Family Futures

Family Futures Recruitment Pack



Ofsted Outstanding Provider

MEMBER new family social supporting our lesbian, gay, bi & trans families

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Family Futures

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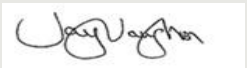
Hello and welcome to Family Futures!

This recruitment pack is your first step towards a rewarding career at Family Futures. No matter the specific role you're considering, you'll find a supportive and positive environment where you can utilise your talents, grow alongside a dedicated team, and contribute directly to our mission.

We value your skills, dedication, and compassion. Here, you'll have the opportunity to make a real difference in the lives of children and families.

Within this pack, you'll find information about Family Futures, our mission, the specific role you're interested in and the support you can expect from us to help you in your new role. We've also included details about our company culture, benefits, and the exciting career path that awaits you.

Warm regards,



Jay Vaughan MBE
CEO & Registered Manager

Our History, Vision, and Mission

Our history

1998

Jay Vaughan MBE, Alan Burnell OBE and Christine Gordon founds Family Futures as an agency providing assessment and therapy for children post-placement.



2004

Moved to Britannia Row in Islington.



2006

In 2006, we became a registered and regulated Adoption Support Agency (ASA). Moved to Floral Place in Canonbury.



2008

In 2008 we registered as a Voluntary Adoption Agency

2020

Purchased and moved to our 'forever home' at Hornsey Road.



2023

25 year Conference

Family Futures

About Us

Family Futures is a not-for-profit, independent voluntary adoption agency and specialist therapy centre based in London, rated ‘Outstanding’ by Ofsted in 2025 for the fifth consecutive time.

We support families with holistic, evidence-based therapeutic support in a homely space designed specifically for children. We are here for children affected by early trauma, neurodevelopmental conditions and mental health issues. Our mission is to help children, young people and their families have safe, happy relationships and improved wellbeing by promoting and enabling access to the right therapy and support that is evidence-based and neuro-affirming.

Alongside our adoption agency services, we provide support to adoptive parents, special guardians, kinship carers, foster carers, and other families, helping them create stable and nurturing environments in which children can thrive.

Our model of therapy (Neuro-Physiological Psychotherapy) is research-evidenced to significantly improve outcomes for children in all areas of their development. We offer a training and consultation service to professionals, parents and carers which aims to disseminate the latest thinking on supporting children and young people to heal from early trauma.

Being a Community Interest Company (CIC) and a not-for-profit organisation, holds immense significance to us. This means that all of our profits are reinvested into the organisation to support our work.

Our Crisis Fund is a crucial pillar of our commitment to providing immediate and impactful assistance to families and children in distress. It is a lifeline and allows us to swiftly intervene and offer the necessary resources and services to alleviate these pressing needs.

Family Futures

A not-for-profit Community Interest Company registered with Ofsted

Vision

A world where all children and young people feel safe and happy in their family, thrive and achieve their potential.

Mission

To help children, young people and their families have safe, happy relationships and improved wellbeing by promoting and enabling access to the right therapy and support that is evidence based and neuro affirming.

Values

- **F**riendly and kind – meeting you where you're at with respect, acceptance and compassion
- **A**mplifying voices of under-represented children, adults and families
- **M**aking a difference – sharing expertise globally to promote positive change
- **I**nvesting in our people – they make us who we are
- **L**istening attentively and actively – nurturing and empowering without judgement
- **Y**ou are what's important – we tailor our approach to your needs

Family Futures will always strive to be the best we can, pioneering a gold standard of evidence-based practice

Our Model Summary

Our Neuro-Physiological Psychotherapy(NPP) program helps children who experienced complex trauma in their birth families. NPP combines various therapies to address the child's emotional and neurological neds, rising from the trauma. It also focuses on attachment, helping children build trussing relationships with their adoptive or foster families.

Family Futures

Our Main Services

Adoption Service

An adoption service for people wishing to adopt and children needing to be adopted. We recognise that children who have been subjected to trauma in their infancy need to be parented in a different way by their new families. That's why we provide a unique, integrated support team consisting of a social worker to manage the system and processes, and a therapist to support the child throughout. We welcome applications from all backgrounds and walks of life.

Therapy Service

Our multidisciplinary team works with children presenting with a wide range of needs, supporting their emotional wellbeing, development, relationships, and overall resilience.

Alongside our adoption agency services, we provide support to adoptive parents, special guardians, kinship carers, foster carers, and other families, helping them create stable and nurturing environments in which children can thrive.

Training Courses

Family Futures has a distinguished reputation in providing first class and innovative courses for professionals, adoptive parents and carers. They include courses, workshops and conferences on the latest developments for practitioners working with traumatised children and their families. We also offer a consultancy service for local authorities and agencies which require advice from experts in the field of family placement and child therapy.

