

JOB DESCRIPTION

POST TITLE:	Highly Specialist Clinical/Counselling Psychologist – Eating Disorders
BASE:	Maidenhead or Reading
BAND:	8a
HOURS:	Full time (37.5 hours)
REPORTS TO:	Clinical Team Lead & Head of Service, BEDS
Managerially Accountable to:	Head of Service
Professionally Accountable to:	Professional Lead

OUR VISION AND VALUES

Berkshire Healthcare's vision is to provide the best care in the right place; developing and delivering excellent services in local communities with people and their families to improve their health, well-being and independence. We pride ourselves in recruiting staff who display our values and the right behaviours and work hard to create a culture which respects all of our staff for the unique contribution they make to ensuring high quality care is delivered. Our values are:

- **Caring** for and about you is our top priority
- **Committed** to providing good quality, safe services
- working **Together** with you to develop innovative solutions

JOB SUMMARY

You will play an important role in the provision of a highly specialist psychological therapy service within Berkshire Eating Disorders Service, working in the Adults Team. You will do this providing assessment, care-planning and a range of evidenced-based, individual, family and group-focused psychological interventions to support the recovery of people with Anorexia Nervosa, Bulimia Nervosa, Binge Eating Disorder and co-existing conditions and mental health difficulties. You will be expected to work autonomously within professional and ethical guidelines and within the framework of Directorate and Trust policies and procedures. You will be required to take an active leadership role in the psychological therapies team, as well as in working as part of a multidisciplinary team and with professionals across agencies. You will utilise research skills to contribute to audit, data-evaluation and policy and service development activities.

The post holder will be required to undertake specialist clinical assessment, formulation and diagnosis for individuals who are likely to meet the criteria for an eating disorder. The post holder will work collaboratively with other parts of the pathway to ensure that service users receive timely and evidence-based interventions that are recovery focused.

KEY PURPOSE:

The post holder will be expected to support their service and organisation to achieve the Trust value that *'Caring for you and about you is our top priority'*. The post holder will achieve this by contributing in the following key areas:

Clinical Responsibilities

- Work as part of BEDS Adult team, providing specialist assessments, develop comprehensive formulations and therapeutic intervention to clients referred to the service in line with most recent evidence and service models.
- Work with service users who have often suffered abuse, deprivation and trauma in their early years and experience extreme difficulties in their relationships with others and present with dysregulation in managing emotion, identity disturbance, impulsiveness and serious self-injuries and suicidal behaviours.
- Liaise and work closely with community, inpatient, crisis teams and other internal and external teams/services, providing consultation and joint working as required to best meet the needs of the client group, support recovery and manage risk.
- Participate in and provide regular supervision
- Provide effective analysis of a range of facts to establish and apply a psychological formulation and options of care that can be negotiated with the service users and appropriate judgments made that best improve the opportunity of the service users' recovery and which mitigates risk to themselves or others.
- Contribute to the development and delivery of psychological interventions in the service, consisting of both group and individual treatments.
- Use a broad theoretical knowledge base and specialist clinical skills to develop and support the psychological skills of less experienced staff members (assistant psychologists and members of other staff groups) via the development and delivery of teaching, training, supervision, support and consultation.
- Provide specialist advice and consultation to other professionals / individuals / groups / committees across the Trust and other voluntary agencies regarding service matters related to the practice and delivery of specific agreed therapeutic modalities and service provision.
- Ensure services are delivered in a manner that is appropriate, relevant and respectful to all community members, recognizing the diversity of ethnicity, culture, belief, privilege and capacity of service users and carers
- Interpret complex data from a variety of sources including psychological tests, self-report measures, rating scales, direct and indirect observations and semi-structured interviews

- Allocate work (where agreed) and provide the day to day supervision and direction of other staff and students, including overseeing and evaluating the work of less experienced psychology staff as agreed with the Clinical Lead/ Head of Service.

