed a fully evaluated brief model of parent work – the *Open Door Approach to Parenting Teenagers (APT)*.

Open Door continues to evolve in response to what we learn from listening to young people and is committed to ongoing service innovation. Current targeted projects include **New Narratives** – working with young people and families affected by serious youth violence, and a partnership project with Haringey's new **Autism Hub** to provide therapeutic support for young autistic adults. We are developing new partnerships with the NHS and voluntary sector to provide therapy to care affected adolescents and young adults, and consultation to professionals working with them. Open Door also currently delivers **services in secondary schools** offering a range of therapeutic interventions to students as well as consultation and training to staff.

Open Door also provides training placements for ACP (Association of Child Psychotherapists) accredited trainees and Psychodynamic Psychotherapists Working with Children, Young People and Families as well as those undertaking trainings in psychology and those on CYP-IAPT and other NHS funded trainings.

Open Door works across all THRIVE quadrants, with the majority of service users (c80%) scoring in the moderate to severe range in validated outcome measures (PHQ-9, SDQ and CORE). Given the high level of severity and complexity



of presentations, Open Door works closely with CAMHS, AMHS and Social Care to ensure the best possible care for its patients.

Open Door is funded by the NHS, Local Authority, charitable trusts, and donations. Though Open Door is part of the Single Point of Entry for professional referrals to Haringey CAMHS, we endeavour to ensure that all our services are as accessible as possible. Around 74% of young people refer themselves to Open Door.

This is an exciting time to join the organisation. Open Door's reputation as a key provider of mental health services to adolescents and young adults in Haringey is very high. Service delivery, service in terms of appointments offered and young people seen, has reached unprecedented levels. Open Door has become a multi-site service with bases in Crouch End and Tottenham and its secondary school service is expanding. Since the coronavirus pandemic, Open Door has been offering some therapeutic interventions remotely via phone and video. Whilst over 90% of appointments are being delivered in-person, Open Door continues to offer a blended service based on clinical need, digital access, choice and safety.

For more information see our website www.opendooronline.org

About Mulberry Academy Woodside

Mulberry Academy Woodside is a mixed 11-16 comprehensive school, serving a truly multi-cultural community. The school is located at the heart of Wood Green.

Since February 2021, Open Door has been delivering a 5 day per week in-house face-to-face counselling service at Mulberry Academy Woodside. We offer five sessions a day for a total of 25 sessions a week. Additionally, Open Door offers consultations and supervision to staff.

A JOB SUMMARY

- a) To provide an efficient, effective and highly specialist adolescent assessment and treatment service for young people, parents or carers based within a school. Treatment will be provided to some adolescents with severe, complex and persistent mental health problems.
- b) To make complex clinical judgements and decisions, with the assistance of colleagues and managers, about risk factors and to ensure that links are established with other agencies, particularly those in the statutory sector, to reduce risks and share responsibility within mental health networks. To participate in multi-agency meetings including Child Protection Conferences, Child in Need, Team around the Family, EHCP meetings and annual reviews etc.
- c) To participate in and contribute to the development of Open Door's programmes of audit, evaluation and research and support service users to contribute and participate in our clinical outcome monitoring.
- d) To work autonomously within the overall policy and governance framework set out by Open Door and by Mulberry Academy Woodside.
- e) To provide support for colleagues in team meetings and in difficult or emergency situations.
- f) To provide, when opportunities arise, consultation, training and advice for staff working at Mulberry Academy Woodside.



- g) To attend and contribute to meetings with Social, Emotional, and Mental Health team as well as Safeguarding team at Mulberry Academy Woodside.

B TEAM RELATIONSHIPS

Open Door is a small organisation and good team relationships are important in our working environment.

All the professionals working at Open Door are expected to co-operate with their colleagues in the provision of treatment and consultation, to attend meetings concerning Open Door's policy, administration and case discussions, and to contribute towards and participate in the general development of Open Door.

