


# MENTAL HEALTH PROFESSIONAL

£28,800 Part-time, 4 days (£36,000 FTE)



**POWER  
THE  
FIGHT**



# JOB DESCRIPTION

## LOCATION

The role is based in South London.

## SALARY

£28,800 Part-time, 4 days (£36,000 FTE)

## INTRODUCTION

Power The Fight was launched in 2019 in response to the UK's rapid increase in serious violence affecting young people and its disproportionate impact on vulnerable and minority communities. Power The Fight recognises this increase in violence as an urgent but complex public health crisis with multiple and inter-related causative factors including racial injustice, trauma, lack of early intervention, reduction in statutory services and social inequality, all of which have been or will be exacerbated by the social and economic impacts of Covid-19 (with a disproportionate impact on Black and minority ethnic communities). We promote and advocate for the mobilisation of communities to address these systemic issues, which we deliver via several distinct programmes:

- [specialised training](#)
- developing free online resources such as our [PowerTalks](#)
- engaging with local and national government bodies
- supporting a small number of bereaved families with short-term financial gifts and signposting for housing, debt management and counselling support

Power The Fight promotes the voices of vulnerable and minority communities by acting as the conduit between families impacted by violence affecting young people and decision and policy makers, to create co-designed and co-produced responses to violence and its causative factors. We work to dismantle the structures which disproportionately impact the most vulnerable in society, and to challenge the misconception that violence affecting young people is simply an issue of race, while simultaneously wrestling with the reasons why in some parts of the UK, violence does disproportionately take the lives of people from Black and minority ethnic backgrounds – particularly in London. This means we intentionally examine institutions such as the police, education, health and criminal justice systems through a racial lens, to address current race inequalities and unconscious biases in these organisations.

In 2020 we launched a research report called [Therapeutic Intervention for Peace \(TIP\)](#), focused on **developing culturally sensitive therapeutic services** for families and peers affected by traumatic loss through youth violence. The research was supported by the Mayor of London's Violence Reduction Unit in recognition of the lack of appropriate provision currently offered in the aftermath of incidents, and the impact of this gap on individuals and communities from racial minority backgrounds.

Across our programmes, Power The Fight aims to develop replicable, evidenced models which can be scaled up to involve a wide range of partners across the UK, with the ultimate objective of empowering individuals and communities to end, and heal from, violence. We seek to address immediate needs whilst working with the authorities and building networks of diverse partnerships in order to catalyse systemic change. Power The Fight was given a London Faith and Belief Community Awards in 2019 under the 'Peace and Reconciliation' category.

Whilst we have organisational links with the Christian church, Power The Fight works compassionately and with commitment to people of all faiths and none. Power The Fight is a member of the Contextual Safeguarding Network based at the University of Bedfordshire, and partners with other Network members including Abianda to deliver training and design community interventions.

This role focuses on therapeutic youth work in one or more secondary schools in South East London.

## **THERAPEUTIC INTERVENTION FOR PEACE (TIP) PILOT IN LONDON BOROUGH OF LEWISHAM**

Power The Fight plans to partner with multiple London boroughs over three years to deliver TIP as a pilot programme comprising several services which will contribute towards decreasing rates of violence affecting young people. We recognise that the Covid-19 crisis has exacerbated the pre-existing vulnerabilities which contribute to the likelihood of violence, making our work even more urgent.

Power The Fight aims to show the effectiveness of a culturally sensitive, co-designed therapeutic service on the mental health of Black and minority ethnic communities, its potential for indirect social and economic benefits, and the possibility to interrupt cycles of youth violence, in order to evidence a model which can be adopted across the UK.

The TIP report was launched in September 2020 and Power The Fight's first small pilot therapeutic service began in Autumn 2020 at a secondary school in Lewisham, South East London, building on the report's recommendations. It was then expanded to two further schools in January 2021, one being an alternative provision centre in Lewisham and Greenwich.

