

### Job Description

|                                 |   |
|---------------------------------|---|
| <b>Job Title</b>                | : Highly Specialist Clinical/Counselling Psychologist   |
| <b>Department</b>               | : The Havens (Sexual Assault Referral Centre)   |
| <b>Division</b>                 | : Planned Medicine  |
| <b>Band / Grade</b>             | : 8a (0.8WTE, permanent)  |
| <b>Responsible to</b>           | : Lead of the CYP Therapies Service   |
| <b>Accountable to</b>           | : Head of Havens therapies  |
| <b>Number of direct reports</b> | : 3   |
| <b>Budgetary Responsibility</b> | : Nil   |
| <b>Location</b>                 | : The Havens (Sexual Assault Referral Centre) – cross sites (Havens Paddington @st. Charles, Havens Whitechapel and Havens Camberwell). |

King's College Hospital NHS Foundation Trust is one of the UK's largest and busiest teaching Trusts with a turnover of £1 billion, 1.5 million patient contacts a year and around 15,000 staff based across 5 main sites in South East London. The Trust provides a full range of local hospital services across its different sites, and specialist services from King's College Hospital (KCH) sites at Denmark Hill in Camberwell and at the Princess Royal University Hospital (PRUH) site in Bromley.

King's is committed to delivering Sustainable Healthcare for All via our Green Plan. In line with national Greener NHS ambitions, we have set net zero carbon targets of 2040 for our NHS Carbon Footprint and 2045 for our NHS Carbon Footprint Plus.

Our values at King's, are that we're a kind, respectful team;  
Kind. We show compassion and understanding and bring a positive attitude to our work  
Respectful. We promote equality, are inclusive and honest, speaking up when needed  
Team. We support each other, communicate openly, and are reassuringly professional

The trust-wide strategy Strong Roots, Global Reach is our Vision to be BOLD, Brilliant people, Outstanding care, Leaders in Research, Innovation and Education, Diversity, Equality and Inclusion (EDI) at the heart of everything we do. By being person-centred, digitally enabled, and focused on sustainability, we can take Team King's to another level

King's is dedicated to embracing the broad diversity of our staff, patients and communities and stand firmly against all forms of prejudice and discrimination. This includes, but is not limited to, racism, ableism, homophobia, biphobia, transphobia, sexism, ageism, religious discrimination, and any other prejudiced behaviour that undermines the rights, wellbeing and identity of our staff, and patients.

As part of our commitment to EDI, we have five staff network groups that represent and advocate for staff:



## **Job Summary**

The Havens are specialist centres in London for people who have been raped or sexually assaulted.

We are looking for an enthusiastic and committed Highly Specialist Clinical Psychologist with experience of working with children and young people (CYP). The post holder will need to have post qualification experience of working with sexual trauma and relevant experience in providing psychological assessment and intervention to CYP and their families in one to one therapy as well as groups and workshops. Experience of assessing and managing risk in the context of mental health and safeguarding is vital as well as experience of providing short to medium-term therapy.

The successful candidate will have experience in a comprehensive range of psychological therapies (ideally including CBT and EMDR), risk assessment, consultation and training. You will need the ability to work independently and as part of a multidisciplinary team.

You will provide a highly specialist psychology service to CYP who have experienced rape and/or sexual assault, including specialist assessment, treatment, planning, implementation and monitoring of outcomes. You will have clinical responsibility for managing your caseload, waitlists, safeguarding responsibilities, report and letter writing, collection and collation of outcome measures and activity.

You will contribute to enabling other staff and service users from diverse backgrounds to flourish by working to create a psychologically safe environment. You will also help develop the Havens Therapies' service and ensure the development of strong inter-agency relationships is established.

You will utilise doctoral level psychological knowledge in initiating and undertaking the development, implementation and review of services for patients and staff. You will provide clinical supervision and consultation as appropriate to promote psychosocial knowledge as a specialist senior psychologist in the Havens.

You will receive regular clinical and professional supervision according to British Psychological Society (BPS) and Health & Care Professions Council (HCPC). The post holder will work as an autonomous professional within BPS and HCPC guidelines and codes of conduct, and guided by principles, policies and procedures of the service.