C DESCRIPTION OF THE POST – KEY AREAS

1. Clinical

- a. To provide expert specialist assessment for adolescents with a range of presenting problems, including severe and complex mental health problems; to make decisions about treatment options taking into account relevant evidence-based research, theory and practice and factors such as historical and developmental processes that have shaped and are currently impinging on the young person, their carers and family.
- b. To decide, in consultation with the service user, clinical colleagues and supervisor, on the appropriate treatment intervention either by continuing treatment within Open Door or by making a referral to appropriate outside agencies.
- c. To provide specialist brief medium term and longer-term psychotherapy, usually on a once weekly basis, for adolescents with significant, severe and persistent mental health problems.
- d. To provide therapeutic work with parents and carers who may themselves be vulnerable and have mental health problems.
- e. To participate and collaborate with other team members in providing specialist clinical services such as interventions for young people who have had a first episode of psychosis, substance misuse problems, physical, sensory or learning disabilities.
- f. To participate in the regular review of cases in individual supervision and team meetings, and where appropriate, to liaise with and participate in meetings with professionals in other agencies.
- g. To work effectively with young people needing interpreters and willing to adapt clinical practice in relation to diversity, expressed beliefs, preferences and client choice.
- h. To liaise with referrers, other team members and other people/agencies as needed in implementing treatment.
- i. To monitor treatment and client progress, providing appropriate feedback about progress and making decisions about treatment modification in discussion with client/parent/carer.
- j. To be responsible for the application of a range of theoretical and practical knowledge, acquired during training and through practice, and to keep up to date with developments in these areas.
- k. To exercise autonomous professional responsibility based on the Code of Professional Conduct and Ethics of the appropriate accrediting organisation.

2. Monitoring and Evaluation of Risk

- a. To be responsible for working within Child Protection and Vulnerable Adult safeguarding guidelines in relation to their own clinical case load. In addition, they will be expected to contribute during team



meetings to the assessment of cases held by team colleagues and to consult and advise referrers in external agencies. This monitoring will involve liaison staff at Mulberry Academy Woodside and sometimes will involve referral to external agencies such as CAMHS, GPs, Children's Services, Early Intervention teams, hospitals etc.

- b. To be responsible for continuing monitoring and evaluation of risk for teenagers and young adults in their own caseload and during supervision and team discussions. This relates to safeguarding concerns, deliberate self-harm or other risky behaviour such as substance abuse, running away, causing harm to others

3. Service Development

- a. To contribute to service development as determined by the Senior Management Team.
- b. To build partnerships with other service providers and referrers and to represent Open Door in local networks as appropriate.
To contribute to monitoring reports for Senior Leadership Team at Mulberry Academy Woodside.

4. Consultation

- a. To provide specialist advice and consultation to professionals working in the school as well as external agencies as appropriate.
- b. To meet with professionals working in other agencies to inform them about Open Door's services and referral processes as appropriate.

5. Teaching, Training and Supervision

- a. To take part, when required, in the recruitment and induction of new team members.
- b. To provide training and teaching for school staff when opportunities arise.
- c. To assist more experienced colleagues in the planning, delivery and review of seminars and workshops on a topic within own specialist area of expertise.

6. Continued Professional Development

- a. To receive regular clinical and service-related supervision from a more senior Child & Adolescent Psychotherapist in accordance with good practice guidelines and accreditation requirements.
- b. To participate in clinical team meetings and present clinical cases in detail for group discussion.
- c. To contribute to the development and maintenance of the highest professional standards of practice through active participation in internal and external CPD training and development programmes, in consultation with the post holder's service manager.
- d. To take part in an annual appraisal with the Supervisor as appropriate.

7. Research and Audit

- a. To participate in and contribute to the development of Open Door's programmes of audit and evaluation and to ensure CYP-IAPT compliance.
- b. To support the development of service user feedback and participation in all aspects of the service.
- c. To ensure that individual clinical evaluation profiles are noted and discussed in the context of supervision and clinical presentations in team meetings.
- d. To utilise theory, literature and research to support evidence-based practice.

