

JOB DESCRIPTION

Job title: Senior Suicide Bereavement Practitioner - Grief in Pieces

Service: Grief in Pieces Support for Suicide Loss (PTWS Department)

Responsible to: Deputy Director of Psychological Therapies and Wellbeing Services/
Clinical Director

Salary: Starting salary is £34,249.31 per year (Full-time equivalent), (S01-Sp29a) which equates to £27,399.45 per year at 30 hours per week.

Hours: 30 hours

Contract Type: 1-year Fixed Term

Location: Hybrid

About Mind in the City, Hackney and Waltham Forest:

We are a multi-disciplinary provider of specialist mental health services and a part of the Mind Federation.

We promote both recovery from ill health for people with recurrent and enduring mental health difficulties and early intervention for those at risk of developing mental health issues, or who struggle with common mental health conditions. We currently support around 5,000 people a year through a variety of services focusing on psychological, social, economic and workplace wellbeing, and support minoritised communities.

Our values are:

- **Connected:** Creating a compassionate and supportive community.
- **Fair:** We strive for equity- no-one's needs should go unmet.
- **Brave:** We walk with people, offering help by doing what works - proven or new.

Working with Mind CHWF means you'll be part of a dedicated, passionate, and professional workforce who cares about the work they do and make a real difference to the lives of the people in the City of London, Hackney and Waltham Forest. We are committed to actively becoming anti-racist in everything we do. This is a critical priority for Mind CHWF. We embrace diversity and understand that being an inclusive organisation that recognises different perspectives, will enable us to provide excellent services.

We are committed to ensuring all our employees are treated fairly and equitably at work and promoting equity in physical and mental health for all.

Those with lived experience of Mental Health are encouraged to apply.

DBS clearance at Enhanced (without Barring) is required for this role.

About the Psychological Therapies & Wellbeing Services Department

Mind CHWF's Psychological Therapies & Wellbeing department has been BACP accredited since 2016 and we specialise in:

- trauma-informed and compassion-focused practice
- lived experience leadership and representation
- 'third wave' cognitive behavioural/evidence-based therapies (group and one to one models based on Acceptance and Commitment Therapy, mindfulness-based therapies, Compassion-focused therapy, and Dialectical Behaviour Therapy)
- a Practitioner Training Programme for our evidence-based model, 'Radical Self-Care (RadSec)', currently undergoing accreditation with BAMBA (British Association for Mindfulness Based Approaches)
- clinical research with our academic and NHS partners (City, University of London and NELFT)
- psychological therapies for:
 - common mental health problems such as anxiety and depression via our Talking Therapies Service for Anxiety and Depression (formerly IAPT - Improving Access to Psychological Therapies). Our Step 2 provision uses 'third wave' group modalities, particularly Acceptance and Commitment Therapy (ACT). Our Step 3 focuses on Person-Centred Existential Counselling for Depression (PCE-CfD).
 - African Caribbean heritage communities (in partnership with our IRIE Mind project),
 - LGBTQ+ communities (in partnership with our Rainbow Mind project)
 - complex developmental trauma and enduring mental health conditions (City and Hackney Wellbeing Network)
 - people who have lost someone to suicide (Grief in Pieces project)
 - alcohol and substance misuse (City and Hackney Recovery Service)

All staff, trainees and volunteers have opportunities to participate in a wide range of in-house and external trainings through our networks. Practitioners in specialist services are offered relevant evidence-based training. At Mind CHWF, we offer significant personal and professional development opportunities, encourage innovation and initiative from our committed and talented practitioners, and offer skill-building and experience of working across multiple projects and modalities in an award-winning mental health organisation.

Introduction and Purpose of the post:

Grief in Pieces: Support for Suicide Loss is part of the Safe Connections partnership. Grief in Pieces offers a dedicated support service for anyone in North East London who has been impacted by suicide loss- as a loved one, a friend or colleague, a witness, an acquaintance. We offer individual support and therapy, workshops on coping and understanding suicide loss, crisis intervention, family support and longer-term healing support groups, with the opportunity to connect with and even support others who have lost

someone to suicide. A strength of our service is the involvement and dedication of people with lived experience of suicide loss in designing and delivering our services.

We aim to normalise the suicide bereavement process and to support growing around the grief, through psychoeducation, active participation, emotional expression, experiential and creative practices and the generalisation of coping skills in everyday life. Our service is CBT and CFT-based, trauma-informed and enhanced by lived experience expertise.

