

JOB DESCRIPTION

POST TITLE:	Senior Clinical or Counselling Psychologist
BASE:	Wokingham Hospital
Band:	8a
LINE MANAGER:	Children and Young People Early Intervention for Psychosis Service Manager
PROFESSIONAL ACCOUNTABILITY:	CAMHS Consultant Clinical Psychologist

OUR VISION AND VALUES

Our **vision** is to **be a great place to get care, a great place to give care.**

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 be working in collaboration with other psychological therapists and members of the Children and Young People's (CYP) Early Intervention for Psychosis (EIP) Team in the Berkshire wide service. Your primary role will be developing and formulating individualised evidence-based treatment plans and supporting the delivery of psychologically informed care with patients accepted onto the caseload. You will be required to provide ongoing review and consultation with the wider system. The CYP EIP team is multi-disciplinary, with a single manager operating in localities where there is a high degree of integration between all Child and Adolescent Mental Health Services (CAMHS) and adult mental health services and social care

You will be responsible for conducting highly specialist psychological/ psychodynamic, psychometric and/or neuropsychological assessments, case formulations and delivering specialised evidence-based psychological interventions to service users presenting with first episode psychosis and at risk mental state. You will be proficient in conducting comprehensive risk assessments, formulating effective risk management plans, and working alongside other agencies where wider case management is indicated.

A key part of the role is competency development in leadership skills and supervisory practice. You will direct, supervise and provide specialist teaching, training and in-service support to junior and trainee psychological professionals, and other members of the clinical team, within your area of responsibility.

In collaboration with the senior leadership team, you will be expected to undertake service development projects, utilise audit and research skills, support with quality improvements and participate in the development and implementation of service improvement initiatives to improve clinical care.

You will be committed to championing diversity, fostering inclusiveness, ensuring ease of access to psychological treatments, as well as being committed to providing neuro-affirmative, trauma-informed and culturally sensitive care. You will play a pivotal role in advancing these principles, aiming to make a positive impact on the mental wellbeing of the staff team, as well as service users from diverse backgrounds.

You will work autonomously within professional and local policies and guidelines, alongside building competence in collaborative, inclusive and multi-agency working and user engagement.

BHFT supports a mixed mode of working. You will be required to travel to sites across the Trust to meet the clinical needs of the population and other relevant tasks, alongside online delivery of services where indicated, and/or a mix of base and home working where appropriate.

This is a summary of the responsibilities associated with this post and is not intended as an exhaustive or precise definition of details and consequently will be subject to review in light of the developing services.

RESPONSIBILITIES

Key Responsibilities:

- **Clinical Assessment:** Conduct increasingly specialist assessments to understand a service user's presenting difficulties and/or the systemic issues present.
- **Treatment Planning:** Develop individualised specialised treatment plans based on assessment findings and service user needs, in collaboration with service users, to support their recovery and/or support with behaviours that challenge.
- **Therapeutic Interventions:** Develop and Deliver evidence based therapeutic interventions using a range of psychological techniques and modalities.
- **Collaboration:** Collaborate with multi-disciplinary team clinicians and multi-agency representatives in the delivery of holistic client care, leading this where appropriate.
- **Supervision and Training:** Provide supervision and mentorship to clinicians and trainees contributing to their professional development and improving the quality of the treatment provided.
- **Research, Audit and Service Development:** Lead on and undertake audit and research and service development activities and participate in quality improvement initiatives to enhance the overall effectiveness of clinical services.

Clinical Provision

Direct

- Undertake specialist clinical assessments based upon the appropriate use, interpretation, and integration of complex data from a variety of sources including self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with service users, family members and others involved in the care.

