

## JOB DESCRIPTION

<b>JOB TITLE:</b>	Clinical or Educational Psychologist
<b>BAND:</b>	Band 7 (Full time 37.5 hours, 1 year fixed term) 5 sessions in the Behaviour Support and Outreach Team at City and Hackney CAMHS, 5 sessions in the Re-Engagement Unit at Hackney Education
<b>DEPARTMENT:</b>	City and Hackney CAMHS
<b>DIRECTORATE:</b>	Specialist Services
<b>REPORTING TO:</b>	Clinical Team Lead, Behaviour Support and Outreach Team
<b>ACCOUNTABLE TO:</b>	General Manager, City & Hackney CAMHS

### JOB SUMMARY

This post is open to Clinical and Educational Psychology post based in a specialist clinical team within City and Hackney CAMHS providing services to young people and their families, with time shared between the Behaviour Support and Outreach Pathway and the Re-Engagement Unit.

The post holder will spend 2.5 days per week as part of a Tier 3 CAMHS community-based post, located within the Behaviour Support and Outreach (BS&O) pathway in City & Hackney CAMHS, the East London NHS Foundation Trust and as part of the wider Hackney CAMHS Alliance. The post holder will be offering flexible, evidence-based episodes of care including a range of assessment and treatment options such as individual, parenting, family therapy and group based interventions, as well as specialist CAMHS advice/consultation and liaison with other agencies.

The post holder will spend the other 2.5 days per week as part of the Re-Engagement Unit situated within Hackney Education. The post holder will offer and oversee short term interventions, to young people at risk of exclusion as part of a multi-disciplinary team of clinicians, teachers, learning mentors and family support workers. This will involve comprehensive assessment of a young person's needs (including neuropsychological assessments, and screening for neurodevelopmental conditions) and developing a psychologically informed care plan to support the young person and the system around them. Interventions might be delivered to support the young person, their parents, or to support the school staff working with them. The post holder will offer clinical consultation and some training and development to non-clinical staff within the Re-engagement Unit.

The post holder will be a specialist and experienced Clinical or Educational Psychologist with a substantial knowledge of the field of child and adolescent mental health. The post holder will possess strong engagement skills, the ability to work creatively in relation to behaviour that challenges, and work effectively with complex multi-agency networks. It would be highly desirable for applicants to have some experience of working with children with behavioural difficulties, risk management, and have experience of working and consulting in schools.

The post holder will directly contribute to the positive working environment within the multi-disciplinary team. The post holder will have a high degree of professional autonomy, and will be expected to account for their professional practice through appraisal and audit.

We strive to meet the East London Foundation Trust's standards through our own team mission. We place anti-discriminatory practice at the core of our work. We are a multi professional team working together with children, families and their network, providing intensive therapeutic interventions to enable recovery and promote well-being.

Our Team's philosophy is to provide an accessible, high-quality mental health service for young people in City and Hackney which is sensitive to their cultural, ethnic, religious, contextual, family and developmental needs. We promote mental health, well-being and personal and family growth. We emphasize giving our clients informed choices, as well as using available, appropriate, evidence-



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based resources and treatment packages. Our team works in partnership with young people, their families, carers and significant others/networks including statutory and voluntary agencies.

**Key Relationships:**

- Children, young people and their families
- Behaviour Support and Outreach Team Clinical Team Lead
- REU Lead
- General Manager CAMHS
- Senior Management Team of CAMHS
- Multidisciplinary colleagues in CAMHS and REU
- Other professionals working with children and young people in social services, health, education, youth justice system and the voluntary sector
- Trust corporate departments including Human Resources, Training and Development, IM&T etc

**KEY RESPONSIBILITIES**

The post holder will be an experienced Clinical or Educational Psychologist working for ELFT within The Behaviour Support and Outreach Pathway at Specialist CAMHS (0.5 WTE) and in the Re-Engagement Unit at Hackney Education (0.5 WTE).

The post holder will provide specialist assessment and evidence-based psychological treatments, and be able to contribute to the services achieving their core objectives.

