

**JOB DESCRIPTION**

**Specialist Child Clinical /  
Counselling/ Health Psychologist  
Paediatric Diabetes Service**

January 2022

**LINCOLNSHIRE PARTNERSHIP NHS FOUNDATION TRUST**  
**JOB DESCRIPTION**

**1. Job Details**

**Job Title:** Specialist Child Clinical / Counselling / Health Psychologist – Paediatric Diabetes Psychology

**Pay Band:** Band 8a

**Reports to (Title):** Highly Specialist Child Clinical Psychologist- Paediatric Diabetes Psychology

**Accountable to (Title):** Highly Specialist Child Clinical Psychologist- Paediatric Diabetes Psychology  
& Head of Child Psychological Therapies

**Location/Site/Base:** Lincoln (Lincolnshire Countywide post)

**2. Job Purpose**

The specialist child clinical / counselling / health psychologist will provide specialist psychology assessments and interventions for children, young people and their families referred to the countywide ULHT Diabetes Team.

The post holder will be expected to be able to engage with and work effectively with children and young people living with chronic health conditions and their carers. They will be able to support and advise multi-disciplinary team colleagues regarding psychological interventions and provide a psychological perspective on physical health provision for these young people.

The post holder will have specialist training and experience and will be expected to work autonomously within professional guidelines as well as liaise closely with other professionals and volunteers who work with children and young people and their carers and families. They will provide supervision and consultation to other professionals as required. The post holder will provide regular placements to trainee clinical / counselling / health psychologists and will use his / her research skills to undertake research and development and audit activities. They will participate in CPD, LPFT's annual staff appraisal and other developmental activities.

They will be expected to work autonomously, within the Heath Trust's and the HCPC's and the BPS's professional guidelines, as well as liaise and work closely with paediatric colleagues and other staff who work internal and external to the Trust and who provide services to children, young people and their carers and families.

**3. Nature of the Service**

The Paediatric Diabetes Psychology Service sits within the LPFT Child Psychological Therapies Service Line. The service offers specialist assessment and intervention to young people living with diabetes and their families who may have both complex health and psychological needs. The service provides specialist psychology expertise, knowledge, advice, guidance and consultation to professionals working within the Paediatric Diabetes Team, other ULHT services, within LPFT and external agencies.

The Paediatric Diabetes Team provides a countywide service to children and young people with diabetes across hospital sites in Lincoln, Boston and Grantham. The team includes nursing, dietetic and medical staff. The post holder will provide the specialist psychology input to the diabetes team and will be available for all service users and their families to access who attend ULHT paediatric diabetes clinics across the county. The post holder will offer additional specialist assessment and intervention for young people and families where a psychological need is identified. The post holder will be an integral part of the multi-disciplinary diabetes team and be involved in the care provided by the team from diagnosis.

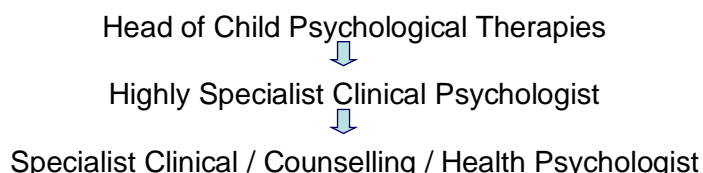
The post holder will have access to clinical and professional supervision from an experienced clinical psychologist. The post holder will be managed within the LPFT Child Psychological Therapies Service

and will have close links within this and with other health services to facilitate joint working and referrals to these additional services as appropriate.

The post holder will be based in an LPFT base with other staff from CYP services. The post holder will be expected to provide a countywide service and therefore regularly travel to other sites in the county as required. In addition, the service makes use of digital technology that allows for hybrid working when appropriate.

The post holder will have experience of working with children and young people who present with a variety of additional needs and they will be competent in offering advice, supervision and consultation to other professionals regarding children and young people with complex needs.