8. Administrative

- a. To maintain the highest standards of clinical record keeping and the responsible exercise of professional codes of self-governance. Administration tasks may include: electronic data entry and recording, completion of audit and evaluation data forms, upkeep of weekly appointment diary, attendance records etc.
- b. To contribute to the overall administration of Open Door's services.

9. Meetings Attended

- a. To attend and participate in Open Door meetings as appropriate.



- b. To attend multi-agency clinical meetings as appropriate including Child Protection Conferences, Team around the family, CPAs, etc.
- c. To attend meetings at school and with other providers as and when appropriate.
- d. To represent and promote Open Door in local network meetings and public events as appropriate.

10. Policies, Procedures and Guidelines

- a. To comply with Open Door's policies, procedures and guidelines including those related to Equal Opportunities, Health and Safety, Complaints, Child Protection, Safeguarding Vulnerable Adults, Environmental, Disciplinary and Grievance, and Information Governance.
- b. All information concerning clients and staff must be treated as strictly confidential at all times.

11. General

- a. This is not an exhaustive list of duties and responsibilities and the post holder may be required to undertake other duties which fall within the grade of the job, in discussion with the Supervisor.
- b. This job description may be reviewed in the light of changing service requirements, any such changes will be discussed with the post holder.

Person Specification –Psychotherapists Working with Children, Young People and Families	
Essential	Desirable
Education and Qualifications	
<ul style="list-style-type: none"> To have successfully completed or be approaching the end of a post graduate training in Psychological Therapies with children, young people and families accredited by the BPC (British Psychoanalytic Council). 	<ul style="list-style-type: none"> Training in other therapeutic modalities.
Knowledge and Experience	
<ul style="list-style-type: none"> Experience working as a Psychodynamic Psychotherapist working with children, young people and families in schools, including substantial experience with relevant client age group. Experience in the process of assessment of risk and clinical need. Experience of time limited and longer-term clinical work. Experience of working with parents and carers. Knowledge of other therapeutic modalities. 	<ul style="list-style-type: none"> Experience of working in a CAMHS service. Experience of liaison with other therapeutic modalities towards improving interdisciplinary understanding and networking to improve patient options for treatment. Knowledge of areas of service administration. Knowledge of methodology associated with use of outcome measures, service user evaluations. Interest and/or experience in service development.
Skills and Competencies	
<ul style="list-style-type: none"> Ability to make complex autonomous judgements based on theoretical, technical and clinical knowledge and experience. Ability to communicate effectively in highly emotive situations: - overcoming barriers to understanding and analysing complex and conflicting opinion/emotions. Ability to organise and schedule a range of complex multi-professional activities such as: consultations with clinical teams, clinical seminar groups, educational and training courses, group supervision sessions. Experience in the autonomous management of personal work patterns and caseload. This includes experience in 	<ul style="list-style-type: none"> Practical Computer Skills. Research skills

<p>scheduling and maintaining a pattern of complex clinical and non-clinical work.</p> <ul style="list-style-type: none"> • Good literary and report writing skills. • Time management skills. • Administrative Skills • Good Liaison Skills • Excellent general communication skills • An awareness of the limitations and parameters of the treatment potential of psychotherapy. 	
<p>Personal Characteristics</p>	
<ul style="list-style-type: none"> • Self-motivated • Ability to work as part of a team • Adaptable. • Good interpersonal skills. • Reliable • Trustworthy • Emotional effort - capacity to frequently work with highly emotional circumstances and levels of distress. • Working conditions – capacity to work in a mental health setting with occasional exposure to unpleasant working conditions such as verbal aggression. 	
<p>Additional Requirements</p>	
<ul style="list-style-type: none"> • Awareness of the appropriate ethical, professional and legal responsibilities of their profession • Ability to work as an autonomous clinical specialist, whilst also maintaining close links with other clinicians and colleagues. • Evidence of continuing professional development. • Willingness to work from a number of locations and using different platforms (eg: phone, video, text) 	