

## JOB DESCRIPTION & PERSON SPECIFICATION

Role Details	
<b>Title</b>	<b>Highly Specialist Family and Systemic Psychotherapist</b>
<b>Band</b>	8a
<b>Hours per week</b>	In line with recommendations from the ongoing Cass Review, we are recruiting to part time sessions, in order for staff to maintain a broad clinical perspective by working across related services within other secondary and tertiary centres. <sup>1</sup> It is expected that staff members will therefore work across at least one other clinical specialism area, in addition to this role within the gender service. For Psychology, AHP and Nursing posts, we are seeking individuals for a minimum of 0.4WTE and maximum of 0.6WTE. For consultant posts, we are seeking individuals for a minimum of 2PA and a maximum of 6PA.
<b>Contract type</b>	The postholder will remain employed by their current NHS Trust. A memorandum of understanding or licence to attend agreement will be put in place between Great Ormond Street Hospital NHS Foundation Trust (GOSH) on behalf of the Southern Hub partnership of Evelina London Children's Hospital, part of Guy's and St Thomas' NHS Foundation Trust (GSTT), South London and Maudsley Hospital NHS Foundation Trust ("SLaM") and GOSH, and your current NHS Trust. A rechange agreement will be set up to reimburse your employing NHS Trust for time spent working in the Gender Service.
<b>Location</b>	London
<b>Responsible to</b>	Clinical Lead CYP Gender Service - London
<b>Accountable to</b>	Clinical Lead & Clinical Director CYP Gender Service - London

<sup>1</sup> "Staff should maintain a broad clinical perspective by working across related services within the tertiary centre and between tertiary and secondary centres in order to embed the care of children and young people with gender-related distress within a broader child and adolescent health context" – Extract from the Independent Review of Gender Identify Services for Children and Young people – Further Advice Letter from Dr Hilary Cass, 19 July 2022, Pg2.

Note – the NHS Children and Young People's Gender Service is provided by Evelina London Children's Hospital (part of Guy's and St Thomas' NHS Foundation Trust), Great Ormond Street Hospital for Children and South London and Maudsley NHS Foundation Trust.

## Background

In 2020, NHS England commissioned Dr Hilary Cass to review gender identity services for children and young people, currently delivered by the Tavistock and Portman NHS Foundation Trust's Gender Identity Development Service (GIDS).

The Cass Review emphasised the need to move to establish regional services that work to a new clinical model that can better meet the holistic needs of a vulnerable group of children and young people.

The first phase in these plans is to establish two new nationally networked services led by specialist children's tertiary care providers; one in the North (the Northern Hub) delivered by a partnership of Alder Hey Children's NHS Foundation Trust and the Royal Manchester Children's Hospital (part of Manchester University NHS Foundation Trust), and one in London (the Southern Hub) delivered by a partnership of Evelina London Children's Hospital (part of Guy's and St Thomas' NHS Foundation Trust), Great Ormond Street Hospital and the South London and Maudsley NHS Foundation Trust.

## Service Information

A new clinical pathway has been developed, based on the recommendations of The Cass Review Interim Report ([Interim report – Cass Review](#)), the NHS England interim service specification ([NHS England » Interim service specification for specialist gender incongruence services for children and young people](#)), and the expertise of many clinicians from across the Northern and Southern Hubs. The service will be delivered by a wide multi-disciplinary team including paediatricians, mental health practitioners, youth workers, nurses, speech and language therapists and occupational therapists. Who children and young people see will be dependent on the support and care they need.

Children and young people will receive an in-depth assessment of their needs, and a care plan will be developed with them and, if needed, those supporting them. Children and young people may be offered a range of care interventions such as therapy, family therapy, physical health support, or mental health support for any identified difficulties they may want help with. The team will also liaise with health professionals in local services nearer to the child or young person.

As of the end of October 2023, NHS England is currently consulting on the clinical policy for Puberty Suppressing Hormones, as well as coordinating the development of a study into the impact of puberty suppressing hormones ('puberty blockers') on gender dysphoria in children and young people with early-onset gender dysphoria. Provision of endocrine services will be commissioned separately and delivered according to the outcome of this policy and the position of the research as the service initiates.

It is expected that the NHS Children and Young People's Gender Service will continue to change and evolve as more learning, research and evidence is developed in this area. In addition, it is expected that more hubs will go live across the country, and clinicians will work together in a National MDT for complex cases and sharing of learning.

### Scope of the service

The service will support both new children and young people from the waiting list, and those who still require care post the end of March 2024 and agree to be transferred from the Tavistock's Gender Identity Service into the new service.

### Culture and Values

Each Trust within the Southern Hub have developed values with our staff, patients and families that characterise all that we do and our behaviours with our patients and families and each other.