#### 4. Organisation Chart



#### 5. Duties

##### Clinical

- The post holder exercises full responsibility and autonomy for the psychological assessment, psychological treatment and discharge of children and young people referred to the Paediatric Diabetes Psychology Service, and their carers and families, where the presenting difficulties and concerns can be managed as a psychologically based intervention. They are required to act as case coordinator / lead professional for children and young people under the care of the service.
- The post holder provides psychological input to countywide multi-disciplinary ULHT Paediatric diabetes clinics. They also provide the individualised psychological input required where there are specific concerns identified about psychological and/or emotional issues for the child, young person and/or carers regarding the diagnosis and management of the child / young person's diabetes.
- The post holder develops and provides a range of specialist psychology assessments and interventions/intervention packages for children and young people and their carers and families referred to the Paediatric Diabetes Psychology Service. The ability to provide assessment and intervention whilst working jointly with other professionals and in group settings is required. Specific areas of expertise include: working with children and young people and their families with complex medical and psychological needs including learning difficulties; working with children and young people and their families experiencing difficulties managing type 1, type 2 or MODY diabetes, working with children and young people and their families with multiple medical diagnoses or comorbid physical and mental health or developmental diagnoses, psychological assessment and planning for a change in medical treatment e.g. insulin pump therapy, and supporting young people with health conditions and families with life transitions e.g. to secondary school or moving away from home.
- The post holder carries out specialist developmental assessments, psychometric and cognitive assessments with children and young people when required as part of paediatric psychology assessments and interventions.
- The post holder has the experience and ability to deliver at least three of the following specialist therapies:
  - systemic family approaches
  - solution focused approaches
  - narrative therapy
  - compassion focused therapy
  - acceptance and commitment therapy
  - behaviour therapy
  - cognitive-behavioural therapy
  - motivational interviewing
- The post holder is able to deliver interventions using the following methods:
  - psychoeducation

- creative and play based methods
  - mindfulness
  - relaxation and visualization techniques
  - group therapy
- The post holder devises and facilitates therapeutic and educational groups as required as part of the treatment approach, and inputs to the planning and delivery of ULHT delivered activity days and residential group activities for children with type 1 diabetes.
  - The post holder inputs to development of psychological aspects of the education curriculum for paediatric diabetes that is delivered by the diabetes team.
  - The post holder exercises full responsibility for communicating on a regular basis with staff from the diabetes team and other services and individuals involved with patients, taking into account guidance on client confidentiality.
  - The post holder provides specialist psychology expertise, knowledge, advice, guidance and consultation to other professionals working both within and outside LPFT and ULHT, contributing directly to the formulation of an understanding of a child's / young person's presenting difficulties and the development of an evidence based intervention plan.
  - The post holder contributes psychological expertise to the medical decision making process as regards treatment options for individuals and their families where appropriate.
  - The post holder undertakes complex risk assessments and risk management for individual patients and provides advice to the diabetes team and other professionals on psychological aspects of risk assessment and risk management.

### **Policy and service development**

- The post holder assists with the further development of psychology input to paediatric diabetes, attending paediatric diabetes team meetings and contributing to service development and quality improvement activities.
- The post holder contributes to the further development of psychology provision within Child Psychological Therapies including attending meetings for Child Psychological Therapies staff.
- The post holder contributes to service improvement by proposing service developments and changes as appropriate and working on implementing agreed service changes.
- The post holder is responsible for implementing policies as set out by LPFT and ULHT (where applicable to Paediatric Diabetes) and contributing to development of policies when appropriate.

### **Human Resources**

- The post holder provides effective clinical and professional supervision to trainee clinical / counselling / health psychologists on placement.
- The post holder has the ability to provide effective clinical and professional supervision and management to less experienced and more junior staff including clinical / counselling / health psychologists and graduate psychologists, if the service requires this.

### **Teaching, training and supervision**

- The post holder receives regular clinical and professional supervision from an experienced child clinical psychologist.
- The post holder receives regular line management supervision.
- The post holder provides specialist placements for trainee clinical / counselling / health psychologists
- The post holder provides pre and post qualification teaching of psychology to Trent and / or Lincoln University as required.
- The post holder contributes to teaching and CPD sessions for other professionals within the East Midlands Paediatric Diabetes Network.
- The post holder provide specialist psychology advice, consultation, and training to other multi-disciplinary team members; to other staff within and external to LPFT and ULHT who work with children and young people to assist them with providing psychologically based or informed interventions.
- The post holder assists with the planning, organising and provision of local and countywide in-service training and case discussion forums for ULHT and LPFT staff.

**IT and Information Collation and Dissemination**

- The post holder is responsible for data collection, entry, processing and storage, using computer based entry systems as indicated by LPFT and keeping within the timeframes indicated by LPFT.
- The post holder facilitates gathering of service user feedback within time limits set out by LPFT.
- The post holder ensures the highest standards of clinical record keeping and report writing.
- The post holder ensures letters and reports are produced within a reasonable time frame.
- The post holder provides information relating to performance within time limits set out by LPFT and service commissioners.