Record Keeping, Information Collection and Communication

- To effectively communicate highly specialised, complex and sensitive 'condition' information and advice to service users, carers and professionals, including information about problem formulation, and to find ways of enabling the information to be understood by patients who may be anxious and/or hostile providing empathy and reassurance
- To maintain and develop relationships with other professionals, who may be external to the area of service, service users and their significant others (where appropriate) within area of service/specialism
- Be responsible for recording, monitoring and reporting on clinical work and communicating complex clinical information to a variety of recipients, e.g. service users, GPs, CMHTs, health professionals, orally, in writing and/or electronically.
- To ensure all systems (electronic and hard copy), records, data and information (stored and transferred) are of high quality across the service and will withstand inspection of their effectiveness and appropriateness to support the delivery of safe services.
- Be responsible for developing and maintaining knowledge of local resources and developing working relationships with relevant statutory, voluntary and community groups and organisations. Be responsible for sharing this information with the services.
- To support the development and implementation of communication, engagement and involvement strategies that are of benefit to service stakeholders, in particular service users and staff
- To ensure communications are clear, understood and channels to communicate are effective for the service to be able to engage, involve and motivate all service stakeholders.
- To develop and use complex materials for presentations in public, professional and academic settings

Leadership, Development & Supervision

- To provide innovative professional leadership in order to ensure and consistently develop a high quality, safe and cost effective service for users, working in partnership with key stakeholders.
- To provide clinical and professional supervision, mentoring and coaching to less experienced or qualified psychological practitioners, ensuring up to date knowledge is maintained with regards to legislative, national and local policies and issues in relation to both specific client groups and mental health
- To advocate new ways of working that meet Trust and service needs and articulates best practice
- To champion the contribution the service makes to the achievement of service and Trust goals and contribute to equipping the workforce with necessary tools and resources to be able to succeed
- To contribute to the improvement of clinical practice, governance, education, learning, performance, management and quality in the service and wider pathway.

- To support the provision and development of specialist advice and training sessions and workshops to clinical staff, GP's and less experienced psychology staff and to continue to develop expertise in the area of professional post-graduate training and clinical supervision and teaching of students on doctoral training.
- Be aware of and keep up to date with research and advances in psychological therapies.
- Attend weekly team consultation meetings and clinical/managerial supervision on a regular basis according to professional standards and as agreed with Clinical leads.
- Keep up to date all records in relation to CPD and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.
- Attend relevant conferences / workshops in line with identified professional objectives.
- As agreed with the Clinical Lead, to manage, undertake and participate in Trust, local and national projects and programmes and to initiate, contribute to and deliver service developments, audits and clinical projects.
- As agreed with the Clinical Lead, to undertake and lead Clinical Audits and research as necessary for own area of specialism, and take a lead on psychological research and development activity
- Participate in service improvement by highlighting issues and implementing changes in practice.
- To advocate new ways of working that meet Trust and service needs and promotes best practice
- To be able to communicate change clearly, reassuringly and effectively
- Implement Trust and local policies.
- Attend annual appraisal, and work towards agreed goals arising from this.

GENERAL

1. This job description is not exhaustive and can be altered in consultation with the post holder.
2. Any other duties which may be requested by the line manager in order to facilitate the smooth running of the service.
3. The Trust is an equal opportunities employer. The post – holder is at all times expected to carry out their duties in accordance with the Trusts Equal Opportunities Policy.
4. The post – holder is required to take reasonable care of the health and safety of him/her acts or omissions at work, and to co-operate with the Berkshire Healthcare NHS Trust to ensure that statutory and departmental safety regulations are adhered to.

BEHAVIOURS

In addition to the responsibilities and requirements outlined in this job description, all staff should refer to the associated behavioural framework relating to their role. These are based on the Trust's values, define the behaviours all staff are expected to display and underpin our organisational recruitment, appraisal, reward and development processes.

LOCATION/MOBILITY

You may be required to work at or from any additional location as may be determined by the Trust from time to time. The Trust also reserves the right from time to time to change your base on a permanent basis to a location determined by it at the time that the change is made.

You may also be required to travel between Trust premises as may be required for the performance of your duties.