The post holder will attend relevant training required to work in the Havens as well as monthly internal CPD. You will join an enthusiastic and creative team and you will initiate, undertake and support teaching, training, audit, research and review of relevant service policies and guidelines.

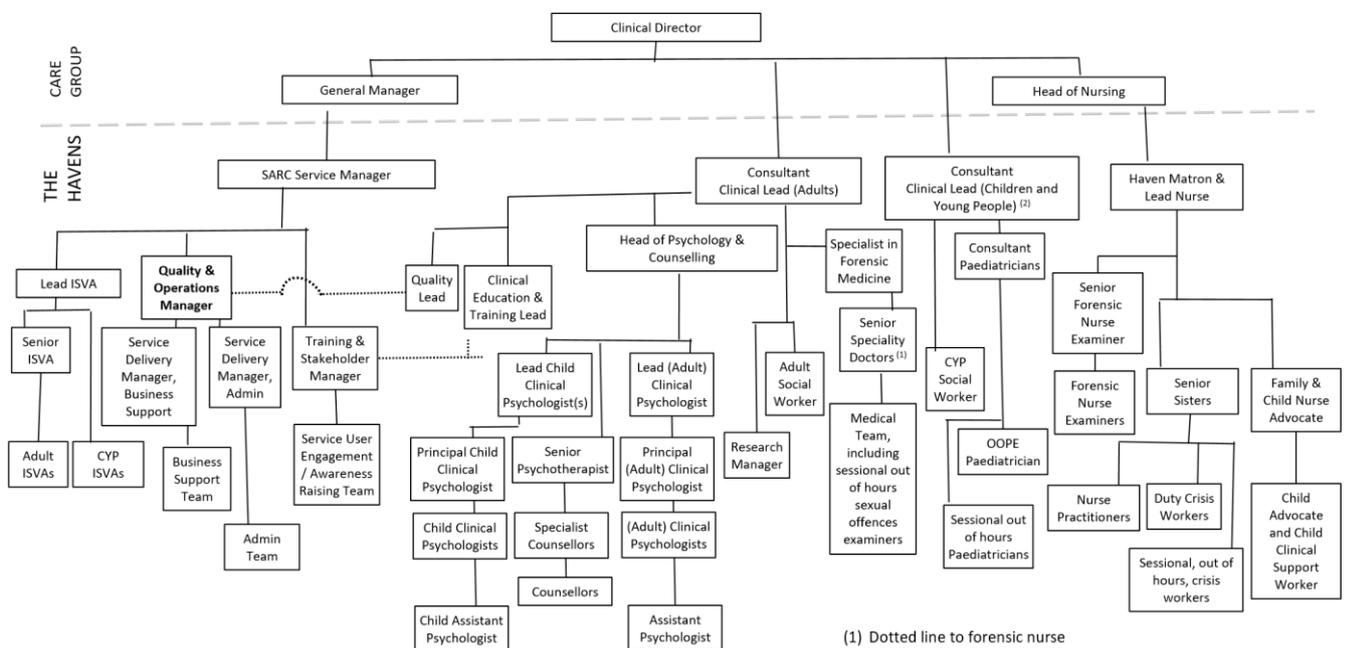
**Please note:** This post currently involves some time working from home; however, a requirement of this role is to be on site two to three days/week in order to complete face-to-face work, especially in the context of Forensic/Visually Recorded Interviews (VRIs) with CYP who disclose CSA/CSE.

**Key Working Relationships**

The post holder will work closely with and advise the CYP Therapies Service Lead, Head of Havens therapies service and the Havens Service Manager on aspects of service delivery.

With the role you will also liaise with the Havens clinical teams, service managers and clinical leads, academic departments, community health, social and voluntary services, Metropolitan Police and Crown Prosecution Service. A key part of the role will also include liaison with mental health colleagues within other directorates and services.