**Financial and physical resources**

- The post holder is responsible for booking out and in psychometric tests and resources before and after use and ensuring all books and equipment are returned to the correct place at the end of use.
- The post holder is responsible for alerting administrative staff if any materials, questionnaires are running low; are no longer fit for purpose.

**Research and Service Evaluation**

- The post holder utilises theory, evidence based literature and research to support evidence based practice in individual and family work and work with professional teams.
- The post holder takes responsibility for evaluating outcomes of psychological interventions.
- The post holder contributes to local and national audit and peer review activities in order to evaluate and identify improvements within the service.
- The post holder undertakes research and development activities and provides research advice to others.
- The post holder disseminates research findings in appropriate forums including professional journals and conferences.
- The post holder participates in local case discussion and research forums and teaching events.

**Continued Professional Development**

- The post holder takes responsibility for gaining additional and on-going specialist experience and skills relevant to child clinical / counselling / health psychology and paediatric psychology via further reading; attendance at internal and external CPD training events; involvement in the East Midlands Paediatric Diabetes Network; and regular professional and clinical supervision.
- The post holder takes responsibility for participating in LPFT's annual mandatory training programme and annual staff appraisal process.
- The post holder maintains up to date knowledge of legislation, national and local policies and issues in relation to paediatric psychology.

**7. Skills Required for the Post****Communication and relationship skills**

- Ability to communicate highly complex/sensitive information to clients and their carers and to relevant staff in a constructive and understandable way.
- Ability to deal sensitively and constructively when in highly emotive and/or hostile situations – with clients, carers, staff.
- Good knowledge of potential barriers to understanding and ability to adjust modes of communication accordingly.
- Excellent writing and verbal communication skills.
- Ability to build good working relationships with clients, colleagues and staff.
- Ability to work independently and as part of a team.
- Ability to seek help and guidance as appropriate.

**Analytical and judgment skills**

- A high level of analytical and judgemental knowledge and skill is required so can analyse and interpret and compare a range of complex information and options, sometimes conflicting and make appropriate psychological formulations and provide expert psychological opinion – for clinical cases; to provide a psychology service response; for service development.

**Planning and organisational skills**

- Ability to plan and prioritise own client caseload.

- Ability to assist with the planning and organising of child psychology and paediatric diabetes services.
- Ability to meet clinical and operational deadlines.

### **Physical skills**

- Good keyboard skills.
- Ability to use a range of psychometric test equipment – involves fine motor control and dexterity; involves transporting heavy test equipment and setting up equipment.
- Ability to be independently mobile across the county.
- Ability to use computer to communicate by e-mail; to keep up-to-date client records in accordance with the Health Trust's and HCPC's and BPS' guidance; to input and analyse service user feedback; to input data and analyse data generated by computer.

## **7. Responsibilities of the Post Holder**

### **Policy/Service development skills**

- Responsible for contributing to policy and service development forums and proposing changes and developments.
- Responsible for implementing policies as set out by the ULHT Diabetes Team, Child Psychological Therapies and LPFT.
- Knowledge of professional and clinical guidelines e.g. HCPC, BPS, NICE. Capable of interpreting these guidelines and implementing these in service delivery.

### **Human Resource Skills**

- Responsible for providing effective clinical and professional supervision to trainee clinical / counselling psychologists on placement.
- Ability to provide effective clinical and professional supervision and management to less experienced and more junior staff including clinical / counselling / health psychologists and graduate psychologists, if the service requires this.

## **8. Freedom to Act**

The post holder will provide specialist psychology assessments and interventions and will be expected to work autonomously within professional guidelines and codes of practice set out by BPS; by HCPC; and by LPFT.

## **9. Effort & Environment**

### **Physical Effort**

- Ability to frequently sit in a restricted position – during client/family appointments; traveling between work bases; working at a computer.

### **Mental Effort**

- Ability to maintain prolonged and intense concentration.
- Ability to meet management and clinical deadlines.