- **Clinical Responsibilities**
- To provide specialist CAMHS assessments of children, young people and their families with significant and complex problems in order to formulate and implement plans for the treatment and management of a child or adolescent's mental health problems based upon an appropriate conceptual framework and employing research and evidence-base.
- To provide comprehensive risk assessments of children, young people and their families/carers including participating on the CAMHS crisis rota.
- Be responsible for choosing and implementing a range of appropriate highly specialist psychological assessments of young people and their families, based upon the appropriate use, interpretation and integration of complex psychological 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 young people, family members and others involved in their care.
- Formulate and implement plans for the psychological intervention and/or management of a young person's mental health problems, based upon an appropriate formulation of the client's problems and employing methods of proven efficacy across the full range of care settings.
- Be responsible for implementing a range of psychological interventions for individual young people, 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.
- Manage, plan and prioritise own clinical caseload and to exercise autonomous professional responsibility for the assessment and treatment including management of risks.
- To liaise with and where appropriate participate in joint work with other members of the Behaviour Support and Outreach and REU Teams, partner services and other teams and clinicians within City & Hackney CAMHS.



- To monitor and evaluate progress during the course of both uni- and multi-disciplinary interventions, routinely utilising standardised CAMHS clinical outcome measures in collaboration with service users.
- To undertake assertive outreach work as required.
- To work collaboratively with staff, children, young people and their families/carers to ensure that their experience is to a high standard. To ensure a high quality, person-centred service for children and young people that is safe, effective, efficient and accessible.
- Develop effective working relationships with families, schools and networks which enables the understanding and management of mental health and wellbeing.
- Be mindful of the needs of children, young people, families and individuals from a wide range of cultural, religious and social backgrounds and contribute to development of innovative ways of meeting these diverse needs.
- To identify and interpret the needs of children, young people and their families/carers and design appropriate care plans to support health and wellbeing improvements
- To provide packages of care and psycho-education for the young people and their families/ carers that takes account of the complexities of family systems and their significant social networks.
- To be responsible for and communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care. Based on these assessments and reports to convey sensitive, distressing, complex and sometimes unwelcome information to clients and other professionals, being aware that there are often barriers to acceptance and manage this as constructively as possible
- To collaboratively develop, review and evaluate care management plans for children and young people under the care of Behaviour Support and Outreach and REU Teams.
- To provide specialist consultation and where appropriate training to other professionals who come into contact with adolescents with complex and severe mental health problems and are involved on the creation of management plans for these young people
- To write confidential reports for court, case conferences, and education that may have wide ranging implications for children, young people and their families.
- Use a broad theoretical knowledge base and highly specialist clinical skills to develop and support the therapeutic skills of others (assistant psychologists, trainees and other junior CAMHS practitioners and members of other staff groups) via the development and delivery of teaching, presentation, training, supervision, support and consultation
- To share staffing of the Specialist CAMHS service triage and duty rotas, to accept referrals, provide consultation and be available to carry out urgent assessments.
- To collaborate with and provide specialist advice to universal and thrive “getting help” services in identifying areas of need regarding health promotion and secondary preventative work.
- To act as care coordinator for an identified caseload and to be responsible for the coordination of assessment, planning, implementation and evaluation of therapeutic packages of care provided by the multidisciplinary team.

- To act as care coordinator in accordance with CPA guidelines within the CAMHS community setting.
- To offer and provide a clinical service in conjunction with other Behaviour Support and Outreach and REU colleagues assessing, planning and evaluating therapeutic programmes of care for young people presenting in psychiatric emergency.
- To maintain accurate clinical records in accordance with service standards and to record and maintain patient data in local database systems (RIO) and the trust wide electronic CPA database. To record relevant information at the time of referral, during ongoing work, and for evaluation purposes as consistent with the policies and protocols of the NHS and Trust.
- To attend and participate in discharge and transition planning of young people with identified mental health needs.
- To ensure that the needs of the client group is paramount, and be aware of and adhere to Safeguarding Guidelines relating to all vulnerable groups (e.g. children) including maintain accurate clinical records in accordance with service standards and to record and maintain patient data in local database systems (RIO) and the trust wide electronic CPA database. To aid line managed staff achieve this commitment.
- **Policy and Service Development**
- To advise staff from external agencies in the field of children with Behaviour Support and Outreach and REU problems.
- To work with the BS&O Clinical Team Lead and REU Lead to initiate clinical developments as part of overall service development.
- To engage with colleagues to identify opportunities to improve the experience of young people experiencing mental health difficulties.
- To ensure proactive involvement and collaborative working with children, young people and their families/carers in service development and improvement.
- **Training and Development**
- To actively participate in the formal and informal education of trainees in a variety of educational and clinical settings.
- To provide educational placements for students.
- To promote the development and maintenance of a learning environment where continuing education and training is fostered.
- To perform all duties in a professional manner in line with the relevant professional code of conduct.
- To keep up to date with appropriate legislation and guidance relevant to CAMHS.
- To attend regular management and clinical supervision in accordance with Trust clinical governance standards and the codes of practice and ethical guidelines of the professional discipline.
- To be responsible for personal development and education in line with professional requirements and CPD.