**Organisation Structure Chart**



(1) Dotted line to forensic nurse examiners  
 (2) Strategic dotted line to CYP nursing, psychology and ISVAs

## **Main Duties and Responsibilities**

### **CLINICAL RESPONSIBILITIES**

- To contribute to the systematic provision of a highly specialist psychology service to children, young people and their families attending the Havens.
- To support intake and referral meetings and safeguarding meetings.
- To provide highly specialist psychological assessments, formulations and interventions for clients in the CYP Psychology Service including:
  - Specialist assessment and clinical formulation of children and adolescents who have experienced sexual assault, rape or who have been sexually exploited.
  - To include psychological tests, self-report measures, rating scales, direct and indirect structured / semi-structured and unstructured observations and interviews with the client, family members and others involved in their care.
  - Specialist evidence-based brief interventions for children and adolescents who have experienced sexual abuse / exploitation, monitoring outcomes and modifying / adapting intervention as required and drawing on a range of theoretical options, and supporting their transition to local services after 6-20 sessions, as required.
- Undertake liaison psychology with The Havens and borough services, including: advocates; local borough CAMHS teams; local charity and third sector services; local early support services; and local IAPTS and school counsellors.
- To assess and monitor risk and draw up appropriate risk management plans.
- To provide both general and specialist advice on psychological aspects of risk identification and management to the clinical team.
- To formulate plans for psychological treatment and/or management, drawing upon an appropriate conceptual framework and employing methods based upon evidence of efficacy and including CBT models of PTSD and complex trauma. Adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
- To provide culturally appropriate psychological interventions with carers or families of referred clients when required.
- To exercise autonomous professional responsibility for the assessment, treatment and discharge of patients from the Havens Psychology Service, ensuring appropriate assessment, formulation and interventions, communicating with the referral agent and others involved with the patient's care including the MPS and CPS on a regular basis.

- To complete training in delivering highly specialist psychology led forensic interviews with children and young people reporting sexual abuse or exploitation, if this has not already been completed.
- To operationally lead on the service development, coordination and delivery of a highly specialist psychology led forensic interview service, in collaboration with the Metropolitan police, for children and young people reporting sexual assault, abuse or exploitation.
- To undertake visually recorded forensic interviews (VRI) in collaboration with the Metropolitan police, following receipt of specialist training by the Metropolitan Police.
- To develop, co-ordinate and ensure an effective care pathway between CYP Therapies Service and London Sector CSA hubs / Child House(s), to promote coordinated, safe and effective client care and client choice.
- To communicate skilfully, complex and sensitive information with clients, parents, carers, and colleagues taking account of sensory, developmental and cultural barriers to communication.
- To prepare written reports, including court reports as a professional witness.
- When necessary, provide crisis intervention for those suffering severe emotional and psychological reactions to sexual assault and those who are expressing suicidal thoughts or harm related to others or themselves.
- To communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of patients and to monitor and evaluate progress.
- To provide an environment that is non-judgemental, sensitive and confidential and to ensure the integrity of the psychologist/patient relationship by being a member of a professional organisation e.g. HCPC abiding by their Code of Ethics.
- To attend regular clinical supervision.

## **ADMINISTRATIVE RESPONSIBILITIES**

- To ensure the highest standards of clinical record keeping, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the relevant professional body, e.g. HCPC and Trust policies and local procedures.
- The post holder must maintain the confidentiality about patients, staff and other health service business in accordance with the Code of Confidentiality or Personal Health Data, the professional body Code of Conduct and Trust Policy.

- To ensure that all information generated by own work is recorded as required by Trust policies and local procedures.
- To contribute to the maintenance and update of Haven protocols and guidelines, where appropriate.

## **MANAGEMENT AND SUPERVISION**

- To be responsible for the allocation and/or clinical supervision of the work of more junior psychologists with support from a more senior psychologist.
- To supervise trainee and assistant psychologists.
- To contribute to the appraisal of more junior psychologists, as appropriate.
- To contribute to the recruitment of more junior psychologists, as appropriate.
- To provide supervision for the psychological work of other multi-disciplinary staff as appropriate.
- To receive regular clinical professional supervision from a senior clinical/counselling psychologist.