GSTT Values:	GOSH Values:	SLaM Values:
<ul style="list-style-type: none"> <li>• put patients first</li> <li>• take pride in what we do</li> <li>• respect others</li> <li>• strive to be the best</li> <li>• act with integrity.</li> </ul>	<ul style="list-style-type: none"> <li>• Always welcoming</li> <li>• Always helpful</li> <li>• Always expert</li> <li>• Always one team.</li> </ul>	<ul style="list-style-type: none"> <li>• Kindness</li> <li>• Respect</li> <li>• Together.</li> </ul>

### Diversity and Inclusion

We are committed to promoting an environment that embraces diversity and promotes equality of opportunity. Staff should apply the values above in all that they do. We would like all our families and staff to feel valued and respected because we try to understand and provide for their individual needs.

### Main purpose of the job

- To provide a highly specialist systemic psychotherapy service to CYP Gender Service – London including specialist assessment, treatment, planning, implementation and monitoring of outcomes.
- To provide clinical supervision and consultation as appropriate. To contribute to service evaluation, audit and research.
- To work as an autonomous professional within AFT and UKCP guidelines and guided by principles and policies or procedures, taking full responsibility for interpreting policies within defined parameters.

### Key working relationships

Internal:

- CYP Gender Service – London Leadership Team
- MDT – Clinical
- Junior Family Therapists & Psychological Professionals
- Administrative and Clerical Staff

External:

- Clinical/Professional Networks
- Local services as required

:

## **Main duties and responsibilities:**

### **Clinical**

- To provide highly specialist assessment and clinical formulation to individuals, couples, families and social networks where the identified client has complex mental health needs and or high levels of family distress in the context of referral to a specialist CYP Gender Service.
- To select and administer specialist assessments as appropriate. This would include creating genograms and/or eco-maps, analysis and assessment of multiple levels of contextual meaning, deconstruction of current interactional patterns of behaviour and meaning around mental health issues and complex relationships, through the use of live team observations, DVD analysis and other systemic assessment tools.
- To provide reports, including relevant formulation, opinion and interventions, in order to inform referrers and, where appropriate, service users and their families.
- To select and deliver evidence-based specialist therapeutic interventions, drawing from a broad spectrum of systemic models, monitoring outcome and modifying and adapting interventions as necessary, based on the highly complex factors concerning historical and developmental processes that have shaped the individual, couple, family or group.
- To assess and monitor risk and draw up appropriate risk management plans.
- To act as keyworker) taking responsibility for initiating planning and reviewing care plans
- To provide psychological support to clients who are emotionally distressed. Either due to the serious consequences of their illness or due to other traumatic events in their lives.
- To communicate skilfully and sensitively complex and sensitive information with clients, carers colleagues and external networks taking account of communication needs.
- To ensure that all services provided are acceptable and accessible to the diverse communities which make up CYP referred to a specialist Gender Service *and* At all times to work in ways that are sensitive to and appropriate for the needs of families from a wide range of racial, cultural and religious backgrounds, and to be aware and sensitive to the different contexts that different families may be acting out of.
- To provide psychological support to clients and their families who are emotionally distressed, either due to the serious consequences of their illness or due to other traumatic events in their lives.
- To contribute to the effective working of the team or service and to a psychologically and systemically informed framework for the service area.
- To provide consultations to other clinical staff on the use of family therapy and systemic psychotherapy techniques and, where appropriate, to jointly work with other team members in the provision of therapeutic interventions
- To take a proactive stance in challenging racism and discrimination and support the development of a culturally competent service.
- To contribute towards the provision of advice and consultancy to local teams/services for clients. In this respect, to advise on the development and integration within the team of systemically based assessment and intervention techniques that might at a systems level be incorporated within the team's operational policy, and be applied on a routine basis by other team members

- To liaise with referrers, GPs and other professionals concerned with clients in order to develop and review care plans and to arrange and lead network meetings as appropriate.
- To utilise theory, evidence-based literature and research to support evidence-based practice in clinical work and work with other team members.
- To participate in helping develop services to family and carers of service users

