

JOB DESCRIPTION

JOB TITLE:	Highly Specialist Psychologist or Psychological Therapist; London Pathways Partnership Community Diversity and Inclusion Lead
BAND:	0.2 WTE B8b
DEPARTMENT:	Forensic Personality Disorder
DIRECTORATE:	Forensic
REPORTING TO:	LPP Co-Chair for Community Pathways Services
ACCOUNTABLE TO:	Head of Forensic PD Psychology

JOB SUMMARY

This post is the 0.2 WTE B8b London Pathways Partnership Community Diversity and Inclusion Lead. The postholder will work across London Community Pathways services to promote the diversity and inclusion of staff and service participants. The post holder will chair the monthly London Community Pathways Diversity group, overseeing the diversity plan and delivering its priority objectives. The diversity and inclusion lead will coordinate the data and research aims to understand ethnicity trends relating to access, retention and completion of services; improve the quality of interventions by understanding and addressing barriers to access and to improve retention; and will help to increase the confidence and competence of the workforce in culturally aware attitudes and behaviours related to ethnicity and protected characteristics. The postholder will ensure all diversity and inclusion workstreams incorporate lived experience perspectives.

KEY RESPONSIBILITIES

- To chair the monthly LPP Community Pathways diversity meeting
- Responsible for the ToR for the Community Pathways diversity group
- Responsible for reviewing, updating and oversight of delivery of the London Community Pathways diversity plan
- Responsible for delivery of the key priorities for the London Community diversity plan
- Liaison with key stakeholders to deliver the London Community Pathways diversity plan, including Probation Service London, Commissioners and OPD partners, Together for Mental Wellbeing, Women in Prison and Penrose
- To address diversity and inclusion and promote the needs of groups with protected characteristics across all London Community Pathway Services
- To contribute towards the promotion of equal treatment and proportional representation of staff of from diverse groups
- To set up systems for monitoring the equal progression of people on probation from protected groups throughout the service
- To set up systems for monitoring the outcomes of staff from diverse groups on the London Community pathway
- Ensure that all staff members of the Community Pathway have access to support to enhance their work from a diversity perspective
- Ensure the development and articulation of best practice in catering for diversity of people on probation and staff on the Community Pathway
- Maintain up-to-date knowledge of local resources and service/professional links, legislation, national and local policies and issues in relation to diversity and inclusion
- Utilise theory, evidence-based literature and research to support evidence-based practice in



the activities of the project.

- Undertake and liaise with others to enable appropriate research and provide research, surveys and clinical audit to support the activities of the project
- Support the project team to review the training content from an equality, diversity and inclusion perspective.
- Advise on the revision of existing materials and the development of new materials to address the need for increased diversity and inclusion within Community Pathways training
- Where necessary, create additional content to support the development of training materials

MAIN DUTIES AND RESPONSIBILITIES

Clinical

1. To provide specialist psychological assessments of service users with personality difficulties and high harm offending histories referred to the service based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with service users, family members and others involved in their care.
2. To formulate and implement plans for the formal psychological treatment and/or management of a service user's clinical problems and risk, based upon an appropriate conceptual framework, and employing methods based upon evidence of efficacy, across the full range of care settings.
3. To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups, within and across teams employed individually and in synthesis, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
4. To evaluate and make decisions about intervention options taking into account both theoretical and therapeutic models of highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.
5. To exercise autonomous professional responsibility for the assessment, intervention and discharge of service users whose problems are managed by psychologically based standard care plans.
6. To contribute to overall service delivery and development as required.
7. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to service user's formulation, diagnosis and intervention plan. In particular, to offer expert opinion on highly complex cases where professional opinions often differ and there are no obvious solutions.
8. To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all service users of the service, across all settings and agencies.
9. To undertake risk assessment and risk management for service users and to provide advice to other professions on psychological