Purpose of the post:

The incumbent will offer a sensitive, compassionate and trauma informed therapeutic interventions to individuals, families, groups or communities affected or bereaved by suicide. They will work with the team to ensure clients receive a high level of support when they need it the most. The Senior Suicide Bereavement Liaison will be an experienced practitioner with a background of working with complex mental health and trauma and will support the service with the design and delivery of group-based interventions. The postholder will also manage a caseload of complex cases (Complicated grief, trauma, domestic violence etc) for one-to-one fixed term grief counselling, delivered either in person or remotely.

A key focus of this role will also be the responsibility of line managing and co-ordinating the service's Honorary Therapists, both qualified and on placement, including recruitment.

Main duties and responsibilities:

1. Support with the design and delivery of trauma-informed individual and group-based interventions to individuals bereaved by suicide including family members, close friends or partners, witnesses, or members of the public etc.
2. Manage a caseload of clients accessing postvention services (complex trauma, complicated grief, PTSD, complex mental health problems), providing fixed term one to one grief counselling.
3. Work with the staff team to develop robust service procedures and systems to ensure that the service delivers a high-quality service to clients. This would include supporting with the triaging of all new service referrals and self-referrals, including from Police Real Time Surveillance System (RTSS), across all the boroughs of NEL.
4. Co- line management and supervision of HTs assigned to GIP Support for Suicide Loss service (alongside Deputy Director PTWS and Clinical Director). This would include:
 - Allocation of cases to HTs
 - Quality audit of casework particularly ensuring relevant databases are kept up to date for the purposes of reporting
 - Promote an annual timetable and strategy for recruitment and induction of Honorary Therapists within the Service.
 - Review evaluations/feedback and outcome monitoring of HTs
 - Coordinate HTs attendance at Clinical Supervision/ Reflective Practice

5. Work closely with Senior Management to ensure that interventions are guided by the BACP practice guidelines while also ensuring that the service is based on trauma informed principles.
6. Support service manager with the delivery of Crisis Response Debriefing (CISD, Psychological Debriefing) as needed by relevant stakeholders.
7. Give public presentations and support with ongoing service promotion.
8. Maintain up to date clients records and deliver on requests for case studies/ data related to service provision to support with the Services' robust reporting requirements.

General:

1. To promote Mind in the City, Hackney and Waltham Forest's values and service philosophy and uphold equal opportunities and agreed policies and procedures.
2. To support maximisation of outcomes for projects and programmes, and effective embedding of learning.
3. To promote learning and development and attend appropriate internal, external training courses, supervision and staff away days.
4. To develop team cohesion, team working and a positive "can-do" culture which encourages creativity, learning and high performance.
5. To keep abreast of internal and external developments and respond accordingly.
6. To adhere to relevant legal and statutory requirements including the Data Protection Act (always ensuring an appropriate level of confidentiality), Health and Safety at Work Act (always ensuring H&S of own and others) and any other relevant/charity law.

Personal specification

The remaining sections outlines what criteria will be used to appoint the suitable candidate.

Criteria are marked as (E) are essential and (D) desirable. (I) would indicate which criteria shall be evaluated at the interview.

Experience, Knowledge, Skills, Abilities - Values and Motivations:

Connected: Creating a compassionate and supportive community.

- A qualified counsellor with relevant training and/or experience in bereavement and loss (D) (I)
- Recognised registration/accreditation with UKCP/BACP/HPC (D) (I)
- Knowledge of Postvention services and practice (E) (I)
- Knowledge of the impact of being bereaved by suicide (E) (I)
- In-depth knowledge of the theories underpinning grief counselling (D)
- Peer Support approach to working with suicide bereaved persons (D) (I)
- Safeguarding Vulnerable Adults and Children practice (E) (I)
- Confidentiality and data protection (E) (I)
- Ability to coordinate a blended team across the collaboration ensuring excellent organisation, communication and interpersonal skills (E) (I)

Fair: We strive for equity - no-one's needs should go unmet.

- Experience of supporting people who have experienced trauma, including suicide (E) (I)
- Personal experience of being affected by a suicide (D)
- Demonstrable experience of line managing staff/ coordinating volunteers (D) (I)
- Working positively with, and supporting, people from diverse backgrounds (E) (I)

Brave: We walk with people, offering help by doing what works - proven or new.

- Enthusiasm and ability to stay informed on developments in the field of grief counselling. (D)
- Open to change and able to work flexibly in line with the needs of the service/organisation (E) (I)
- Commitment to working in partnership with clients, management and staff. (E) (I)
- Understanding of the challenges faced by people experiencing mental health difficulties (E)
- Demonstrate a commitment to equality and diversity in the workplace (E)
- Commitment to safeguarding clients and others you may meet as part of your role (E) (I)
- Commitment to solution focussed working (E)
- Self-starter (E)