Our Commitment to You

At Family Futures, we believe in creating a work environment that fosters your well-being, growth, and success. We offer a comprehensive package of benefits to support you in achieving a fulfilling work-life balance.

Invest in Your Health & Wellbeing

We prioritise your physical and mental well-being. You'll have access to:

- Self-care sessions like meditation and mindfulness workshops run weekly on Thursday mornings
- Inclusive work environment championed by our EDI working group
- Contractual paid sick leave based on length of service
- Menstruation and Menopause-friendly support for a comfortable working experience
- To support your development, Family Futures provides regular supervision sessions with your line manager. These frequent check-ins (fortnightly for the first six months, then monthly) offer a space to discuss general work, client care, improve your practice, and raise concerns. Clinical staff receive additional dedicated case consultations for in-depth guidance on specific client situations.
- Comprehensive resources and training to enhance your knowledge
- Eye test contribution to maintain good vision

Supporting Your Family (Work-Life Balance)

Family is important to us. We offer options to help you manage your professional and personal commitments seamlessly:

- Flexible working arrangements to accommodate childcare needs
- Maternity, paternity, and adoption pay to support you during significant life events
- Various leave options including dependents leave, parental leave, and compassionate leave

Recharge and Reconnect (Leave & Holidays)

We value taking breaks. You'll enjoy:

- Minimum of 22 days annual leave plus bank holidays
- Additional annual leave based on service (up to 30 days)
- Bonus "free" day's holiday on Christmas Eve

Competitive Compensation & Growth Opportunities

We offer attractive rewards to acknowledge your efforts:

- Fair and competitive salaries benchmarked within the sector
- Employer-matched pension contributions (5%)

Flexibility for Your Needs

We understand the importance of work-life balance and provide flexible options:

- Part-time work and career breaks considered upon request
- Hybrid working model allowing you to work both remotely and, in the office.

Saving on Your Commute

We offer financial aid to help with commuting costs:

- Season ticket loans for public transportation users
- Cycle to work scheme in partnership with Cycle scheme

Investing in Your Future through Training & Development Opportunities

We believe in continuous learning and offer opportunities for professional growth:

- Regular Practice and Learning forums for development and knowledge sharing
- Monthly organisation-wide team days focusing on training and team building
- Opportunities to deliver and participate in training & webinars
- Financial assistance for professional qualifications or courses
- Funding for Theraplay or Dyadic Developmental Psychotherapy (DDP) training

Save Big with Exclusive Offers

We've partnered with leading companies to offer you savings:

- Bright Exchange provides access to discounts and deals on popular brands
- Techscheme allows you to purchase the latest technology directly from your salary

Family Futures

Building a Diverse and Inclusive Team

Our Commitment to Equality

At Family Futures, we celebrate diversity and believe in the power of inclusive workplaces. We recognise that everyone's unique background, perspective, and lived experience contributes to our agency's success and fosters a richer, more innovative environment.

We are actively committed to:

- Building a diverse workforce that reflects the communities we serve. We particularly welcome applications from individuals from the global majority.
- Creating a culture of inclusion where everyone feels valued, respected, and empowered to contribute their best work.
- Providing equal opportunities for all applicants and staff regardless of race, ethnicity, nationality, religion, gender, sexual orientation, age, disability, or any other protected characteristic.

Here's what you can expect when you join our team:

- Unconscious bias training for all staff to ensure a fair and equitable recruitment process.
- Regular diversity and inclusion initiatives to foster a welcoming and inclusive workplace for all.
- A culture of open communication where everyone feels comfortable sharing their ideas and experiences.

If you're passionate about making a difference and thrive in a supportive, inclusive environment, we encourage you to apply!

Terms and conditions (Job description and person specification)

Occupational Therapist

FAMILY FUTURES IS LOOKING FOR A PAEDIATRIC OCCUPATIONAL THERAPIST WHO THEY WILL TRAIN TO BE AN SI PRACTITIONER!

Would you like to work in a truly inter-disciplinary team and for an organisation with a focus on being child centred and parent positive, while training to be a Sensory Integration Practitioner which we will fund?

About Us

Family Futures is a not for profit, independent adoption agency and therapy centre in London, rated 'Outstanding' by Ofsted in 2025 for the fifth consecutive time. We specialise in providing assessment and treatment services for children who are traumatised or have attachment difficulties, as well as providing support to adoptive parents, special guardians, kinship carers and foster carers.