### **PURPOSE OF THE ROLE**

- To contribute to the development and delivery of culturally sensitive reflective practice groups to school staff.
- To contribute to the development and delivery of culturally sensitive and psychologically informed workshops for parents and carers.
- To provide psychologically informed assessment and culturally sensitive therapeutic interventions with young people in three schools in South London when required. Interventions are both individual and group based.
- To contribute and implement novel and interesting evidence-based ways of working with complex clients and their networks from a systemic perspectives.

- To contribute to the development of psychologically informed, culturally sensitive therapeutic interventions by supporting colleagues and other professional agencies and services to consider the needs of families and networks through reflective practice.
- To support partner staff in their work with more challenging cohorts e.g. those at risk of exclusion.
- To contribute to enabling children, young people and staff from diverse backgrounds to flourish by working to create a psychologically safe environment.
- To undertake service evaluation, audit, and research alongside the PTF Senior Clinical Psychologist, PTF Clinical Lead and Research Lead, develop outcome measurement and assessment across the project in partnership with the TIP team.
- To work as an autonomous professional within professional guidelines and codes of conduct and guided by principles and policies or procedures of Power The Fight, taking responsibility for interpreting policies within defined parameters.
- Develop young people's, families and professionals' participation in Power The Fight services and organisation.

## **KEY AREAS OF RESPONSIBILITY**

### **1. Direct work with Young People, Families and Professionals**

- To ensure the provision of culturally appropriate interventions with carers or families of young people.
- To work with school and community-based organisational staff teams e.g. reflective practice and training.
- To contribute and implement novel and interesting evidence-based ways of working with complex clients and their networks from a systemic perspective.
- To use systemic skills to manage complex professional networks and processes in relation to individuals, families and organisations.
- When required, to provide culturally sensitive assessments, formulations and interventions for young people based on a good knowledge of child and adolescent development and evidence-based practice.
- To assess and monitor risk and draw up appropriate risk management plans.
- Maintain good relationships and clear lines of communication with other professional agencies, providing specialist advice and support where appropriate.

### **2. Contributing to team or service clinical functioning**

- To contribute to the effective working of the team and to a psychologically and systemically informed framework for the service.
- To contribute to the team's delivery of accessible and culturally sensitive therapeutic support to diverse local communities.
- To use theory, evidence-based literature and research to support practice and work with other team members.

- To ensure that the team have a good quality learning environment.
- To be proactive in challenging discrimination and to support the development of culturally sensitive services.

### **3. Research**

- To contribute to service evaluation and audits.
- To contribute to appropriate research within the service.

### **4. Policy and service development**

- To implement policies and procedures in own area of work.
- To identify any aspects of the service which could be improved and propose improvements or changes to practices or procedures that affect the service and may also affect other services.
- To initiate and implement service development projects, as agreed with Senior Psychologist and Clinical Lead.
- To participate in the ongoing implementation of new initiatives (e.g. national guidelines) across relevant services.
- To assist in the consultation and engagement of service users in planning and delivering services which meet the needs of local communities.

### **5. Care or management of resources**

- To take care of, and use carefully, Power The Fight's equipment and physical resources.
- To ensure that the post-holder has sufficient resources by estimating future needs and requesting or ordering supplies as needed.

## PERSON SPECIFICATION

ESSENTIAL QUALIFICATIONS	DESIRABLE QUALIFICATIONS
<p>Relevant Professional Qualification e.g. systemic psychotherapist, psychodynamic psychotherapist, counsellor, social worker or nurse with additional mental health and/or reflective practice training.</p>	
<p>Current registration with relevant professional body, such as UKCP, BACP, HCPC</p>	
ESSENTIAL EXPERIENCE	DESIRABLE EXPERIENCE
<p>Experience of working with a caseload of parent/carers and those with significant experience of caring responsibilities from marginalised communities.</p>	<p>Experience of multidisciplinary team working in complex environments.</p>
<p>Experience of undertaking assessment, formulation, risk assessment and safety planning.</p>	
<p>Experience of working in a school context.</p>	
<p>Experience of systemic and community-based models and interventions.</p>	
<p>Experience of liaison and joint work with other statutory services and voluntary agencies, including crisis management.</p>	
<p>Experience of delivering reflective practice to staff teams and individuals.</p>	
<p>Experience of facilitating groups with young people and parents / carers.</p>	
<p>Experience of working with individuals and groups with complex needs.</p>	