## **SELF-CARE AND WELLBEING**

- A key aspect of working with trauma is to attend to our own emotional needs and wellbeing. This can take a variety of forms, both inside and outside work, and is a continuous practice. This would be an important consideration as part of your role and is highlighted in BPS guidelines.

## **TEACHING AND TRAINING**

- To contribute to the development of the knowledge and skills base within the Havens by maintaining an active awareness of current developments in psychology and the Havens and by implementing knowledge gained in practice.
- To disseminate research and service evaluation findings through presentations and published articles.
- To continue to gain experience of clinical/counselling psychology including specialist experience and skills relevant to sexual assault, sexual health, risk and trauma, as agreed with the Lead for the Havens Psychology and Counselling service.
- To undertake teaching of other health professionals, students and new members of staff. To participate in public education, e.g. GPs, medical students, postgraduate doctors, universities, and community based groups and other professional groups or bodies requesting teaching and training.

- To maintain up to date knowledge of legislation, national and local policies and issues relation to the specific patient group.
- To ensure the development and articulation of best practice in psychology within the service area and contribute across the service by exercising the skills of a reflexive and reflective practitioner and maintaining an active engagement with current developments in the field of psychology and related disciplines.

### **CONTRIBUTING TO THE TEAM**

- To contribute to the effective working of the team and to a psychologically informed framework for the service.
- To be proactive in challenging discrimination and support the development of culturally competent services.
- To advise other members of the service on specialist psychological care of patients.
- To liaise with referrers, GPs and other professionals concerned with patients in order to develop and review care plans.
- To utilise theory, evidence-based literature and research to support evidence based practice in clinical work and work with other team members.
- To implement policies and procedures in own area of work.
- To co-ordinate (and chair on rotation) meetings for CYP Havens and the CYP Psychology Service to ensure effective functioning and review when appropriate.
- To take a lead in ensuring a psychologically informed framework for CYP Haven and the CYP Psychology Service.

## **RESEARCH, POLICY AND SERVICE DEVELOPMENT**

- To identify any aspects of the CYP Psychology Service which could be improved and propose changes to practices or procedures that affect CYP Psychology Service and may also affect other services.
- To develop, co-ordinate and ensure an effective care pathway between CYP Psychology Service and London Sector CSA hubs / Child House(s), to promote coordinated, safe and effective client care and client choice.
- To participate in liaison between CYP Havens and Child House(s) regarding future development of the Forensic Interviewing Service for children and young people, and to take a lead in future pan-London collaboration in relation to the Forensic Interviewing Service.

To initiate and implement service development projects, as agreed with clinical/professional lead.

- To participate in the ongoing implementation of new initiatives (e.g. national guidelines) across relevant services.
- To lead the consultation and engagement of service users in planning and delivering services which meet the needs of local communities.
- To initiate and carry out appropriate research, as agreed with clinical/professional lead.
- To initiate and implement the development of outcome measurement and assessment and assist other staff in the implementation of same.
- To implement policies and procedures in own area of work, and to propose improvements or beneficial changes.
- To contribute to service development through undertaking and participating in appropriate projects.
- To contribute to the consultation and engagement of service users in planning and delivering services which meet the needs of local communities.

## **PROFESSIONAL STANDARDS AND CONTINUING PROFESSIONAL DEVELOPMENT**

- To receive regular clinical and professional supervision from a more senior psychologist according to HCPC and Trust guidelines.
- To ensure own Continuing Professional Development in line with BPS and Trust Personal Development Plan requirements and the HCPC 'Standards for Continuing Professional Development'.
- To maintain an up-to-date knowledge of current developments in professional and clinical practice and of relevant legislation and policies.
- To comply with the HCPC 'Standards of Conduct, Performance and Ethics' and 'Standards of Proficiency', and ensure professional development in line with these.
- To adhere to the BPS's Professional Practice Guidelines and Trust policies and procedures.

## **PEOPLE MANAGEMENT AND PERFORMANCE**

Lead, coach and manage the performance of the team in line with good people management practices. Ensuring excellence is recognised and underperformance is addressed.

