**ROLE PROFILE**

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| **Role Title:** | | Trauma Therapist | **Leadership level:** | *To be determined at later phase* |
| **Post reference:** | | 30358 | **Job family:** | *To be determined at later phase* |
| **Grade:** | | I | **Location:** | Forcewide |
| **Allowances:** | | Not applicable | **Politically restricted post:** | No |
| **Area command / Department:** | | People Services | **Vetting level:** | TBC |
| **Reporting to:** | | Trauma Lead | **Date accepted as a role profile:** |  |
| **Posts responsible for:** | | None | | |
| **Part A – Job Description** | | | | |
| **Overall purpose of the role:** | | | | |
| To work closely with the Trauma Lead to maintain our high standard of wellbeing and trauma support to the workforce. To provide EMDR assessment and trauma treatment to members of the workforce following exposure to potentially traumatic work-related incidents as appropriate and as directed by the Trauma Lead. | | | | |
| **Key responsibilities of the role:** | | | | |
| **1** | Provide EMDR assessment and trauma treatment for those impacted by trauma and vicarious trauma within the force. Working ethically in line with BACP guidance and with consideration to health and safety within the workplace both personally and others. | | | |
| **2** | Utilise theory, evidence-based literature and research to support evidence-based practice in individual work, and work with other team members. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health. | | | |
| **3** | Ensure case notes are kept accurately and updated and held confidentially in line with Force procedure and BACP guidance. | | | |
| **4** | Ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes in consultation with professional and team managers. | | | |
| **5** | Work in partnership with Trauma Lead and Occupational Health to investigate opportunity to access new treatments/therapy techniques to enable officers and staff to receive the best possible treatment and support for psychological injury and wellbeing. | | | |
| **6** | Offer advice, guidance and signposting on a wide range of wellbeing related issues as required to ensure the workforce is fully supported. Provide encouragement and guidance to assist in the workforce becoming proactive in managing their own health and wellbeing. | | | |
| **7** | Raise awareness of health issues/benefits by supporting and proactively undertaking health and wellbeing initiatives, communication strategies and events across the force to ensure our people are informed and engaged in wellbeing activity | | | |
| **8** | Ensure appropriate recording and data analysis of trauma within the workplace and appropriately evaluate services provided: this may utilise complex audit evaluation methods. | | | |
| **9** | Provision of timely updates to supervision, Occupational Health and People Support in addition to Trauma Lead regarding cases, in line with Force procedure. | | | |
| **10** | Maintain the overall quality and safety of services provided by Northumbria Police by the timely identification of difficulties or threats to good practice to the manager of the service area concerned, as and if they arise. | | | |
| **11** | Receive regular clinical professional supervision and, when appropriate, other senior professional colleagues. | | | |
| **12** | Provide leadership and direction to the Trauma Adviser including development and performance reviews ensuring they have the skills, knowledge, behaviours and experience to be productive in their role and reach their full potential. | | | |
| **Part B – Scope of contacts** | | | | |
| **Internal / External relationships:** | | | | |
| **Internal: Wellbeing Team, People Services Department, People Development Department, Police Officers and Police Staff at all ranks across the organisation, Senior Management Teams.**  **External: Occupational Health Provider, Trauma/Health Support Service Providers, Other Police Forces.** | | | | |
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| **Part C – Competencies and Values** |
| **Northumbria competencies and values framework (NCVF)** |
| *Level – tbc* |

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| **Part D – Continuous Professional Development (CPD) role 6 months** *To be determined* | |
| **First 6 months** | |
| 1 |  |
| 2 |  |
| 3 |  |
| 4 |  |
| **12 months and beyond** | |
| 5 |  |
| 6 |  |
| 7 |  |
| 8 |  |

**Part E - PERSON SPECIFICATION**

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| **Criteria** | **Essential** | **Desirable** | **How to be assessed** |
| Qualifications, knowledge and experience | Counselling Diploma.  Full EMDR qualification  Member of British Association of Counselling and Psychotherapy (BACP) or equivalent  Experience of providing EMDR and trauma treatment with adult clients following traumatic injury. | Accredited Member of British Association of Counselling and Psychotherapy (BACP)Accred or equivalent  Member of EMDR Europe or EMDR Uk  Experience of providing EMDR and trauma treatment with clients following traumatic injury in a workplace setting.  CBT for Trauma qualification  Solution Focused Therapy qualification | Application/interview/  CPD |
| Planning and organising | Ability to keep accurate and up to date case notes.  Ability to manage time effectively to meet caseload and other work demands |  | Application/interview/  CPD |
| Problem solving and initiative | Ability to work independently and process complex information |  | Application/interview/  CPD |
| Management and teamwork | Ability to manage your own caseload providing evidence-based trauma treatments. | Experience of working within a team.  Proven ability to develop good working relationships with colleagues. | Application/interview/  CPD |
| Communicating and influencing | Excellent communication skills.  Proven ability to develop good therapeutic relationships with clients. |  | Application/interview/  CPD |
| Other skills and behaviours | Personal attributes that align with Northumbria Police values and the ability to demonstrate the positive application of our behaviours:   * Respectful * Honest and Trustworthy * Caring and Compassionate * Taking the time to talk and listen * Working together and leading by example   In response to local service need, in agreement with Trauma Lead and clinically planned, to move base as required within the geographical locality, to work across force localities as required. Meet travel requirements of the role. | Willingness to undertake further training, as appropriate to the role | Application/interview/  CPD |