- Use assessment information to evaluate need and to inform decisions about clinical provision, also taking into account service user/carer views and the views of other professionals alongside information about historical and developmental processes that have shaped the individual, family or group, relevant theoretical and therapeutic models, research findings and current evidence, and national and service guidance.
- Provide detailed and clear formulation-led treatment plans for psychological treatment and/or psychologically informed management of a service user's difficulties. The approach taken will be based on an appropriate conceptual framework and employs methods based upon evidence of efficacy and service efficiency.
- Evaluate and make decisions about suitability and treatment options, considering therapeutic models and highly complex factors concerning historical, developmental, and sociocultural processes that have shaped the individual, family or group. Think family, assess the impact of mental health on any dependants/parent-child relationships/partners/carers.
- Develop and implement a range of evidence-based psychological and/or psychotherapeutic interventions for individuals, carers, families, and groups. The formulations and provisional hypotheses developed will be adjusted and refined based on new information gathered or in response to clinical outcomes.
- Manage a clinical caseload and support the implementation of intervention plans with service users and their families/carers as well as with other services and agencies also involved in the care as required.
- Undertake specialist risk assessment and safety planning, support risk assessment and safety planning within the clinical team and provide risk advice to other professionals and system partners where required. Based on the risk assessment, contribute to the risk management plan for individual service users, and provide advice to other professionals on psychological aspects of risk assessment and risk management where there is a high level of risk or complexity.
- Where appropriate, contribute to multi-agency meetings where there is a high level of risk and/or complexity.
- Exercise professional responsibility for the assessment, treatment and discharge of service users, acting as the Named Professional where appropriate, and to liaise with the team for the integration of psychological input into multidisciplinary care plans.
- Communicate – and aid others to communicate - in a highly skilled and sensitive manner, information concerning assessment, formulation and treatment plans, enabling multi-professional and multi-agency care whilst ensuring the information is understood by service users who may be distressed and/or require person centred adaptations to communication.
- Be responsible for the communication of decisions with referrers, the multidisciplinary team and service leads as well as ensuring communications are clearly understood and channels to communicate are effective.
- Collaborate effectively and negotiate complex situations where clinical information and opinion may differ and proposals for intervention may produce disagreement and conflicts within families and/or staff involved in the service user's overall care.
- Deliver and maintain high quality and compassionate care that is accessible, anti-racist, inclusive and respectful of all service users. Champion and recognise the importance of diversity, ethnicity, culture, belief and the individual strengths of service users, their families and carers.
- Operate within the principles of recovery and support each service user to reduce dependence on services, enabling a planned discharge as part of the patient's recovery plan.
- Identify service users who are likely to require transition to another service in a timely manner and co-ordinate care to facilitate a safe and effective transition.

Indirect

- Provide specialist advice, consultation and clinical guidance to other professionals, carers, services and system partners, contributing directly to service users' formulations, diagnoses and treatment plans, within the service and area of specialism.
- Offer the clinical team a psychologically based framework for the understanding and care of service users through the provision of advice and consultation. Further support the team by aiding the dissemination of specialist psychological knowledge, research, and theory to encourage a psychological, neuro-affirmative and trauma-informed approach to care.
- Contribute to integrated multidisciplinary team working within the service to ensure service users and their carers experience seamless, joined up care.
- Attend, contribute to and, where appropriate, chair multi-agency meetings to achieve positive outcomes, particularly for more challenging clinical presentations.
- Maintain and develop collaborative working relationships with professionals from the wider partner agencies, and with service user and carer networks.
- Lead on team psychological formulation and provide specialist teaching and supervision, as required within the team and to colleagues in other services across Berkshire.

Information Collection, Record Keeping and Communication

- Be responsible for their own and any unqualified supervisees' standards of clinical record keeping, including electronic data entry and recording, report writing and the responsible exercise of professional governance in accordance with professional codes of practice of the British Psychological Society and other relevant professional/accrediting bodies, and including Trust policies and procedures.
- Ensure the collection and data input of accurate information relating to service performance (e.g. clinical activity, outcome measures, and the collation of evidence to meet the requirements of inspections and audits: such as CQC (Care Quality Commission)).
- Ensure all systems (electronic and hard copy), records, data, and information (stored and transferred) for which the post holder is responsible are of high quality and will withstand inspection of their effectiveness and appropriateness in supporting the delivery of safe services, compliant with the Trust business rules.
- Work in line with the NHS Digital Transformation agenda, ensuring up to date knowledge of relevant clinical software products and specific internet sites related to theory and therapy, in keeping best practice for the support and treatment of service users with a focus on confidentiality and data protection.
- Take a responsible role in the communication of information (clinical and service related) to referrers, the wider multidisciplinary team and service leads. Ensure communications are clear, understood and the channels of communication are effective for engaging and involving relevant stakeholders.
- Raise quality issues and related risks with supervisors and managers.
- Report all complaints and/or incidents in accordance with Trust procedures and ensure that the line manager is informed.
- Promote and encourage staff involvement, engagement, and motivation in order to support effective channels of communication.