- To participate in the Trust Appraisal and be committed to ongoing continuing Professional Development including participation in future specialist training as agreed with supervisor/discipline lead.
- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the health, education and welfare services for children and adolescents and mental health.
- To undertake statutory and mandatory training, follow local safe working guideline and adhere to the lone worker policy. Because of the nature of the work there is a special emphasis on ensuring acceptable levels of safety (regarding potential verbal and physical aggression from clients) for self and to advise other colleagues when necessary. To adhere to the "lone worker policy" and update training in breakaway techniques when necessary.
- As appropriate, to provide specialist consultation, teaching and training to the teams at CAMHS including academic presentations for the CAMHS team and colleagues in Primary Care, Social Services and Education. This will include preparing teaching materials and presentations to a professional level.
- **Human Resources**
  - To establish effective interpersonal channels of communication with colleagues.
  - Supervise the work of assistant psychologists, trainees and other more junior staff where appropriate.
- **Clinical Governance**
  - To be aware of the up-to-date research and evidence relating to the care and treatment of children and young people with Behaviour Support and Outreach problems.
  - To identify relevant research related to practice and ensure this is reflected in own practice and the practice of others.
  - To be a resource for specialist advice within City & Hackney CAMHS, previously identified areas and the third sector.
  - To recognise and support the Trust's commitment to research and development.
  - To be involved in audit and research projects undertaken by the service.
  - To work within professional and ethical frameworks established by National bodies such as the Department of Health, HCPC, UKCC, UKCP, NMC, RCP and ENB.
  - To ensure overall standards of care meet national guidance within the available resources e.g. Care Quality Commission and NICE
- **Performance Management**
  - To ensure documentation and care plans are comprehensive and of the highest standard in line with Trust policy.
  - To record relevant information as consistent with Trust record keeping policy.
  - To collate and report on clinical information across specific areas as directed by the BS&O Clinical Team Lead.

- To provide clinical information as required for input into local and trust electronic information systems.
- To be responsible for monitoring and recording and reporting on clinical work and communicating complex clinical information to a variety of recipients e.g. children and young people, families and carers and other professionals orally and in writing.
- To provide service related information to senior managers and staff to aid day-to-day service management and future planning.

**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:-

<b>Health and Safety</b>	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.
<b>Equal Opportunities</b>	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.  For management posts, to ensure that within their service area fair employment practice and equality of opportunity are delivered.
<b>Dealing With Harassment/ Bullying In The Workplace</b>	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.  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.  Disciplinary action will be taken against any member of staff found to be transgressing the Dignity at Work Policy.
<b>No Smoking</b>	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.’
<b>Alcohol</b>	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.
<b>Confidentiality</b>	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.  To safeguard at all times, the confidentiality of information relating to patients/clients and staff.
<b>General Data Protection Regulation (GDPR)</b>	To maintain the confidentiality of all personal data processed by the organisation in line with the provisions of the GDPR.  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.
<b>Safeguarding</b>	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.
<b>Service User and Carer Involvement</b>	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.
<b>Personal Development</b>	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.
<b>Quality Improvement</b>	The Trust encourages staff at all levels to engage in the Trust’s approach to quality through quality improvement projects and quality assurance.
<b>Professional Standards</b>	To maintain standards as set by professional regulatory bodies as appropriate.
<b>Conflict of Interests</b>	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.
<b>Risk Management</b>	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.
<b>Personal and Professional Development/Investors in People</b>	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.
<b>Infection Control</b>	Infection Control is everyone’s responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts’ Infection



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	<p>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>
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## PERSON SPECIFICATION