	<p>aspects of risk assessment and risk management. This should include the provision of Court reports and attendance at Court as an Expert.</p> <p>10. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of service users under their care and to monitor progress during the course of both uni- and multi-disciplinary care.</p>
Teaching, Training and Supervision	<ol style="list-style-type: none"> 1. To provide clinical supervision and professional management for qualified clinical/forensic psychologists, ensuring that they continue after qualification to acquire the necessary skills, competencies and experience to contribute effectively to health care, and to contribute to the assessment and evaluation of such competencies. 2. To provide leadership to the LPP Community Pathways staff team, in respect of equality, diversity and inclusion, including training and case consultation to probation staff. 3. To receive regular clinical professional supervision from the LPP Co-Chair for the Community and, where appropriate, other senior professional colleagues. 4. To continue to gain wider post-qualification experience over and above that provided within the principal service area where the post-holder is employed. 5. To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other staff's psychological work as appropriate. 6. To provide professional and clinical supervision of psychological therapists, clinical practitioners and other team members as necessary. 7. To contribute to the pre- and post-qualification teaching, as appropriate. 8. To provide highly specialist advice, consultation and training of staff working with the service user group across a range of agencies and settings, where appropriate. This to include work with the Criminal Justice System and Social Services.
Management, recruitment, policy and service development	<ol style="list-style-type: none"> 1. To lead the development of the London Community Pathway Diversity Plan for London, involving clinical and probation staff and representatives from other agencies as appropriate. 2. To contribute to the development, evaluation and monitoring of the service's operational policies and services, through the deployment of professional skills in research, service evaluation and audit. To include policies specific to community work with service users with personality difficulties and a history of high harm offending. 3. To provide both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing. 4. To manage the workloads of the staff in London Pathways

	<p>Community Services with respect to their diversity and inclusion work, within the framework of the Trust's policies and procedures.</p> <ol style="list-style-type: none"> To take responsibility for coordinating the short listing and interviewing of London Community Pathways staff. To be proficient in the use of IT for email, intranet, and Rio purposes. To be familiar with word processing, database and statistical packages, and to use such packages appropriately as necessary. To maintain registration with the Health and Care Professions Council (HCPC), or equivalent regulatory body relevant to your profession. To follow the Lone Working Policy ensuring that home visiting, and any autonomous activity is effectively reported and logged. To take all possible precautions to safeguard the welfare and safety of staff, service users, visitors and the public, by implementing all policies related to health, safety, security and risk. To ensure attendance of all staff at Trust mandatory training. To support staff through the analysis of critical incidents.
Research and service evaluation	<ol style="list-style-type: none"> To use theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members. To undertake appropriate research advice to other staff undertaking research. To work with probation, prison, clinical and performance management staff to manage the data collection and analysis required to evaluate the service. To undertake and lead on project management, including complex audit and service evaluation, with colleagues within the forensic service to help develop service provision. Support recruitment and ensure succession planning and development of clinical and managerial leaders. Be responsible for dealing with and resolving staffing problems in a positive and constructive manner that cannot be resolved at a local level. Manage direct reports to ensure systems are implemented to manage, supervise, appraise and communicate to all clinical service staff in the service. Ensure staff operate to the standards required by the regulators and the Codes of Practice of relevant professional bodies and comply with Trust policies and procedures. Provide day-to-day management within the Service, ensuring that

	staff are able to contribute effectively to the achievement of objectives and targets.
Finance	<ol style="list-style-type: none"> 1. Work with finance colleagues to ensure value for money and financial/budgetary activities are actioned and implemented in a timely manner. 2. Comply with the Trust financial standing instructions ensuring that any financial targets are met. 3. Act as authorising signatory for capital and revenue budgets within agreed limits. 4. Support the service to meet its budgetary management responsibilities whilst balancing internal and external demands placed upon them.
General	<ol style="list-style-type: none"> 1. To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the post holder's professional and service manager(s). 2. To contribute to the development and articulation of best practice across the service, by continuing to develop the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of forensic psychology and related disciplines. 3. To maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the British Psychological Society, Health and Care Professions Council, or equivalent regulatory body relevant to your profession and Trust policies and procedures. 4. To maintain up to date knowledge of legislation, national and local policies and issues in relation to service users with personality difficulties and a history of high harm offending.

JOB DESCRIPTION AGREEMENT

This job description is intended as a guide to the main duties of the post and is not intended to be a prescriptive document. Duties and base of work may change to meet the needs of the service or because of the introduction of new technology. This job description may be reviewed from time to time and changed, after consultation with the postholder..