Teaching, Training and Supervision

- Provide clinical and professional mentoring and supervision to psychological professionals and other staff, as delegated by the senior service leads, within the framework of the team/service's policies and procedures, ensuring that systems for effective clinical & professional supervision are adhered to.

- Manage, supervise, and support junior psychological practitioners/professionals and trainees, and other members of the clinical team within their area of responsibility, undertaking annual appraisals, as delegated by the Consultant Psychological Therapist / Service manager.
- In addition to providing evidence-based supervision for qualified clinicians, provide clinical placements and research supervision for doctoral and other psychological profession/practitioner trainees, ensuring that trainees acquire the necessary skills, competencies and experiences to contribute effectively to optimal mental health care and to achieve developmental competencies.
- Provide post qualification teaching/training (CPD) and clinical professional supervision to junior psychological professionals and other staff across the Trust, as required and as appropriate to area of expertise and specialism.
- Provide advice, consultation and training to staff working with the designated service user group across a range of agencies and settings, where appropriate.
- Develop and use high quality training materials for presentations in public, professional and academic settings.
- Attend regular clinical professional supervision from a senior practitioner and, where appropriate, other senior professional colleagues and to act upon advice given to improve clinical practice.
- Use Routine Outcome Measures to evaluate own effectiveness and identify any development needs.
- Be proactive in engaging with job planning and competency development within specialist role and multidisciplinary functioning.
- Engage in continuous professional development, ensuring up to date knowledge is maintained with regards to legislative, national, and local policies and issues in relation to both specific service user groups, areas of clinical expertise, and the psychological professions.

Professional, Leadership and Operational Responsibilities

- Demonstrate accountability for the systemic governance of clinical and psychological practice within area of responsibility, and actively contribute to clinical governance initiatives within the team and the organisation (ensuring compliance with established standards and promoting a culture of excellence in clinical care).
- Provide team leadership, allocate work and, where appropriate, co-ordinate the engagement of other team members who may be contributing to the overall service delivery, including providing cover for senior colleagues as needed.
- Provide support to management, clinical and professional leads by communicating ideas regarding service needs and developments and implementing service delivery and change as agreed, taking an active role in clinical quality assurance and learning programmes.
- Contribute to workforce planning within the post holder's area of specialism, ensuring that high levels of clinical and quality standards are achieved.
- Advise and participate as appropriate in recruitment, both in shortlisting and as a member of interview panels, for junior psychological roles and other professionals as appropriate.
- Contribute to the allocation and planning of resources and hold delegated responsibility for resources within the post holder's specialism, as required.

Research and Service Evaluation/Development

- Contribute to and support the development and implementation of systems for clinical quality assurance, performance monitoring, and quality improvement within the services and across psychological provision in the Trust as required.
- Contribute to and, where relevant, direct the development, coordination, evaluation and monitoring of service delivery. Assist with the development and implementation of relevant policies and processes through the deployment of professional knowledge, research skills, clinical expertise, service evaluation, audit, and Quality Improvement, ensuring there is alignment with wider trust goals and strategic objectives.

- Actively support participation initiatives to ensure the voice of service users and their families are at the heart of service, design, development, and delivery.
- Participate and contribute to the development of high quality, responsive and accessible services, including advising both service and professional management on clinical and/or operational matters. This includes identifying potential service priorities and identifying potential service developments.
- Contribute to and, where relevant, lead on audits, service evaluation and research, disseminating findings and implementing learning outcomes to enhance service delivery.
- Work with the Consultant Psychological Therapist and service leadership team to ensure that audits, data gathering, service evaluations and research are aligned with and meet the needs of the wider services and the Trust, and that findings and recommendations are implemented to benefit service users and staff.