### **Teaching Training and Supervision**

- To be responsible for the day-to-day supervision or co-ordination of an agreed workload of more junior family therapists, family workers or systemic practitioners.
- To contribute to the appraisal of more junior family therapists, family workers or systemic practitioners
- To participate in the recruitment of more junior family therapists, family workers or systemic practitioners, as appropriate
- To provide professional and clinical supervision to junior family therapists, family workers or systemic practitioners, honoraries and trainee family and systemic psychotherapists for all aspects of their work
- To provide supervision for the systemic and family work of other multi-disciplinary staff as appropriate.
- To plan and undertake teaching and training of pre and post- qualification family and systemic psychotherapists and specialised training to other professions as appropriate
- To contribute to the development of the knowledge and skills base within the CYP Gender Service - London by maintaining an active awareness of current developments in the field of systemic practice and CYP with Gender Diversity and by implementing knowledge gained in practice
- To disseminate research and service evaluation findings through presentations and published articles.
- To provide training in family/social network inclusive practice to multi-disciplinary teams
- To deliver in-service training workshops and seminars on systemic topics for practitioners (e.g. nurses, social workers, psychologists, psychiatrists, paediatric staff etc.), and to contribute to multidisciplinary training events which may be organised by other staff within the Trust.
- To receive regular clinical and professional supervision from a more senior family and systemic psychotherapist according to UKCP and Trust guidelines.
- To ensure own Continuing Professional Development in line with AFT and Trust Personal Development Plan requirements and the UKCP 'Continual Professional Development' guidelines
- To maintain an up-to-date knowledge of current developments in professional and clinical practice and of relevant legislation and policies.
- To comply with UKCP 'Ethical Principles and Code of Professional Conduct' and ensure professional development in line with these.
- To adhere to the UKCP 'Ethical Principles and Code of Professional Conduct' and Trust policies and procedures

### **Management Policy and Service Development**

- To implement policies and procedures in own area of work.
- To identify aspects of the service that could be improved and initiate and implement service development projects.
- To participate in clinical governance initiatives as agreed by the Directorate clinical governance committee.
- To contribute to the consultation and engagement of service users and their families in planning and delivering services.
- To take care of, and use carefully, the Trust's equipment and physical resources.
- To ensure that the post-holder has sufficient resources by estimating future needs and requesting or ordering supplies as needed.

### **Research and service evaluation**

- To initiate and carry out appropriate research and provide research advice and supervision to other staff undertaking research within the service.
- To provide expertise in a specialist research area which will contribute to working with CYP with Gender Diversity
- To initiate and implement the development of outcome measurement and assessment and assist other staff in the implementation of same
- Initiate and participate in evaluating systemic approaches within particular areas of the service

### **IT Responsibilities**

- To ensure that all information generated by own work is recorded as required by Trust policies and local procedures.
- To maintain the highest standards of clinical record keeping and report writing, according to professional and Trust guidelines, including electronic data entry.

### **Other**

- To travel to other sites as appropriate and across the partner Trusts when required.
- To be aware of risk relating to aggressive and challenging behaviour amongst the client group, and follow trust policies relating to its management.
- To respond appropriately and professionally to emotionally distressing situations and to support others involved in such situations.
- To work flexibly which may include offering some regular commitment to late clinics or occasional groups within the overall Job Plan.

### **Other information**

The NHS Children and Young People's Gender Service is a newly formed service, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment. This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.

### **Confidentiality**

On appointment, you may be given access to confidential information which must only be disclosed to parties entitled to receive it. Information obtained during the course of employment should not be used for any purpose other than that intended. Unauthorised disclosure of information is a disciplinary offence.

#### **Disclosure & Barring Service (Previously Criminal Records or 'CRB')**

The Southern Hub organisations are regulated organisations and as such, you will have your criminal record checked. You will be asked at interview if you have any criminal convictions and a police check on the existence of a criminal record will be made if you are the preferred candidate for appointment to the post. We reserve the right to withdraw any conditional offer of employment made on the basis of the outcome of your criminal records check.

#### **Policies and Procedures**

Service specific policies, procedures and guidelines will be shared with you as part of your induction. Whilst working in the NHS CYP Gender Service (London), GOSH Trust-wide policies will apply, on behalf of the Southern Hub, for example the GOSH sickness absence policy and procedures or Infection Control policy and procedures. You must comply with all Trust policies and procedures and attend all necessary mandatory training.

#### **Relocation Expenses**

Applicants should note that we are not able to offer assistance with removal or relocation expenses.



## PERSON SPECIFICATION

*This table lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements. Evidence for suitability in the role will be measured via a mixture of application form, testing and interview.*

Culture and Values	Essential	Desirable	Assessment method
<ul style="list-style-type: none"> <li>Knowledge and understanding of diverse backgrounds and perspectives.</li> <li>Understanding of Diversity and Inclusion challenges in the workplace.</li> <li>Demonstrable contribution to advancing Equality, Diversity and Inclusion in the Workplace</li> </ul>	E		I
Academic/Professional qualification/Training			
<ul style="list-style-type: none"> <li>Post-graduate qualification in relevant mental health/social welfare profession and demonstrable practice in this field</li> </ul>	E		A
<ul style="list-style-type: none"> <li>Masters level qualification in Family and Systemic Psychotherapy or equivalent qualification, accredited by UKCP.</li> </ul>	E		A
<ul style="list-style-type: none"> <li>Additional training in a specialised area of systemic 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.</li> </ul>	E		A
<ul style="list-style-type: none"> <li>Registered with the UKCP as Systemic Psychotherapist and evidence of continuing professional development as required by the UKCP.</li> </ul>	E		A
<ul style="list-style-type: none"> <li>Accredited by AFT to supervise qualified Systemic and Family Psychotherapists</li> </ul>	E		A
Experience/Knowledge			
Essential Requirements			
<ul style="list-style-type: none"> <li>Evidence of having worked as a clinical specialist under supervision in a clinical area relevant to working with CYP with Gender Diversity</li> </ul>	E		A/I



