

# **NEWPIP (Newcastle Parent Infant Partnership) Therapist Vacancy**

## **Candidate Pack**



**Are you passionate about the importance of early relationships?**

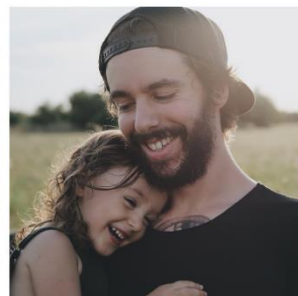
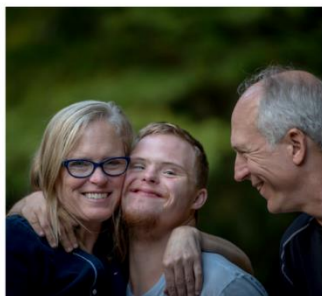
**Do you have a qualification and experience of working with parents and babies?**

**You could be the person we are looking for.**



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# Children North East – How We Make A Difference

Children North East exists because growing up can be hard. We work with babies, children and young people through the rollercoaster of growing up in their families, schools and communities.

For 130 years we have been working with children and young people in their families, schools and communities to ensure they grow up healthy and happy. Our support services focus on those periods in growing up when a little help can make a big difference to a child’s life and future. They are also the periods where if things go wrong they are likely to have a far-reaching detrimental effect on the child.

In 2019/2020 we supported 3,921 babies, children and young people; we also improved the school day experience for 31,124 children and young people in schools where we delivered our Poverty Proofing the School Day Programme.

As an organisation we have been recognised locally and nationally for the effective support we offer children, young people and families and the positive difference we help them to make in their lives. With over 70 staff working full and part time for us and over 100 volunteers, their wellbeing and development is at the heart of how we run the charity.



Because growing up can be hard





# Our Organisation; the Past, Present and Future

## Where we began:

We have been helping children and young people grow up healthy and happy since 1891. Originally called the Poor Children's Holiday Association (PCHA), our purpose was to offer support to the poor children who lived in Newcastle and Gateshead to give them a 'hand up, not a hand out', an ethos we continue to pursue.



Our founders, local men John H. Watson, Cashier to Newcastle Corporation, and John T. Lunn, a Ship-owners Manager (both pictured above), were concerned about the health of poor children living in the Newcastle slums. In 1891, Lunn wrote an open letter in the newspaper to Watson, making a practical suggestion on how to help: "... Are there any street lads in your Mission to whom a day at the seaside would be a treat? If so, we might organise a trip". Following this letter, 120 children from inner city Newcastle & Gateshead had a day trip to Tynemouth. The idea caught the public's imagination and very soon weekly trips were being organised, paid for through public donations.

Very quickly the charity was organising longer holidays for sickly children to stay with farming families. The PCHA set up clubs for street children including food, fun and education; and a night shelter for homeless children. The charity also offered training and work to give street children hope and a future. In 1906 the PCHA opened the first TB Sanatorium for children in England at Stannington, Northumberland which ran until World War II. For most of the 20<sup>th</sup> Century the charity owned and managed nine children's homes, the last of which closed in 1991. The charity was renamed Children North East in 1988 and since then has focused on supporting children in their families, schools and communities and challenging social policy.

## Where we are now:

We currently offer 28 different services for children, young people, families and schools mainly in Newcastle, Gateshead, Sunderland, and South East Northumberland with smaller presences in every part of the region. Our Poverty Proofing the School Day initiative is delivered through licences with organisations across England and our campaigning on free school meals money and holiday hunger has national significance. We are increasingly offering free advice on our website for young people and parents.

At the heart of everything we do is an ethos of flexible, collaborative relationships with service users, building on strengths, finding solutions and giving honest feedback. We don't give up but we don't support people indefinitely, ending our involvement when service users are more resilient to cope in future by solving problems themselves.



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Children North East has an annual turnover of £2 million and employs over 70 staff. We hold the Silver Investing in People award, Investing in Volunteers and we are a Living Wage Foundation employer. 40% of our income comes from contracts with Government, Local Authorities, Clinical Commissioning Groups and the Police and Crime Commissioner; we also commission our own services through grant applications and raise money through donations. We are fortunate to have long term support from People's Postcode Lottery. We also sell services and manage the financial risk of this through our trading subsidiary.

Children North East is governed by a Board of Trustees. They are active, well informed and committed to increasing the impact the charity has for the beneficiaries and securing future finance in innovative ways.

## Where We Are Going:

We are currently in the process of writing our strategy and long term plan to take us into 2021 and beyond. We're excited to share this with you as and when it's ready but we're confident in our direction going forward. Our aims are to continue to grow and stretch as an organisation and to be able to support more families, babies and young people within our region, and nationally with our poverty proofing project. Whatever we go on to do in the future it will always be with the aim of supporting North East children and young people to grow up healthy and happy because growing up can be hard.