Health and Wellbeing

- Provide support, in conjunction with senior managers and leads, for the evolving wellbeing needs of the workforce, contributing to a psychologically supportive working environment.
- Contribute to and support Trust wide wellbeing initiatives, where appropriate. This may include developing and delivering programs that foster psychological wellbeing across the service.
- Contribute to policies and initiatives that promote the health and wellbeing within the team.
- Dedicate an agreed proportion of time to psychological initiatives across the Trust which aim to increase health and wellbeing of colleagues.

GENERAL

1. This is a varied role where you'll be expected to undertake the range of responsibilities specified above, working together with your line manager and colleagues to ensure that the activities of this post make a real difference to our patients. Your line manager may ask you to undertake other reasonable duties to facilitate the smooth running of your service or team.
2. We are an equal opportunities employer and you'll be expected to role model equality of opportunity, live the values and always operate in accordance with our Equal Opportunities Policy.
3. Health and Safety at work is important to us and we would like you to role model the highest standards of behaviour and go above and beyond by adopting excellent practice where it links to the health and wellbeing of our colleagues. It is important that you cooperate with us to ensure that statutory and departmental safety regulations are adhered to.

BEHAVIOURS

In addition to the responsibilities and requirements outlined in this job description, you should refer to the associated and expected behaviours that are relevant to this role - your line manager will be able to provide you with this detail.

Our values define the behaviours we are all expected to display during the course of our work and they underpin our organisational recruitment, appraisal, reward and development processes.

LOCATION/MOBILITY

We may require you to work at or from a different work base or location from time to time, to meet service demands and deliver an operational service. Given the geographical nature of the Trust, you may be required to travel between Trust premises as part of your role.

We also may need to change your work base on a permanent basis and if this is the case, we will consult with you in line with our policies and procedures.

FLEXIBILITY

We may need to amend your job description and/or your duties from time to time in order that we can continue to provide the best possible service to our patients. It is important that you work with us to deliver our services, by complying with lawful and reasonable instructions, by adapting to new ways of working, and by attending training courses as requested from time to time.

CONTINUING PROFESSIONAL DEVELOPMENT

You'll be expected to attend and contribute to staff meetings and forums, supervision sessions, training courses, seminars and workshops, all of which will contribute to the development and enhancement of our current working practices.

You will also be expected to participate in all personal review meetings and to take responsibility for your own personal and professional development and the professional accountability for your role.

DATA PROTECTION ACT

We are all expected to be aware of the Data Protection Act and to follow the local Codes of Practice to ensure appropriate action is taken to safeguard confidential information.

HEALTH & SAFETY

We all have a responsibility for health and safety, risk assessment and workplace inspections, and you will be expected to take reasonable care for your own health and safety and that of others.

You will also be expected to co-operate with your colleagues to ensure that statutory regulations, policies, codes of practice and departmental safety procedures are adhered to, and to attend any training programmes that we consider to be relevant.

INFECTION CONTROL

The Health and Social Care Act 2008: (code of practice on the prevention and control of infections and related guidance) sets out responsibilities for NHS managers, Heads of departments, Clinical Leads and all staff to ensure patients are cared for in a clean and safe environment. Cleanliness and prudent antimicrobial stewardship (AMS) is essential to ensure that people who use health and social care services receive safe and effective care.

Prevention and appropriate management of infection is of paramount importance in the quality and safety of the care of patients and to the safety of staff and visitors. As a core element of the trust's clinical governance and risk programmes, all staff are required to be aware of their responsibilities and comply with infection prevention and control policies and guidelines.

CONFIDENTIALITY

We all have a responsibility to make sure that we don't disclose any information of a confidential nature relating to the services we provide or in respect of any service user, client or third party. This applies both during and after your employment.

