



Job Description

JOB TITLE:	<i>For Baby's Sake Practitioner</i>
LOCATION:	Hertfordshire
HOURS:	37.5 Hours per week (there is an expectation to work flexibly to meet the needs of the service)
SALARY:	£38,751.46
CONTRACT TYPE:	Permanent Contract. Secondment opportunities will be considered
PENSION:	Up to 5%, when matched with employee's own contribution
ANNUAL LEAVE:	25 days per annum, with 8 public holidays
REPORTS TO:	<i>For Baby's Sake Team Manager</i>

Job context:

For Baby's Sake is an innovative, therapeutic, trauma-informed programme. We work with both co-parents individually, supporting a recovery framework to overcome the devastating effects of domestic abuse in their relationship. We acknowledge and explore unresolved and often complex childhood trauma and change harmful patterns of behaviour to develop a home environment where children can flourish. We adopt an attachment-focussed parenting approach that enhances the opportunity for children to feel safe and secure, with parents who are emotionally available and attuned to all their needs. Robust safeguarding and risk management policies intrinsically underpin our approach.

There must be a current pregnancy to harness change motivations, a desire on behalf of both parents to co-parent their unborn baby (although they do not have to be in a relationship) and we work with the families until the baby reaches the age of two.

Overall purpose of the job

This position is for a *For Baby's Sake* Practitioner working with mothers and fathers, based within the *For Baby's Sake* Hertfordshire team which works with families across the County.

For Baby's Sake Practitioners offer a package of tailored support that creates the real possibility for lasting and sustained change by establishing and maintaining trusting, meaningful, therapeutic relationships. This is achieved using a structured, service user-led, intensive programme with a suite of individual, therapeutic interventions and potentially some group work. The quality of the relationship promotes engagement and crucially provides the framework for the deeper, therapeutic work.

The programme was delivered face-to-face until COVID-19, when the work continued without interruption through remote delivery using video and phone calls. It is envisaged that delivery in future will include both face-to-face and remote delivery.

We work with both parents, irrespective of gender, sexuality or which parent(s) may be using or experiencing the abuse to break the cycle of domestic abuse. Parents are supported with understanding the dynamics of domestic abuse, behaviour change and emotional regulation.

The post-holder will have the opportunity to support the continued evolution of *For Baby's Sake* whilst maintaining the rigor of and fidelity to the *For Baby's Sake* programme.

Main accountabilities	
1.	<p>Programme delivery</p> <ul style="list-style-type: none"> • To deliver to co-parents a suite of individual, therapeutic and parent-infant interventions via face-to-face, video and audio sessions, to provide opportunity for reflection on personal responsibility, emotional regulation and behaviour change in all aspects of their lives to improve their sense of self and overall wellbeing. (Each co-parent in the family is supported by a different practitioner) • To maintain the highest standards of risk management and safeguarding operating in a synergised manner, considering the support needs of the co-parent • To participate in, and maintain the ongoing review of, robust risk, therapeutic and forensic assessments, and support safety planning • To work cohesively with all <i>For Baby's Sake</i> Practitioners, Team Manager, Clinical Supervisor, Therapeutic Lead, Operational Director and administrative support, to ensure transparency in the delivery of a programme for multiple family members, with the primary aim of supporting the emotional, social and cognitive development of babies/infants and achieving secure parent-infant attachment • To ensure that casework records and data are kept to the required standard for quality service provision, clarity and contemporaneous accuracy.
2.	<p>Participation in team development</p> <ul style="list-style-type: none"> • To undertake the induction programme and procedures agreed by the Trust and also participate in probationary reviews, annual appraisals and performance management meetings • To participate in the development and delivery of the <i>For Baby's Sake</i> team, with the flexibility to work responsively in a changing environment • To participate in operational supervision processes via fortnightly supervision support sessions, both remotely and face-to-face and to access and participate in clinical supervision from the programme's Clinical Supervisor • To work within a line management structure agreed by the Trust and report immediately any problems/difficulties/complaints to the <i>For Baby's Sake</i> Team

	<p>Manager and the <i>For Baby's Sake</i> Director of Operations (or other Trust Directors), as appropriate and, if necessary, participate in any follow up actions</p>
3.	<p>Participation in best practice and service improvement</p> <ul style="list-style-type: none"> • To establish respectful and enabling relationships with <i>For Baby's Sake</i> service users that aim to promote positive change in a non-collusive way, whilst maintaining appropriate boundaries • To participate in the monitoring, planning and continuous improvement of the interventions and overall programme, particularly in response to the feedback from service users, Trust colleagues, area-based and CONNECT <i>For Baby's Sake</i> teams, wider stakeholders and partner agencies • To respond within expected timescales to requests for data, including case studies, change stories and quotations from service users and partner agencies, to demonstrate the programme's approach and impact and to share the learning
4.	<p>Working to organisational and programme policies, procedures and principles</p> <ul style="list-style-type: none"> • To adhere to the Trust's and specific locally agreed safeguarding policies and procedures for the protection of children and vulnerable adults • To work within a line management structure and report immediately any problems/difficulties/complaints to the <i>For Baby's Sake</i> Team Manager or the <i>For Baby's Sake</i> Director of Operations • Maintain professional standards and comply with all relevant Trust policies and procedures such as Health and Safety, Confidentiality, Data Protection, Information Security and Confidentiality, Lone Working, Supervision and Support and Equality, Diversity and Inclusion • Where relevant and appropriate, establish joint working arrangements and abide by local partners' policies and procedures in service users' home areas, in particular in relation to Data Protection under Information Sharing Agreements
5.	<p>Representing the Trust and <i>For Baby's Sake</i></p> <ul style="list-style-type: none"> • To contribute to <i>For Baby's Sake's</i> aims and objectives by establishing and developing effective partnerships and good links within service users' Local Authority areas, including representation at multi-agency meetings and events • To attend (both remotely and face-to-face) and input into multi-agency meetings such as case conferences, MARAC, DA Forums and, where/when required, convene multi-agency meetings • To support the Trust to ensure service users' voices and lived experience are incorporated into service review, development, delivery and strategic activities to influence policy and practice at local and national levels