## Our Values:

Here at Children North East we are very proud of our Values, especially as they were shaped by our staff members. They are:

Equality - We treat people with dignity and kindness and we embrace individuality

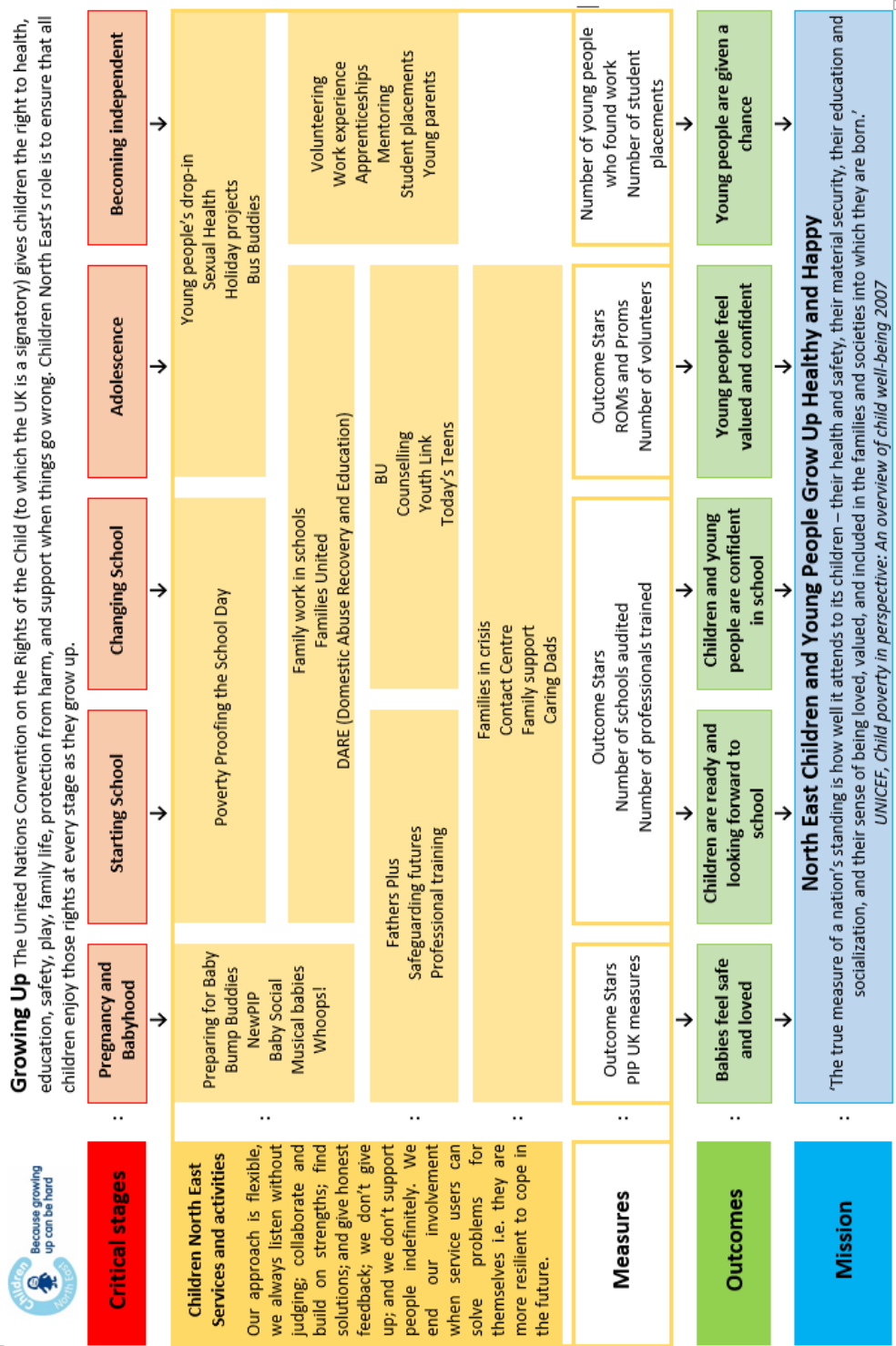
Empowerment - We initiate, encourage and motivate and we give people a hand-up, not just a hand-out

Building Relationships - We work together to make a difference. We are reliable, open and transparent and we listen



# What We Do:

Below is a graphic that helps to explain exactly what we do as an organisation. It shows our measures, outcome and mission.



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Because growing up can be hard



# NEWPIP Therapist Vacancies

## Purpose of the Role

To contribute to positive outcomes for babies from pregnancy to 2 years of age by:

- Assessing the needs of parents and babies referred into the service and their suitability to engage with a range of individual or group therapeutic interventions.
- Providing therapeutic support for parents and babies who are experiencing difficulties in their relationship, in understanding their baby's needs and finding the early stages of parenting a challenge.
- Providing consultation and training to other professionals involved in supporting parents and babies.

## Line Management Responsibilities

- You will report to the Early Years Team Manager and receive clinical leadership and supervision from the Clinical Lead.
- There are no direct reports into this role.