We support families with holistic, evidence-based therapeutic support in a homely space designed specifically for children. We are here for children affected by early trauma, neurodevelopmental conditions and mental health issues. Our mission is to help children, young people and their families have safe, happy relationships and improved wellbeing by promoting and enabling access to the right therapy and support that is evidence-based and neuro-affirming.

Diversity and Inclusion statement

At Family Futures, we value the diversity of our staff and believe that everyone's unique experiences, perspectives, and ideas contribute to our agency's success. We actively encourage applications from people from the global majority as we strive to build an inclusive and diverse workforce. We provide excellent staff development opportunities in a highly inclusive environment and are an equal opportunities employer.

We are a neuro-affirming employer and welcome candidates with diverse thinking styles and neurotypes.

As a menopause-friendly employer, FF has policies in place to remove the stigma surrounding the menopause and provide tailored support to staff who may experience symptoms. We recognize that everyone's experience is different and work to meet their individual needs.

Job Description

Hours: 37.5 hours per week (including half an hour unpaid lunch break)

In addition to this there may be some out of hours, evening and weekend requirements.

Salary scale:

Salary: £32,960 to £41,200 for Qualified Occupational,

Reports to:

Clinical Specialist Occupational Therapist

Main Tasks:

The post holder will be responsible for providing:

- Occupational Therapy assessment and intervention with an emphasis on a Sensory Integration frame of reference to children seen by the Therapy Team, the Adoption Service team, and the Wellbeing Hub, as well as some sensory intervention with parents about their own sensory function.

- OT intervention to several family teams (usually in the early stages of treatment) working with a variety of therapists (Psychotherapists, Psychologists, Social Workers).

- Assessment of prospective adoptive parents and of the prospective adoptive child through the Adoption Service.

- Assessment as part of the team carrying out MDT Assessments.

The post holder will be working in a highly specialised clinical role, working with both children and young people (ages range from about 4-18 years) and their parents. The children and young people present with multiple sensory, attachment, mental health, emotional, physical and learning disabilities, many of whom have developmental trauma and exhibit complex and challenging behaviours.

Primary duties and areas of responsibility:

Collaboration with MDT and parent/s

- Operate collaboratively as an integrated member of the therapy team offering OT consultations, screening, comprehensive assessments and intervention to children and their parents/carers referred to Family Futures.
- To support and work collaboratively with the child's therapist in sessions.
- Work collaboratively with the parents as members of the team
- Be child focused and parent positive.

Assessment

- Provide functional OT assessment which has an emphasis on a sensory integration frame of reference, for children/young people within the context of the family, school and social environments.
- Administer a range of OT assessments.
- Involvement in MDT family assessments
- Sometimes to provide support to the in-house ASC and FASD assessment clinics
- Flag when further assessment or local services, for example, OT, Physiotherapy, SALT, Paediatrician, Behavioural Optometry, FASD, Cognitive, ASC assessment etc is required.

Intervention

- Provide therapeutic intervention with the core skills of Occupational Therapy underpinning the work, however it may be necessary to draw on other therapeutic interventions as required.
- Devise sensory diets for child/young person in consultation with the parents and the rest of the Therapy Team - implementing them both at home and at school.
- Provide intervention primarily at Family Futures, or if necessary, online on Teams to children and their parents/carers referred to Family Futures
- Provide school assessment and intervention for example, school observations, sensory intervention advice, EHCP contributions, training of school staff specifically about the adoptive child to help them manage optimally at school.
- Provide parent positive support.
- Occasionally carry out home visits to families in London and around the country when required.

Consultation

- To offer specialist consultation and advice to colleagues, as required, which may include recommending and supporting the child's therapy team with sensory strategies to use in their therapeutic intervention.

- Provide consultation in person, via telephone, online on Teams to parents/carers referred to Family Futures

Report writing

- Take responsibility for the compilation of OT assessment reports and case reviews that are completed to a high professional standard.
- Be involved in contributing to the compilation of comprehensive Family Futures assessment reports, network reports, end of year reports, closing reports and any other reports as required in connection to the children and their parents referred to Family Futures
- Write good quality and clear professional session notes for all sessions undertaken.

Liaison

- Liaise with the wider network - local authorities, health authorities, schools, and other agencies on behalf of Family Futures, and attend and sometimes lead professionals' meetings on behalf of Family Futures

IT and organisational skills

- Maintain good and up to date computer records and work within the Family Futures procedures for paper-less working.
- Be efficient in managing case load and keeping up to date with email messages and then to respond appropriately, and in a timely fashion.

Supervision

- To attend monthly supervision with line manager and monthly team supervision
- Attend family supervisions with therapy team.

Meetings

- To attend all relevant weekly and monthly therapy team meetings and participate fully as a member of the Family Futures therapy team.