<ul style="list-style-type: none"> <li>Experience of providing specialist systemic assessment, formulation and intervention with clients across with a range of psychological needs of a complex nature in a clinical area relevant to working with CYP with Gender Diversity</li> </ul>	E		A/I
<ul style="list-style-type: none"> <li>Experience of providing consultation to a range of staff groups (A/I)</li> </ul>	E		A/I
<ul style="list-style-type: none"> <li>Experience of working with, and addressing issues of, diversity, including experience of working within a multicultural framework. (A/I)</li> </ul>	E		A/I
<ul style="list-style-type: none"> <li>Experience of carrying out post-doctoral research, audit or service evaluation projects. (A/I)</li> </ul>	E		A/I
<ul style="list-style-type: none"> <li>High level knowledge of the theory and practice of family and systemic psychotherapy relevant to CYP with Gender Diversity) (A/I/R)</li> </ul>	E		A/I/R
<ul style="list-style-type: none"> <li>Theoretical knowledge of psychopathology, including neurodiversity and the evidence base for the relevant treatment</li> </ul>	E		A/I/R
<ul style="list-style-type: none"> <li>Advanced knowledge of a range of a range of systemic models in assessment and treatment, including knowledge of specific family and systemic theories and evidence</li> </ul>	E		A/I/R
<ul style="list-style-type: none"> <li>Knowledge of legislation in relation to the client group and mental health issues and child protection.</li> </ul>	E		A/I/R
<ul style="list-style-type: none"> <li>MSc level knowledge of research methodology and complex statistical analysis.</li> </ul>	E		A/I/R
<ul style="list-style-type: none"> <li>Knowledge of racial and other diversity issues and factors affecting access to mental health care.</li> </ul>	E		A/I/R
<b>Skills/Abilities</b>			
<ul style="list-style-type: none"> <li>Highly specialist skills in the use of complex assessments, interpreting and integrating complex data that require analysis, interpretation and comparison, drawn from several sources.</li> </ul>	E		A/I/R
<ul style="list-style-type: none"> <li>To communicate skilfully and sensitively complex and sensitive information with CYP, families colleagues and external agencies overcoming sensory, emotional and cultural barriers to communication.</li> </ul>	E		A/I/R

<ul style="list-style-type: none"> <li>Highly specialist skills in providing consultation to the multi-professional team or other professional groups within own service.</li> </ul>	<b>E</b>		<b>A/I/R</b>
<ul style="list-style-type: none"> <li>Skills in providing teaching and training to other professional groups</li> </ul>	<b>E</b>		<b>A/I/R</b>
<ul style="list-style-type: none"> <li>Advanced knowledge of and skill in using a wide variety of systemic theories and interventions and the ability to use these appropriately in relation to client need and work setting</li> </ul>	<b>E</b>		<b>A/I/R</b>
<ul style="list-style-type: none"> <li>Ability to work with a number of clients and systems together, managing the highly complex emotional relationships within and between the component parts of the systems in ways, which maximise the potential for therapeutic outcomes</li> </ul>	<b>E</b>		<b>A/I/R</b>
<ul style="list-style-type: none"> <li>Well-developed IT skills including entry and analysis of research data and for teaching purposes.</li> </ul>	<b>E</b>		<b>A/I/R</b>
<ul style="list-style-type: none"> <li>Ability to work effectively within a multi-disciplinary team, contributing to effective team functioning and taking some leadership roles.</li> </ul>	<b>E</b>		<b>A/I/R</b>
<ul style="list-style-type: none"> <li>Ability to identify and employ mechanisms of clinical governance as appropriate.</li> </ul>	<b>E</b>		<b>A/I/R</b>
<ul style="list-style-type: none"> <li>Ability to develop and use complex multi-media materials for presentations in public, professional and academic meetings</li> </ul>	<b>E</b>		<b>A/I/R</b>
<ul style="list-style-type: none"> <li>Ability to manage highly complex situations involving multiple difficulties, and competing/conflicting views about those difficulties; and to help create contexts that develop systemic engagement, and harness the strengths and abilities of those involved in order to work towards solutions</li> </ul>	<b>E</b>		<b>A/I/R</b>

**Criteria Key:**

**Review Method:**

Essential: **E**

Application form: **A**

Desirable: **D**

Interview: **I**

Test: **T**