Providing culturally sensitive practice.	
<b>ESSENTIAL KNOWLEDGE</b>	<b>DESIRABLE KNOWLEDGE</b>
Specialist skills in the use of complex methods of assessment and interventions of individuals, couples, family systems, groups and organisations.	
Knowledge and skill in using the variety of approaches and methods within their profession, as required in the work with individuals, couples, family systems, groups and organisations.	
Knowledge of child development and mental health problems.	
Knowledge of Trauma-Informed Practice and working with complex factors contributing to violence impacting young people.	
Knowledge of the exclusion process and experience of working with young people at risk of exclusions, as well as their families.	
Knowledge and understanding of the barriers and challenges parents/ carers/those with significant caring responsibilities in seeking support.	
Knowledge of conducting literature searches and critically analysing clinical and research evidence.	
Working knowledge of Safeguarding, the ability to follow procedures, and develop work within a culture of safe practice.	

ESSENTIAL SKILLS	DESIRABLE SKILLS
To communicate skilfully and sensitively complex and sensitive information with clients, carers and colleagues overcoming barriers to communication including sensory, and emotional difficulties, cultural differences and hostility to or rejection of information.	
To plan and schedule assessments and interventions for individual clients and groups and carers, and for meetings with relevant professionals and agencies.	
Well-developed IT skills including entry and analysis of research data.	
Skills in providing teaching and training to other professional groups.	
ESSENTIAL ABILITIES	DESIRABLE ABILITIES
Ability to work effectively within a multi-disciplinary team and contribute to effective team functioning.	
Ability to plan and manage a complex work programme, prioritise tasks and deliver results on time.	
Ability to keep accurate records and use recorded data for evaluation and monitoring	
Ability to identify and employ mechanisms of clinical governance as appropriate.	
Ability to develop and use multi-media materials for presentations in public, professional and academic meetings.	



Ability to manage emotionally stressful situations such as working with victims of abuse or trauma, or with people who engage in severe self-harming or aggressive behaviour.	
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## **RESPECT FOR ALL**

It should be noted that due to the charity's commitment to work equally with those of all faiths and none and organisations and individuals of all political persuasions, it is vital that the successful applicant demonstrates the ability to value and give respect to others regardless of their faith, political persuasion or cultural perspectives.

## **STAFF BENEFITS**

### **Annual leave**

20 days (25 days FTE) plus 2 additional discretionary days at Christmas.

### **Employee Assistance Programme**

As a trauma-informed organisation we believe that our employees are our greatest asset. As part of this role you all employees have direct access to an Employee Assistance Programme, which is available 24/7, 365 days a year; a confidential external line to support you when you need it, over and above our internal support.

### **Pension**

Power the Fight offers an employer pension contribution (in addition to employee contributions); the equivalent of 8% of your gross annual salary, into a work-place pension appropriate scheme (applicable after successful completion of your probationary period).

### **Flexible working**

We have a flexible working policy that enables employees to work in way that meets their needs alongside our organisational needs.

### **Regular clinical supervision**

At Power The Fight we believe that all staff, whether delivering face-to-face services or working in non-clinical roles, should have additional support and a confidential space to reflect and talk through the impact of their work on them. This role benefits from regular clinical supervision from a qualified Clinical Psychologist.

This role has a 3-month probationary period and is subject to an Enhanced DBS check.

**Power The Fight**

Market Peckham, 133a Rye Lane,  
London, SE15 4BQ

UK Registered Charity No. 1181143

*[powerthefight.co.uk](http://powerthefight.co.uk)*

**POWER  
THE  
FIGHT**

The logo consists of the words 'POWER', 'THE', and 'FIGHT' stacked vertically in a bold, white, sans-serif font. A white horizontal line is positioned below the word 'FIGHT'.