- Participate in regular performance appraisal meetings and ensure each member of the team has a clear set of objectives and development plans.
- Ensure the team is compliant with all statutory, mandatory training together with any professional training requirements, ensuring they are up to date and fully compliant.
- Manage team absences including sickness in line with Trust policy ensuring the appropriate return to work meetings occur, e-roster is updated and productivity is kept to the highest possible level.
- Identify and fill any vacancies that arise within the team in line with the Trust's recruitment policy and process.
- Identify talent and support the internal talent management process in order attract and retain staff.
- Review skills mix at regular intervals in order to identify any potential opportunities to maximise resource utilisation / allocation, ensuring job descriptions are kept up to date.

□

- Ensure overall wellbeing of the team is maintained. Continuously support in improving the morale of the team and implementing a culture of zero-tolerance for bullying and harassment.

## GENERAL

- The post holder has a general duty of care for their own health, safety and wellbeing and that of work colleagues, visitors and patients within the hospital, in addition to any specific risk management or clinical governance accountabilities associated with this post.
- To observe the rules, policies, procedures and standards of King's College Hospital NHS Trust together with all relevant statutory and professional obligations.
- To live and role model the King's Values of: At King's, we are a kind, respectful team
  - Kind. We show compassion and understanding and bring a positive attitude to our work
  - Respectful. We promote equality, are inclusive and honest, speaking up when needed
  - Team. We support each other, communicate openly, and are reassuringly professional

To observe and maintain strict confidentiality of personal information relating to patients and staff.

- To be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues.
- This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder.
- All employees must hold an 'nhs.net' email account which will be the Trust's formal route for email communication.

## **SAFEGUARDING**

The Trust takes the issues of Safeguarding Children, Adults and addressing Domestic Abuse very seriously. All employees have a responsibility to support the organisation in our duties by;

- attending mandatory training on safeguarding children and adults
- familiarising themselves with the Trust's processes for reporting concerns □  
reporting any safeguarding child or adult concerns appropriately

## **Infection Control Statement**

The post holder has an important responsibility for and contribution to infection control and must be familiar with the infection control and hygiene procedures and requirements when in clinical areas.

The post holder has an important responsibility for and contribution to make to infection control and must be familiar with the infection control and hygiene requirements of this role.

These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.

## **FORENSIC INTEGRITY STANDARDS**

As a member of staff at the Havens the post holder also has a responsibility for and contribution to make towards ensuring the highest standards of forensic integrity and specifically to ensure that forensic DNA decontamination standards are met at all times and must therefore be familiar with the forensic and DNA decontamination standards of the service.

The post holder may be required to provide a DNA elimination sample in accordance with the Standard Operating Procedure for upkeep and maintenance of the Havens' Contamination Elimination Database (CED).

**PERSON SPECIFICATION**

**Highly Specialised Clinical Psychologist – Band 8a**

|  | Essential | Desirable |
|--|-----------|-----------|
| <b>Education and Qualifications</b>  |           |           |
| Doctoral level training in clinical/counselling psychology (or its equivalent for those trained prior to 1996) as accredited by the HCPC/BPS, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology.  | X         |           |
| Additional training in a specialised area of psychological ( <i>relevant to working with child sexual abuse / exploitation</i> ) practice through formal post-qualification training (PG Diploma or equivalent), OR a combination of specialist short courses, Or an evidenced portfolio of supervised practice-based learning in a specialist area of clinical practice, assessed by an experienced clinical supervisor to be of equal level to a Postgraduate Diploma. |           | X         |
| Professionally registered as a Practitioner Psychologist with the Health & Care Professions Council (HCPC)   | X         |           |
| Completed training course in clinical supervision and/or experience of providing clinical supervision  | X         |           |
| Training in forensic interviewing in accordance with Achieving Best Evidence Guidelines for children and young people.   |           | X         |
| Training in the delivery of pre-trial therapy  |           | X         |
| <b>Knowledge and Experience</b>  |           |           |
| Highly developed knowledge of models of therapy for complex trauma including CBT.  | X         |           |
| Highly developed knowledge of the theory and practice of specialised psychological therapies in patients with physical health problems   |           | X         |
| Ability to manage a broad range of complex clinical work   | X         |           |
| Knowledge of forensic interviewing skills for children and young people across the age range and with a range of complex psychological needs.  |           | X         |