Statement on Employment Policies	
In addition to the requirement of all employees to co-operate in the implementation of Employment related policies, your attention is drawn to the following individual employee responsibilities:-	
Health and Safety	Under the Health & Safety at Work Act 1974 it is the responsibility of individual employees at every level to take care of their own health and safety at work and that of others who may be affected by their acts at work, and to co-operate with management in complying with health and safety obligations, particularly by reporting promptly any defects, risks or potential hazards.
Equal Opportunities	<p>ELFT is committed to equality of opportunity for all employees, job applicants and service users. We are committed to ensuring that no one will be discriminated against on the grounds of race, colour, creed, ethnic or national origin, disability, religion, age, sex, sexual orientation or marital status. The Trust commits itself to promote equal opportunities and value diversity and will keep under review its policies, procedures and practices to ensure that all employees, users and providers of its services are treated according to their needs.</p> <p>For management posts, to ensure that within their service area fair employment practice and equality of opportunity are delivered.</p>
Dealing With Harassment/ Bullying In The Workplace	<p>The Trust believes employees have the right to be treated with respect and to work in a harmonious and supportive working environment free from any form of harassment and / or bullying.</p> <p>The Trust has taken positive steps to ensure that bullying and harassment does not occur in the workplace and that procedures exist to resolve complaints as well as to provide support to staff. It is your responsibility as an employee to abide by and support these steps so all employees can work in a harmonious, friendly and supportive working environment free of any harassment or intimidation based on individual differences.</p> <p>Disciplinary action will be taken against any member of staff found to be transgressing the Dignity at Work Policy.</p>
No Smoking	To refrain from smoking in any of the organisations premises not designated as a smoking area. 'East London Foundation Trust is a Smokefree Trust – this means that staff must be smokefree when on duty or otherwise in uniform, wearing a badge or identifiable as ELFT staff or undertaking trust business.'
Alcohol	To recognise that even small amounts of alcohol can impair work performance and affect ones ability to deal with patients and the public in a proper and acceptable manner. Consumption of alcohol during work hours in not permitted.
Confidentiality	<p>As an employee of the Trust the post-holder may have access to confidential information. The postholder must safeguard at all times, the confidentiality of information relating to patients/clients and staff and under no circumstances should they disclose this information to an unauthorised person within or outside the Trust. The post-holder must ensure compliance with the requirements of the Data Protection Act 1998, Caldicott requirements and the Trust's Information and IM&T Security Policy.</p> <p>To safeguard at all times, the confidentiality of information relating to patients/clients and staff.</p>
	To maintain the confidentiality of all personal data processed by the

General Data Protection Regulation (GDPR)	<p>organisation in line with the provisions of the GDPR.</p> <p>As part of your employment with East London Foundation Trust, we will need to maintain your personal information in relation to work on your personal file. You have a right to request access to your personal file via the People & Culture Department.</p>
Safeguarding	<p>All employees must carry out their responsibilities in such a way as to minimise risk of harm to children, young people and adults and to safeguard and promote their welfare in accordance with current legislation, statutory guidance and Trust policies and procedures. Employees should undertake safeguarding training and receive safeguarding supervision appropriate to their role.</p>
Service User and Carer Involvement	<p>ELFT is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.</p>
Personal Development	<p>Each employee's development will be assessed using the Trust's Personal Development Review (PDR) process. You will have the opportunity to discuss your development needs with your Manager on an annual basis, with regular reviews.</p>
Quality Improvement	<p>The Trust encourages staff at all levels to engage in the Trust's approach to quality through quality improvement projects and quality assurance.</p>
Professional Standards	<p>To maintain standards as set by professional regulatory bodies as appropriate.</p>
Conflict of Interests	<p>You are not precluded from accepting employment outside your position with the Trust. However such other employment must not in any way hinder or conflict with the interests of your work for the Trust and must be with the knowledge of your line manager.</p>
Risk Management	<p>Risk Management involves the culture, processes and structures that are directed towards the effective management of potential opportunities and adverse effects. Every employee must co-operate with the Trust to enable all statutory duties to be applied and work to standards set out in the Risk Management Strategy.</p>
Personal and Professional Development/Investors in People	<p>The Trust is accredited as an Investor in People employer and is consequently committed to developing its staff. You will have access to appropriate development opportunities from the Trust's training programme as identified within your knowledge and skills appraisal/personal development plan.</p>
Infection Control	<p>Infection Control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of all Healthcare Associated Infections including MRSA. In particular, all staff have the following key responsibilities: Staff must observe stringent hand hygiene. Alcohol rub should be used on entry to and exit from all clinical areas. Hands should be washed before and after following all patient contact. Alcohol hand rub before and after patient contact may be used instead of hand washing in some clinical situations.</p> <p>Staff members have a duty to attend infection control training provided for them by the Trust as set in the infection control policy. Staff members who develop an infection that may be transmissible to patients have a duty to contact Occupational Health.</p>

