

THERAPEUTIC INTERVENTION FOR PEACE YOUTH PRACTITIONER

Full-time, £27,000 per annum



**POWER
THE
FIGHT**



JOB DESCRIPTION

LOCATION

The role is based in South London.

SALARY

£27,000 p.a

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.

THERAPEUTIC INTERVENTION FOR PEACE (TIP) PILOT IN LONDON BOROUGH OF SOUTHWARK

Power The Fight has partnered with the London borough of Southwark to deliver the TIP programme across a Trust of Secondary Schools comprising several services which will contribute towards decreasing rates of youth violence. 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.

This role will work across three schools to implement the TIP model, promote cultural sensitivity and systemic change as recommended in the TIP Report, and support those aged 11-16 who would benefit from additional support to improve their mental health.

PURPOSE OF THE ROLE

To work in Southwark secondary schools:

To sensitively and compassionately lead the provision of support for young people at risk of involvement in violence affecting young people, forming trusting relationships which will form the conduit through which young people can access therapeutic services delivered by Power The Fight and other referral partners.

To co-design and co-produce a culturally sensitive programme of therapeutic services, bringing young people's experiences and contributions to ensure the services are fit for purpose.

To contribute directly to the planning and development of the therapeutic interventions.

REPORTING LINE

Reports to the Clinical Lead, with clinical supervision from one of Power The Fight's Psychologists (this is a requirement of the role).

MAIN DUTIES AND RESPONSIBILITIES

To work with one or more secondary school / alternative provision centre, under the supervision of a qualified and registered Psychologist, to:

- Introduce the TIP project to school staff, identified young people and their parents / carers through meetings and presentations.
- Plan and deliver co-designed and culturally sensitive therapeutic workshops and individual sessions with young people.
- To administer questionnaires and conduct assessments for identified young people.
- Hold a caseload that is deemed suitable by Clinical Lead and Supervisor.
- Create and develop resources for the service.
- Gather referral information from the school to ensure each young person's case is thoroughly understood and documented.
- Escalate all safeguarding concerns immediately to the Power The Fight Safeguarding team, follow school safeguarding procedures - including reporting to the school's Safeguarding Lead - and assist with any required follow up.
- Support partner staff in working with young people.
- Liaise with professionals and individuals across a young person's network whilst respecting confidentiality and information sharing policies.
- Support the co-development and delivery of the TIP alumni group.
- Attend team meetings and to be confident following and contributing to discussions.
- To act in a manner that supports a trauma-informed framework.
- Build and maintain excellent relationships with stakeholders such as schools and other external agencies.
- Assist with the collection of data and management.
- Participate in service evaluations, audits, and research to enhance outcomes measurement and assessment across projects in partnership with the Clinical Psychologists, and Research Lead.
- To assist in the maintenance of databases, perform analyses and produce internal and external reports.
- Maintain the highest standards of record keeping according to Power The Fight's and GDPR policies and procedures and professional guidelines, including electronic data entry.
- Provide feedback to Clinical Psychologists on project design and critical elements, monitoring, quality procedures and outcome reporting.

- Assist in presenting monitoring and evaluation findings to Psychologists, Senior Leadership Team, funders and stakeholders.
- Work as an autonomous professional guided by Power The Fight's principles and policies.
- Attend regular training and development opportunities to maintain up to date knowledge of therapeutic interventions, safeguarding and local policy developments.
- Follow Power the Fight's policies and procedures and professional guidelines at all times, while regularly supervised and seeking support from by a Clinical Psychologist and Clinical Lead.

PERSON SPECIFICATION

ESSENTIAL QUALIFICATIONS	DESIRABLE QUALIFICATIONS
Relevant Qualification and demonstrated equivalent experience	
ESSENTIAL EXPERIENCE	DESIRABLE EXPERIENCE
Experience of leading work in a therapeutic or mental health setting	Experience of working in the NHS or charitable sector
Experience of leading work in the youth sector	Understanding the needs and difficulties of young people
Experience of leading work in a multi-cultural urban context, with people from a variety of racial, cultural, socio-economic and religious backgrounds	Knowledge of/around risk of harm to self or others
Experience that supports working with, and addressing issues of diversity with local communities. This may have been gained through clinical or youth work, research and/or lived experience	
Experience planning and delivering group activities, projects and individual interventions on issues relating to young people's health and wellbeing	
Experience of working with young people with risk of harm to self or others	
ESSENTIAL SKILLS & PERSONAL QUALITIES	DESIRABLE SKILLS & PERSONAL QUALITIES
High levels of cultural sensitivity, an understanding and commitment to equal opportunities, anti-racist and anti-discriminatory practices	Strong IT skills including Excel and knowledge of other Microsoft Office products

<p>Able to build relationships with a range of stakeholders; both professional and those that may themselves be in distress, vulnerable or at risk as a result of serious youth violence or related difficulties</p>	<p>Fluency in one or more languages in addition to English</p>
<p>Friendly and professional, able to form good working relationship with partner staff at all levels</p>	<p>A high standard of writing</p>
<p>A good team player, able to input into a wide range of perspectives, to accept team decisions and inspire others to do the same</p>	
<p>Excellent communication skills (written and verbal) including an ability to communicate and work in settings which may be highly emotive.</p>	
<p>Ability to communicate sensitive information to young people, carers and other professionals.</p>	
<p>Methodical and careful approach to work</p>	
<p>Well organised with excellent time and workload management skills</p>	
<p>Strong problem-solving skills</p>	
<p>Ability to keep accurate records and use recorded data for evaluation and monitoring</p>	
<p>Commitment to the specific aims and values of the charity, and to working in accordance with its Christian principles and its desire to work with those of all ethnicities, all faiths or none at all and of all political persuasions.</p>	

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.

EMPLOYEE BENEFITS

Annual Leave

25 days 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

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UK Registered Charity No. 1181143
powerthefight.co.uk

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