## Main Responsibilities

- To assess the needs of parents and babies referred into the service by talking to parents, observing parents and babies and gathering information from professionals who know the family.
- To decide if therapy and what type of therapy will be effective.
- To liaise with the wider Families and Parenting service where other forms of intervention focussed on the relationship between parents and babies are identified as being the most suitable approach for the family.
- To deliver and support parents and babies using the agreed individual and group parent-infant therapeutic interventions.
- To use the agreed clinical and operational measures to monitor and evaluate progress.
- To work in line with CNE code of practice.



- To ensure safe clinical practice with due regard to Children North East and local authority safeguarding children and safeguarding vulnerable adults policies and procedures.
- To keep accurate case files to monitor the progress of families and evidence the impact of the work and outcomes achieved.
- To contribute to the training and consultation of the wider workforce.

## Experience, Knowledge and Skills

- Degree in a therapeutic qualification (or comparable), e.g. Child and Adolescent Psychotherapist, Clinical Psychologist, Social Worker, CPN, Midwife, Health Visitor, Counsellor.
- Registered with a relevant professional body e.g. HCPC, BACP, UKCP, ACP, SWE.
- Experience of working with adults and babies in a range of settings and contexts.
- Experience of providing therapy with families.
- Understanding of child development, attachment issues, child protection and impact of ACE's on babies.
- Able to use supervision effectively and to develop reflective practice.
- Share the behaviours/values/aims/objectives of Children North East.

## Personal Qualities

- A great advocate of the charity, someone with the ability to promote Children North East by being the public face of the charity.
- Excellent interpersonal skills to build relationships with a wide range of people.
- A rapid learner so as to quickly understand the nature of the charity, its services and aims.
- A creative, flexible and strategic thinker
- High levels of resilience
- A relationship builder with high levels of emotional intelligence
- Authentic and passionate about the cause
- Approachable and positive in a challenging environment





## Health & Safety Roles & Responsibilities:

Employees/sessional workers have a statutory duty to take reasonable care of themselves and others who may be affected by their acts or omissions at work. Employees/sessional workers must also comply with Children North East's health and safety arrangements.

## Additional Duties:

It is in the nature of the work of Children North East that tasks and responsibilities are in many circumstances unpredictable and varied. All staff and sessional workers are therefore expected to undertake work which may not be specifically covered in the job description. These additional duties will be compatible with the regular tasks and duties.



## Reward, benefits, terms and conditions

- Salary:** £33,816 to £43,150 (Pt 36-47) per annum pro rata dependent upon qualification and experience (Please note that appointments are usually made with a salary offer starting at the lower end of the scale.)
- Hours:** There are 2 posts available for 22 and 15 hours per week. Due to the varied nature of the duties, a flexible approach will be required and will include evenings and weekends. Time off in lieu may be taken following agreement of the line manager. We are very proud to be a flexible employer and therefore part time applicants, job shares and term time only applications are very welcome. Please feel free to discuss any flexible working requests at interview.
- Place of work:** This post is based at Children North East, Families and Parenting Service, Cowgate Centre, Newcastle, NE5 3UT.
- Length of Contract:** This role is fixed term to 30.06.22 initially.
- Holiday entitlement:** 30 days a year plus statutory and general national holidays. This is pro-rated for part time staff
- Probationary Period:** There is a 6 months probationary period for this position.
- Car allowance:** A casual car user allowance applies to this post.
- Period of notice:** One months' notice from either the employee or the organisation is required.
- Parental Benefits:** There is an occupational maternity pay scheme for staff who have 12 months continuous service and we offer 2 weeks partner/paternity leave at full pay. We also offer an occupational adoption pay scheme for staff who have 12 months continuous service. Staff members who are due to go on maternity/paternity/adoption leave are entitled to attend Children North East WHOOPS child safety training and paediatric first aid training. This training relates to home safety and emergency first aid.
- Sick Pay:** There is an occupational sick pay scheme at Children North East
- Pension Scheme:** There is a staff pension scheme in which the organisation also contributes 7.25% of staff members' salary
- Health Care:** All staff members who are contracted over a ten month period are entitled to join the organisations private health care scheme.
- Saving Scheme:** A saving scheme is available so that staff can choose to save part of their salary. This is then paid back to staff on request.



**Bus Passes:**

The cost of an annual bus pass used for a member of staff's work can be paid in 12 monthly amounts, deducted from their salary.



## Application Form

To apply, please visit the “Our Vacancies” section of our website, [www.children-ne.org.uk/work-with-us/vacancies](http://www.children-ne.org.uk/work-with-us/vacancies)

Please note CVs will not be accepted.

We welcome a diverse range of applications and are passionate about promoting equality, and valuing diversity. We welcome applications from all suitable qualified persons particularly black, Asian and minority ethnic applicants, as these groups are currently under represented in our workforce.

## Closing date

12pm 30th August 2021

## Interview date

TBC w/c 6<sup>th</sup> September

## Contact

Please contact Human Resources if you have any questions regarding the role via [sarah.peart@children-ne.org.uk](mailto:sarah.peart@children-ne.org.uk)



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