PERSON SPECIFICATION

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ACCOUNTABLE TO:	Head of Forensic PD Psychology

ATTRIBUTES	CRITERIA	ESSENTIAL/ DESIRABLE	SELECTO N METHOD (S/I/T)
Education/ Qualification/ Training	Doctoral level training in clinical/forensic psychology, including specific models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developments as accredited by the BPS. Registration with the Health Professions Council as a Clinical/Forensic Psychologist.	Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology	Documenta tion provided by the applicant
	Or Relevant clinical qualification within health or social care professions; In addition to accreditation and registration with the relevant clinical body (e.g. Entry-level qualification in Applied Psychology (professional Doctorate, or combination of MSc plus PG Diploma level additional training) - accepted by the HCPC for purposes of professional registration. Or Registration with the HCPC as a Practitioner Psychologist, and evidence of continuing professional development as required by the HCPC)	Accredited therapist in evidence-based treatment for personality disorder	(A/I)
	Completion of further post-doctoral/post-qualification specialist training including training in clinical supervision Accredited training in structured professional judgement approaches to risk assessment (including but not limited to the HCR20) Trained in an evidence-based treatment for personality disorder		(A/I/R)

Experience	<p>Experience of specialist psychological assessment, risk management and treatment of high risk high harm service users with significant personality difficulties across the full range of care settings, including outpatient, community, and inpatient settings</p> <p>Experience of working with a wide variety of service user groups, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse</p> <p>Experience at a highly specialist level with the service user group of the post</p> <p>Significant experience of inter-agency working with forensic mental health, probation and/or prison services, including consultation to these services</p> <p>Experience of developing and delivering training and of clinical supervision</p> <p>Significant management and supervision experience</p>	<p>Experience of the application of clinical/forensic psychology in different cultural contexts</p> <p>Experience of supervising psychologically informed approaches including formulation, specialist psychological assessments and treatment</p> <p>Experience of recruitment, selection and retention processes</p> <p>Experience of developing new services</p>	A/I/R
Knowledge and Skills	<p>Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration</p> <p>Understanding of specialist psychological treatment for personality disorder</p> <p>Understanding and experience of formulation for complex high risk service users with significant personality difficulties</p> <p>High level knowledge of the theory and practice of at least two specialised psychological therapies and two assessment methodologies</p> <p>An extensive understanding of Criminal Justice and the Offender Personality Disorder Strategy</p> <p>Well developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to service users, their families, carers and other professional colleagues both within and outside the NHS.</p>	<p>Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (eg personality disorder, dual diagnoses, people with additional disabilities etc)</p> <p>Strong organisational risk management</p> <p>Ability to lead on all category SUI reviews for</p>	A/I

	<p>Skills in providing consultation to other professional and non-professional groups</p> <p>Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.</p> <p>Knowledge of legislation in relation to the service user group, mental health and child protection</p> <p>Evidence of continuing professional development as recommended by the BPS, HCPC or equivalent regulatory body relevant to your profession</p> <p>Knowledge of current mental health legislation and initiatives and of safeguarding legislation</p> <p>Knowledge of MAPPA policies and procedures and statutory responsibilities aligned to these</p> <p>Knowledge of the principles and practice of clinical governance, clinical audit and risk management</p> <p>Knowledge of equal opportunities, confidentiality and consent issues</p> <p>Knowledge of key NHS policies and procedures</p> <p>Knowledge of relevant Health & Safety legislation</p> <p>Ability to manage severely challenging behaviour/crisis intervention</p> <p>Ability to manage and lead on incidents of verbal and violent aggression</p> <p>Ability to manage unpredictable workloads and frequent demands on concentration and attention</p> <p>Ability to lead and facilitate decision making processes</p> <p>Report writing and presentation skills</p> <p>Competent in Microsoft Office packages</p> <p>Ability to manage within available, and sometimes limited, resources</p>	the locality	
Other	<p>Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.</p> <p>Ability to identify and employ mechanisms of clinical</p>	Personal experience of mental health problems	A/I

	<p>governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour</p> <p>Ability to form good working relationships with others in a multi-disciplinary setting</p> <p>Interest and ability to contribute to service development</p> <p>Commitment to Equal Opportunities</p>	<p>Experience of working within a multicultural framework</p>	
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S: Shortlisting I: Interview T: Test