	<ul style="list-style-type: none">• To act as an advocate for the <i>For Baby's Sake</i> service users and ensure that the issues associated with the impact of DA on parenting and infant mental health are high on the agenda of every organisation
6.	<ul style="list-style-type: none">• To demonstrate awareness/understanding of diversity, equality and inclusion and other people's behavioural, physical, social and welfare needs.

Safeguarding commitment

We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.

Person Specification

Qualifications, knowledge, skills and experience

Minimum level of qualifications required for this job

Qualifications Required	Essential/ Desirable
<ul style="list-style-type: none"> • Degree or equivalent relevant professional qualification 	<ul style="list-style-type: none"> • E
<ul style="list-style-type: none"> • Excellent IT skills, including data recording, understanding and ordering of complex data, case recording and presentation of electronic information. 	<ul style="list-style-type: none"> • E
<ul style="list-style-type: none"> • A qualification in delivering an online/virtual therapeutic service 	<ul style="list-style-type: none"> • D

Minimum levels of knowledge, skills and experience required for this job

Knowledge and experience	Essential/ Desirable
<ul style="list-style-type: none"> • An understanding of the needs of all family members: <ul style="list-style-type: none"> • Supporting those using abusive behaviours to recognise and change their behaviour and/or support to help victims/survivors of DA to overcome the trauma of the abuse • Knowledge and expertise of infant development and attachment focused parenting strategies including remote delivery of Video Interaction Guidance (VIG), to help co-parents give their babies the best start in life • Supporting co-parents to acknowledge and address any unresolved childhood trauma within a therapeutic recovery framework • Supporting co-parents using a trauma-informed approach with their other children who have experienced domestic abuse 	<ul style="list-style-type: none"> • E • D • D • D
<ul style="list-style-type: none"> • Experience of working within a multi-disciplinary team/service which supports systemic therapeutic recovery and behavioural change, ideally with a particular focus on improved outcomes for infants experiencing trauma within the family home 	<ul style="list-style-type: none"> • D
<ul style="list-style-type: none"> • Experience of home visiting and/or flexible working in a range of settings 	<ul style="list-style-type: none"> • E
<ul style="list-style-type: none"> • Experience and desire to deliver a service using a range of platforms including face-to-face, audio and video 	<ul style="list-style-type: none"> • E
<ul style="list-style-type: none"> • Experience of undertaking risk assessments, risk management and safety plans for vulnerable and at risk groups and a sound understanding and experience in the application of statutory safeguarding processes for the protection of infants/children and adults at risk 	<ul style="list-style-type: none"> • E

<ul style="list-style-type: none"> • Experience in the use of outcome and process measurement tools, ideally those used when working with domestic abuse and parent-infant approaches • Excellent communication skills and experience in the preparation of verbal and written reports for use in case conferences or similar. Also experience of presenting at public events, formal and informal meetings • Experience of supporting service users to engage in and contribute to service review, delivery and development • Experience of facilitating groups • Experience of helping to deliver new/innovative services or pathways and shape new ways of working, combining a passion for breaking new ground with the staying power to establish, maintain and improve it 	<ul style="list-style-type: none"> • E • E • D • D • E
Skills	
<ul style="list-style-type: none"> • Outstanding therapeutic skills and a demonstrable track record in forming an effective therapeutic relationship both face to face and remotely with service users while maintaining boundaries • To have the ability to demonstrate resilience and self-awareness in order to be help minimise vicarious trauma • A track record of using motivational and strength-based approaches while building relationships that avoid collusion • The ability to speak in other languages, in addition to English, will be advantageous, but is not essential 	<ul style="list-style-type: none"> • E • E • E • D
Behaviours	
<ul style="list-style-type: none"> • Enthusiasm to learn new therapeutic approaches and share and develop your skills, through feedback and experiential training methods • To be open-minded and non-judgemental upholding the belief in positive change and a commitment to supporting colleagues and service users to achieve best possible outcomes. • Willingness to embrace work challenges with the intention of delivering success and a full commitment to working in an integrated way with multi-disciplinary and multi-agency partners 	<ul style="list-style-type: none"> • E • E • E
Safeguarding	

<ul style="list-style-type: none">• Expertise and experience in delivering services which involve children and/or adult safeguarding (ideally covering both dimensions)	<ul style="list-style-type: none">• E
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