<b>JOB TITLE:</b>	Clinical or Educational Psychologist
<b>BAND:</b>	7 (Full time 37.5 hours), 1 year fixed term
<b>DEPARTMENT:</b>	City and Hackney CAMHS
<b>DIRECTORATE:</b>	Specialist Services
<b>REPORTING TO:</b>	Clinical Team Lead, Behaviour Support and Outreach Team
<b>ACCOUNTABLE TO:</b>	General Manager, City & Hackney CAMHS

Requirements	Essential	Desirable	To be Tested*
<b>Education, Training and Qualifications</b>	<p>Postgraduate Doctorate in Clinical or Educational Psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS.</p> <p>Registration with relevant UK governing body (e.g. HCPC).</p>	<p>Qualifications/ training in specialist skills relevant to the post e.g. systemic therapies, neuropsychology, CBT, evidenced based parent work, evidence based group work etc.</p> <p>Relevant supervision training</p>	Shortlisting and Interview.
<b>Experience</b>	<p>Experience of working with children and young people with a wide range of mental health problems, including in a CAMHS setting</p> <p>Experience of working in partnership with Education/ in Education settings</p> <p>Experience of care planning</p> <p>Experience of working in a multi-disciplinary way</p> <p>Experience in risk assessment and risk management</p> <p>Experience in the routine use of CAMHS clinical outcomes</p>	<p>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, primary care, in-patient and residential care settings.</p> <p>Experience of working in a culturally diverse Inner city area</p> <p>Prior experience of consulting and joint working with professionals from other services</p> <p>Ability to contain and work with organisational stress and ability to "hold" stress of others</p>	Shortlisting and Interview.
<b>Skills and Abilities</b>	<p>Evidence of well-developed clinical skills and knowledge in CAMHS.</p> <p>Specialist clinical skills within</p>	<p>Knowledge of Systemic work.</p> <p>Evidence of ability to lead,</p>	Shortlisting and Interview.

	<p>specific therapeutic modalities.</p> <p>Ability to work autonomously and manage own caseload</p> <p>Excellent verbal and written communication skills.</p> <p>Able to work effectively across organisational boundaries.</p> <p>Skills in the use of Information Technology and electronic patient record systems</p>	<p>support and influence others</p> <p>Skilled in emergency and crisis assessments.</p>	
<b>Knowledge</b>	<p>A high degree of self-awareness and an ability to reflect on personal and professional attitudes and accept feedback.</p> <p>Knowledge of and skill in using a wide variety of CAMHS theories and interventions and the ability to use these appropriately in relation to client need and work setting</p> <p>Awareness of current national guidelines and policies in the field of CAMHS including knowledge of The Mental Health Act 1983 (amended 2007), the Children's Act and other appropriate legislation In depth knowledge of CAMHS issues including assessment and interventions</p> <p>Evidence of continuing Professional Development as required by Professional Body</p> <p>Knowledge of specific inner city issues which impact on care delivery</p> <p>A working knowledge of Child Protection Guidelines</p>	<p>Knowledge of developments in interagency partnership</p> <p>Awareness of approaches to addressing population physical and mental health including Community psychology</p> <p>Sufficient knowledge of other modalities to engage appropriately with colleagues and their work with clients</p>	Shortlisting and Interview.
<b>Other Requirements</b>	<p>Commitment to equal opportunities.</p> <p>Self- motivated, assertive and flexible.</p> <p>Proven qualities in sustaining the mental, emotional and physical demands of specialised therapeutic work with disturbed and distressed children, adolescents and their families/carer networks.</p>		Shortlisting and Interview.

	<p><u>Freedom to act:</u> Physical effort: Confined sitting position (therapy);travelling within community; fine motor skills</p> <p><u>Mental effort:</u> writing reports, planning teaching, concentrating for therapy sessions /clinical supervision; managing psychiatric emergencies;</p> <p><u>Emotional effort:</u> Dealing with families in breakdown; experiencing trauma and abuse; occasional patient complaints; conveying of unwelcome news</p> <p><u>Working conditions:</u> Occasional verbal and physical abuse; unpredictable clinical scenarios e.g. emergency home visits; travel in community in all weathers.</p>		
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S: Shortlisting I: Interview T: Test