FLEXIBILITY

The Trust reserves the right to amend your job description and/or your duties from time to time. You also agree that you will work with the Trust to deliver the Trust's services, including without limitation, by complying with lawful and reasonable instructions from the Trust by adapting to new ways of working and attending training courses determined by the Trust from time to time.

CONTINUING PROFESSIONAL DEVELOPMENT

To attend and contribute to staff meetings and Forums, supervision sessions, training courses, seminars and workshops, to ensure the development and enhancement of current working practices.

To participate in all personal review meetings and take responsibility for personal and professional development. Responsibility for developing the role and the services provided.

DATA PROTECTION ACT

You should be aware of the Data Protection Act and follow the local Codes of Practice to ensure appropriate action is taken to safeguard confidential information.

HEALTH & SAFETY

You are required to take responsibility for Health and Safety Risk Assessment and Workplace Inspections, and to take reasonable care for your own health and safety and that of other persons who may be affected by his/her acts of omissions.

You are also required to co-operate with all staff to ensure that all statutory regulations, policies, Codes of Practice and departmental safety procedures are adhered to, and to attend relevant training programmes.

INFECTION CONTROL

Managers at all levels have a responsibility to act as role models to ensure that Infection Control is on the corporate and service agenda and remains a priority in terms of attention and resources.

All staff providing direct patient care must ensure that they follow procedures aimed at reducing the risk of passing on the organisms that can cause infections.

All staff, collectively and individually, have a duty of care in following best practice in adherence to guidelines which is a fundamental requirement in underpinning the management of Infection Control.

CONFIDENTIALITY

Your attention is drawn to the confidential aspects of this post. You must not disclose any information of a confidential nature relating to the Trust or the service that it provides, or in respect of which the Trust owes an obligation of confidence to any service user, client or third party during or after your employment except in the proper course of your employment or as required by law.

You must not remove or copy any documents or tangible items including software which belongs to the Trust or which contain any confidential information from the Trust's premises at any time without proper advanced authorisation. You must return to the Trust upon request and in any event upon the termination of your employment, all documents and tangible items which belong to the Trust or which contain or refer to any confidential information and which are in your possession or under your control.

A breach of confidence could result in dismissal.

You should be aware that regardless of any disciplinary action taken, a breach of confidence could also result in civil action for damages.

CLINICAL GOVERNANCE

The Trust aims to provide the highest standards of care. To further this aim you are expected to adhere to acceptable working practice as defined in Trust policies and guidelines. You also have a personal responsibility to your team and service to keep up to date and, if you encounter unacceptable practice, to raise through accepted channels.

ASYLUM & IMMIGRATION ACT 1996 AND AMENDMENTS

In order to comply with the Asylum and Immigration Act 1996, it is Trust policy to check documentation of all applicants in respect of proper immigration status to work in the UK. Employment will not be offered to any applicant or employee who does not have valid leave to remain in the UK or is subject to conditions, which prevent the individual from taking up employment.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

Safeguarding of individuals who come into contact with our services, whether a child or young person, person with Learning Disabilities or an older or vulnerable adult, is the responsibility of all employees of Berkshire Healthcare NHS Foundation Trust in whatever capacity they are employed.

SAFEGUARDING CHILDREN

The Trust adheres to the Berkshire Local Safeguarding Children Boards Child Protection Procedures, and all employees have a duty of care and a responsibility to safeguard and promote the welfare of children.

SMOKE FREE

A smoke free policy is in operation and smoking is not permitted on any of the Trust's sites'. The policy also applies to all persons travelling in vehicles (including owned and lease cars) whilst on official business. Smoking is not permitted in privately owned vehicles that are parked on Trust grounds, or when transporting services users or visitors on official Trust business. Staff will not be supported by taking additional breaks away from the workplace to smoke off site. Please refer to the Staff Smoke Free policy for further details.