### **Emotional Effort**

- Ability to cope with and deal with highly distressing or highly emotional circumstances relating to clinical cases; e.g. family breakdown; child abuse; dealing with young people with severely challenging behaviours; high risk medical cases.
- Ability to contain and work with organisational stress and ability to "hold" the stress of others.
- Ability to deal with potentially difficult work situations, for example, physical or verbal aggression from a client and/or their carers.

## **10. Equality and Diversity**

All staff through their behaviours and actions will ensure that our services and employment practices are respectful of individual needs and differences including those characteristics covered by the Equality Act 2010 (Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex and Sexual Orientation).

## 11. General

You must uphold the Trust's Purpose, Vision and Values:

**Our Vision-** To support people to live well in their communities.

### Values

**Compassion-** Acting with kindness

**Pride-** Being passionate about what we do

**Integrity-** Leading by example

**Valuing everybody-** Using an inclusive approach

**Innovation-** Aspiring for excellence in all we do

**Collaboration-** Listening to each other and working together

### Behaviours

Treating people with respect, showing empathy and a desire to be helpful.  
Paying attention to others and listening to them.  
Responding appropriately, being mindful of the language we use to do this.

Challenging poor practise.  
Being a patient and carer advocate.  
Recognising and praising good care.

Doing what I say I am going to do.  
Being honest.  
Taking responsibility for my actions.

Supporting every person however different to me to achieve their best.  
Challenging discrimination and supporting others to understand why it is everybody's business to do this.  
Recognising and challenging my own assumptions.

Using service improvement methodology.  
Learning with people who use our services, research, best practise and evidence.  
Sharing the learning internally and contributing to research where relevant.

Working in partnership to promote recovery, supporting and encouraging independence.  
Working as one team.  
Valuing lived experience as an equal partnership.

In addition you must:

- Highlight concerns in accordance with the Trust's Whistleblowing Policy where it is felt poor practice or general wrong doing has not been dealt with appropriately. Staff may make such disclosures without fear of criticism or retribution.
- Maintain an awareness of information governance and information security related issues and ensure compliance with LPFT Records and Information Policies.
- Participate in performance review, supervision and undertake mandatory training and personal development as required of the post
- Take personal responsibility for your own Health and Safety at work in accordance with Trust Policies and Procedures, in particular Security, Health and Safety and Risk Management
- Be committed to safeguarding and promoting the welfare of children, young people, vulnerable adults and people experiencing domestic abuse, both as service users and visitors to Trust premises. All staff have an absolute responsibility to safeguard and promote the welfare of children and adults. The post holder, in conjunction with their line manager, will be responsible for ensuring they undertake the appropriate level of training relevant to their individual role and responsibilities. They must be aware of their obligation to work within and do nothing to prejudice the safeguarding policies of the Trust.

- This job description is not exhaustive and as a term of employment you may be required to undertake such other duties as may reasonably be required.



# PERSON SPECIFICATION

		JOB REQUIREMENTS	
	ESSENTIAL	DESIRABLE	HOW ASSESSED (eg Application Form, Interview Test, Reference etc)
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>BPS accredited Honours degree in Psychology or equivalent.</li> <li>A Doctorate in Clinical OR Counselling Psychology OR Health Psychology (doctorate or equivalent stage 2 qualification), accredited by the BPS and HCPC</li> <li>Additional specialist training related to working with children, young people and their families and carers.</li> <li>Registered member of HCPC</li> <li>Eligible for chartered status as a clinical / counselling / health psychologist</li> </ul>	<ul style="list-style-type: none"> <li>Other related academic qualifications to Masters or Doctorate level.</li> <li>Additional specialist training in assessment and intervention with children and young people with chronic health conditions such as diabetes.</li> <li>Additional training in psychological therapies relevant to paediatric psychology such as Acceptance and Commitment Therapy, Systemic therapies or Cognitive Behaviour Therapy</li> <li>Clinical supervision training for doctorate trainees</li> </ul>	Application form References HCPC confirmation BPS confirmation Certificates Interview
<b>Experience</b>	<ul style="list-style-type: none"> <li>Demonstrate post qualification experience of working as a clinical / counselling / health psychologist with children and families where there are psychological concerns.</li> <li>Demonstrate post qualification experience of working with children and young people with chronic health conditions, such as diabetes, and their carers.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working with children, young people and their carers and families to make changes to diet and lifestyle</li> <li>Experience of working with children, young people and their carers and families who</li> </ul>	Application form Interview References