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| Knowledge of acute (e.g. recent) child sexual abuse and exploitation, and issues relevant within this context (including but not limited to safeguarding, criminal justice system / pre-trial therapy, individual and systemic psychosocial needs).   |   | X |
| Knowledge of forensic interviewing skills for children and young people across the age range and with a range of complex psychological needs.   |   | X |
| Evidence of having worked as a clinical specialist under supervision in childhood sexual abuse / exploitation.  | X |   |
| Experience of specialist psychological assessment and treatment of clients with a range of psychological needs of a complex nature in childhood sexual abuse / exploitation.  | X |   |
| Experience of supervising assistant and trainee psychologists having completed the relevant training.   |   | X |
| Experience of proposing and implementing service development projects within own service area.  |   | X |
| Post-qualification experience that supports working with, and addressing issues of, diversity within local communities.   | X |   |
| Experience of working with a wide variety of client groups, across the whole life course and presenting with the full range of clinical severity across the full range of care settings including outpatient, community, in-patient and out-patient care settings including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse. | X |   |
| Experience of providing teaching and training to psychologists or other professional groups.  | X |   |
| Experience of carrying out post-doctoral research, audit or service evaluation projects.  | X |   |
| Experience of working acutely with recent child sexual abuse / exploitation, within a multi-disciplinary service that provides comprehensive care to address the child or young person's holistic psychosocial and medical health needs.  |   | X |
| Experience of forensic interviewing with children and young people.   |   | X |
| Experience of using structured risk assessment protocols and measures.  |   | X |
| <b>Skills and Competencies</b>  |   |   |
| Skills in the use of complex methods of psychological assessment including risk assessment and on-referral, intervention and management.  | X |   |

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| Therapeutic skills relevant to the evidence-based management of complex trauma including CBT for PTSD.  | X |   |
| Ability to manage emotionally stressful situations such as working with victims of abuse or trauma, or with people who engage in severe self-harming or aggressive behaviour. | X |   |
| Therapeutic skills and accreditation in EMDR relevant to the evidence-based treatment for PTSD.   |   | X |

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| A high level ability to communicate effectively at both a written and oral level complex, highly technical and clinically sensitive information to clients, their families, carers and a wide range of lay and professional persons within and outside the NHS. | X |   |
| Ability to work effectively within a multi-disciplinary team, contributing to effective team functioning and holding team roles.  | X |   |
| Ability to identify and employ mechanisms of clinical governance as appropriate.  | X |   |
| Ability to develop and use complex multi-media materials for presentations in public, professional and academic meetings.   | X |   |
| Ability to maintain concentration and to remain in restricted positions for long periods during observations, assessments and psychological interventions, and to deal with unexpected interruptions or changes during these.                                   | X |   |
| Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical/counselling psychology.   | X |   |
| Knowledge of legislation and its implications for both clinical practice and professional management in relation to the client group and mental health.   | X |   |
| Evidence of continuing professional development as recommended by the BPS/HPCP.   | X |   |
| Formal training in supervision of other psychologists.  | X |   |
| Skills in forensic interviewing with children and young people.   |   | X |
| <b>Other Requirements</b>   |   |   |
| Enthusiasm for a broad range of psychological phenomena, an interest in models of service delivery, and an ability to articulate the value added by clinical/counselling psychology services within the context of multi-disciplinary mental health services.   | X |   |

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| Ability to contain and work with organisational stress and ability to 'hold' the stress of others.   | X |  |
| Ability to identify, provide and promote appropriate means of support to staff exposed to highly distressing situations and severely challenging behaviours.   | X |  |
| Ability to identify, and employ, as appropriate, clinical governance mechanisms for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviour. | X |  |
| Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.  | X |  |
| Well developed IT skills including entry and analysis of research data.  | X |  |