Person Specification – Highly Specialist Clinical / Counselling Psychologist (Band 8a)

CATEGORY	ASSESSMENT METHOD (v)		
	Application Form (E/D)	Interview (E/D)	Selection Tool (E/D)
1. Education/Qualifications/Training			
<ul style="list-style-type: none"> • Doctoral level training in clinical or counselling psychology 	E		
<ul style="list-style-type: none"> • Registered and accredited with Health and Care Professions Council (HCPC) 	E		
<ul style="list-style-type: none"> • Specialist experience/training in eating disorders. 	D		
<ul style="list-style-type: none"> • Eligible for graduate membership of BPS (British Psychology Society) and for Chartered Clinical Psychology status and membership of the Division of Clinical Psychology 	E		
<ul style="list-style-type: none"> • Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology/ psychotherapy 	D		
2. Continuous Professional Development			
<ul style="list-style-type: none"> • Evidence of continuing professional development as recommended by the professional body. 	E		
<ul style="list-style-type: none"> • Staying up to date with evidence based practice in relevant field. 	E		
3. Previous Experience			
<ul style="list-style-type: none"> • Will usually have at least two years demonstrable post-qualification experience and interest of working in mental health services with multidisciplinary teams / multi-agency environment. 	E		
<ul style="list-style-type: none"> • Experience of assessments and comprehensive formulation for Eating Disorder difficulties 	D		
<ul style="list-style-type: none"> • Experience of working with service users with eating disorders 	D		
<ul style="list-style-type: none"> • Experience of working with presenting problems throughout whole life course that reflect the full range of clinical severity. 	E		
<ul style="list-style-type: none"> • Experience of services (and working as part of multi-disciplinary teams internal and external to the organisation) across a wide variety of patient groups, throughout the whole life course and with service users with cases of a high degree of complexity 	E		
<ul style="list-style-type: none"> • Experience of managing highly complex situations concerning safeguarding and risk management. 	E		
<ul style="list-style-type: none"> • Experience of delivering agreed/specified service targets and effective time management in a busy and demanding environment. 	E		
<ul style="list-style-type: none"> • Experience of the application of psychology/ psychotherapy in different cultural contexts 	D		
<ul style="list-style-type: none"> • Experience with routine outcome monitoring, audit and clinically related research 	E		

<ul style="list-style-type: none"> Experience of teaching as well as experience of developing training programmes and delivering supervision of junior staff 	D		
4. Knowledge, Skills & Abilities			
<ul style="list-style-type: none"> Exceptional interpersonal and highly effective communication skills with the ability to support, engage and lead patients, clinicians and other stakeholder groups in change, development and improvement. 	E		
<ul style="list-style-type: none"> Skills in maintaining a high degree of professionalism in the face of highly emotive and distressing problems, ability to manage difficult situations with service users that have complex mental health conditions and challenging behaviours and to manage a demanding and complex case load. 	E		
<ul style="list-style-type: none"> Well-developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS. 	E		
<ul style="list-style-type: none"> Well skilled in being able to establish rapport and build relationships with clients and carers. Ability to relate well to professional colleagues and to build and maintain effective working relationships within all levels of the organisation 	E		
<ul style="list-style-type: none"> Ability to meet agreed/specified service targets 	E		
<ul style="list-style-type: none"> Ability to manage own caseload and time and to work flexibly across teams and sites in response to service demands. 	E		
<ul style="list-style-type: none"> Demonstrates an understanding of mental health issues and presentations and knowledge of child protection/ safeguarding issues and other relevant legislation 	E		
<ul style="list-style-type: none"> Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology. 	D		
<ul style="list-style-type: none"> High level knowledge of the theory and practice of at least two specialised psychological therapies. 	E		
<ul style="list-style-type: none"> Knowledge of legislation in relation to the client group and mental health. 	D		
<ul style="list-style-type: none"> Exceptional IT skills and the ability to navigate around various systems and software packages (such as RiO, Outlook, databases, MS office and the internet) 	E		
Additional Requirements			
<ul style="list-style-type: none"> Ability to travel independently between locations to fulfil the requirements of the position 	E		
<ul style="list-style-type: none"> Ability to undertake the duties and demands of the post 	E		
<ul style="list-style-type: none"> A satisfactory sickness record over the previous 2 years (subject to the need to act with fairness and equality of opportunity, particularly where the sickness is related to a disability and/or pregnancy). 		E (HR record)	

DATE OF ISSUE: November 2022