	<ul style="list-style-type: none"> <li>• Demonstrate post qualification experience of working with children and young people with mood disorders and eating disorders and their carers and families.</li> <li>• Demonstrate post qualification experience of working with children and young people from pre school age to school leaving age.</li> <li>• Demonstrate post qualification experience of working with children and young people with a range of disabilities and special needs from mild to extensive difficulties such as learning difficulties; developmental difficulties; chronic and acute physical health problems.</li> <li>• Demonstrate post qualification experience of working with looked after children and their carers and with children who have experienced abuse.</li> <li>• Demonstrate post qualification experience of providing specialist psychology assessments of children and young people, taking into account the context of their living situations which may include – living with biological parents; with separated parents; with other relatives; with foster carers; living in residential settings.</li> <li>• Demonstrate post qualification experience of using a range of specialist psychology assessment skills which include:- <ul style="list-style-type: none"> <li>○ Use of psychometric assessments of intelligence, memory, reading, social functioning; executive functioning.</li> <li>○ Use of behavioural assessments.</li> <li>○ Use of observational methods of assessment.</li> <li>○ Assessment by interviewing.</li> <li>○ Assessment by analysis of archive material.</li> </ul> </li> <li>• Demonstrate post qualification experience of developing and providing specialist psychology interventions and intervention packages for children, young people and their carers and families.</li> <li>• Demonstrate additional expertise and experience in at least three of the following therapeutic models:- <ul style="list-style-type: none"> <li>○ systemic family approaches</li> <li>○ solution focused approaches</li> <li>○ narrative therapy</li> <li>○ compassion focused therapy</li> <li>○ acceptance and commitment therapy</li> <li>○ behaviour therapy</li> <li>○ cognitive-behavioural therapy</li> <li>○ motivational interviewing</li> </ul> </li> <li>• Demonstrate post qualification experience of running therapeutic</li> </ul>	<p>have been through traumatic experiences.</p> <ul style="list-style-type: none"> <li>• Experience of working with paediatric / child services and adult services to facilitate good transition of care for patients and families.</li> <li>• Experience of giving psychological opinion regarding medical treatment options.</li> <li>• Experience of developing psychological education programmes or curricula.</li> <li>• Experience of providing supervision to other psychologists and to other professionals who work with children and young people and their carers and families.</li> </ul>	
--	--	--	--

	<p>groups and psycho educational groups for children, young people and carers.</p> <ul style="list-style-type: none"> <li>• Demonstrate post qualification experience of providing specialist psychology advice to parents and carers and staff concerning the care and/or therapeutic provision for children and young people.</li> <li>• Demonstrate post qualification experience of conducting complex risk assessments, producing risk management plans for children and young people and their families, and discussing risk assessment and planning with professionals involved in the care of the child or young person.</li> <li>• Demonstrate post-qualification experience with child protection and safeguarding issues and procedures.</li> <li>• Demonstrate post qualification experience of working within multi-disciplinary and multi-agency settings.</li> <li>• Demonstrate post qualification experience of providing supervision to trainee clinical / counselling / health psychologists or graduate psychologists.</li> <li>• Demonstrate post qualification experience of providing consultation to healthcare staff and professional and non-professional groups.</li> <li>• Demonstrate post qualification experience of providing teaching and training to other psychologists and other unqualified and qualified groups.</li> </ul>		
<b>Skills &amp; Competences</b>	<ul style="list-style-type: none"> <li>• Doctoral level knowledge of research design and methodology, including multivariate data analysis as practiced within the field of clinical / counselling / health psychology.</li> <li>• Knowledge of relevant child protection, safeguarding and mental capacity and mental health legislation and its implications for clinical practice when working with children, young people and their families/carers.</li> <li>• Knowledge of professional guidelines set out by: - HCPC, the BPS; the Health Trust.</li> <li>• Knowledge of guidance, standards and policies relating clinical care in Paediatric Diabetes.</li> <li>• Capable of interpreting guidelines standards and policies and using them to guide practice in the role as the clinical / counselling / health psychologist for paediatric diabetes.</li> <li>• Evidence of continuing professional development as stated by HCPC and as recommended by the BPS.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of quality improvement methods and experience of implementing and maintaining service developments.</li> <li>• Experience of line managing psychology staff and/or other professionals.</li> <li>• Record of having published in peer reviewed or academic or professional journals and/or books.</li> </ul>	<p>Application form</p> <p>Interview</p> <p>References</p>