Any other reasonable requests by Family Futures.

Manner of Work:

To adhere to the policies and procedures of Family Futures as laid down in the Adoption Agency handbook and Statement of Purpose, this includes child protection and equal opportunities policies.

- At all times, to maintain the highest standards of professional practice and to comply with the requirements for registration of their respective professional body,
-

RCOT, and Health Care Professionals Council (HCPC) and to keep their professional membership up to date.
- To work in a collaborative and empathetic manner with parents, children and their support networks
- Family Futures provides monthly individual clinical and management supervision, and monthly team consultation with our psychotherapist.
- External profession specific supervision by a member of their own profession may be required.
- To be aware of the need for personal therapy due to the particular nature of the work undertaken at Family Futures and to be prepared to fund personal therapy should at any time it appear to be a requirement of the job
- Adhere to Family Futures' policies and procedures in respect of equal opportunities, health & safety, safeguarding children and client service satisfaction.
- Adhere to the regulations and standards for Voluntary Adoption Agencies and Independent Fostering Agencies
- Ensure that duties are undertaken with due regard and compliance with the Data Protection Act and Family Futures' confidentiality standards.

Person Specification

Qualifications:

- Degree/Diploma in Occupational Therapy (OT)
- Member of the Royal College of Occupational Therapists
- Health Care Professionals Council (HCPC) registration

Experience:

The ideal candidate will have all or some of the following:

- Approximately 2 years' experience working as a Paediatric OT delivering assessment and intervention to a broad range of children.
- Experience of working with children and families in a therapeutic setting for mental health, physical disability and/or learning disability is essential.
- Experience of working with children and families in the field of fostering and adoption is not essential.
- Experience of working with a high degree of complexity is ideal but not essential.
- Experience of co-ordinating and writing reports that include formulations of children with recommendations for treatments is essential.

Knowledge:

The ideal candidate will have all or some of the following:

- An understanding of the principles of sensory integration theory, sensory integration assessment and the impact of developmental trauma on sensory and motor development is essential.
- An understanding of contemporary adoption and fostering law and practice is essential.
- An understanding of working therapeutically with families, children and adults is essential.
- An understanding of theory and research in the field of developmental trauma, sensory integration, attachment and therapeutic interventions with children and their parents is not essential.
- An understanding of safeguarding children issues as well as an understanding of equal opportunities, data protection and general good practice is essential.
- An understanding and competence in using computers and office technology is essential.

Skills:

The ideal candidate will have all or some of the following:

- To have an empathetic understanding of the complexities of contemporary adoption
- To be able to engage with children and adults in a sympathetic and empathic way.
- An ability to work collaboratively as a member of an integrated MDT
- Ability to engage with children and young people with additional and complex needs
- Ability to recognise impact of trauma on self and engage in self-care, to support and maintain own regulation.
- Ability to assess and manage risk and respond appropriately to safeguarding issues.
- Excellent report writing skills.
- Must be able to travel (when required)
- A good communicator with exceptional organisational skills
- Ability to communicate well in writing and to be able to type at a reasonable speed, with an ability to use computers and Microsoft office

Values:

- Be child focused and parent positive.
- Commitment to empowering service users at all levels
- Support the values and beliefs of biopsychosocial models of work and the Family Futures NPP model

- To show respect and an enthusiasm for the work of Family Futures and its users
- Commitment to multidisciplinary team working.
- The belief that people with mental and physical illness have the capacity for personal growth and learning, and the same goals as any other person.
- The belief that service users have the intrinsic right to be involved in all aspects of their care, including the development and evaluation of the service.
- To show respect to all staff at Family Futures
- To show respect to all clients and staff by following the Equal Opportunities Policy and working in accordance with the Equality Act (2010).

Ready to Join Our Team?

We're excited to hear from passionate individuals who share our commitment to supporting families and children.

Family Futures is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The organisation follows safer recruitment practices to protect children and adults at risk of harm and will require the successful applicant to undertake an enhanced DBS disclosure.

Here's how to apply:

Application Process: Please contact us on hr@familyfutures.co.uk to request our recruitment pack. Return a completed application form together with your CV to hr@familyfutures.co.uk.

Have Questions?

If you'd like to learn more about a specific role and its responsibilities, you can contact our HR department using the contact details above and request a conversation with the relevant hiring manager.

Contact our HR department on:

- **Email:** HR@familyfutures.co.uk or contact@familyfutures.co.uk
- **Phone:** 020 7354 4161

Learn More About Us:

Visit our website, https://www.familyfutures.co.uk/ to learn more about our services and the impact we strive to make.

We look forward to receiving your application!