You must not remove or copy any documents or tangible items including software which belong to the Trust or which contain any confidential information unless you have specific permission to do so. When you leave our employment, or if you are asked, you must return all documents and tangible items which are in your possession or are under your control, but which belong to us or contain or refer to any confidential information.

You should be aware that a breach of confidentiality may result in your dismissal and that, regardless of any disciplinary action that we may take, a breach of confidence could result in civil action for damages.

DATA QUALITY

We are all responsible for making sure that our data and electronic records are updated, accurate, relevant, reliable, and completed in line with our record keeping standards and policies.

CLINICAL GOVERNANCE

We aim to provide the highest standards of care. To help us achieve this aim, you are expected to follow acceptable working practices as defined in our policies and guidelines. You also have a personal responsibility to your colleagues and patients to keep yourself up to date with any changes to policies and to report any practice that you consider to be unacceptable through the appropriate channels.

ASYLUM & IMMIGRATION ACT 1996 AND AMENDMENTS

We need to make sure that we comply with the Asylum and Immigration Act 1996. To do this, we check the documentation of all applicants to confirm that they have the right to work in the UK. We won't offer employment to any applicant who does not have valid leave to remain and work in the UK or whose leave is subject to conditions which prevent them from taking up employment with us.

If your leave to remain and/or right to work status changes during the course of your employment, we will determine what impact this may have on our ability to continue employing you.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a responsibility for safeguarding individuals who come into contact with our services, whether they are a child or young person, a person with Learning Disabilities or an older or vulnerable adult.

We adhere to the Berkshire Local Safeguarding Children Boards Child Protection Procedures, which places a duty of care and responsibility on us all to safeguard and promote the welfare of children.

SMOKE FREE

We operate a smoke free policy which means that smoking is not permitted on any of our sites. This also applies when you are travelling in vehicles (including owned and lease cars) whilst on official business, parked on our premises in privately owned vehicles, or transporting services users or visitors. We will not

support taking additional breaks during the working day to smoke off site. Further information can be found in the Staff Smoke Free policy.

PERSON SPECIFICATION

Specialist Clinical/Counselling Psychologist

CATEGORY	CRITERIA AND ASSESSMENT METHOD A = Application I = Interview	
Education/Qualifications/Training	Essential	Desirable
For Clinical/Counselling Psychologist: <ul style="list-style-type: none"> Post graduate doctoral qualification in clinical or counselling psychology (or equivalent for those who trained prior to 1996 or for those who completed their training overseas) which provides eligibility for Chartered Membership of British Psychological Society (BPS) 	A	
<ul style="list-style-type: none"> Registered and accredited with the Health Care Professional Council (HCPC) as a Practitioner Psychologist 	A	
<ul style="list-style-type: none"> Additional accreditations (or working towards these) to reflect post qualification specialist training (e.g., BABCP, BACP, UKCP, ACAT, BPS). 	A	
Continuous Professional Development		
<ul style="list-style-type: none"> Evidence of post-qualification training and expert knowledge in multiple psychological models and therapeutic approaches. Having a robust awareness of the current evidence-base and new developments within the area of specialism. 	A	
<ul style="list-style-type: none"> Training in clinical supervision. 	A	
<ul style="list-style-type: none"> Evidenced post qualification training and expert knowledge in working with people with psychosis. 	A	
<ul style="list-style-type: none"> Post graduate qualification in cognitive behavioural therapy for people with psychosis is desirable. 		A
Experience		
<ul style="list-style-type: none"> Demonstratable post qualification experience working as a qualified psychologist 	A	
<ul style="list-style-type: none"> Experience of working in evidence-based ways with services users (and their carers/families) presenting with the full range of clinical severity across a range of settings. Also having the ability to maintain a high degree of professionalism in the face of emotive and distressing problems, verbal abuse and the threat of physical abuse. 	A	
<ul style="list-style-type: none"> Experience of working with young people with psychosis 	D	

<ul style="list-style-type: none"> Experience of dealing with highly distressing or emotional circumstances, such as serious mental illness, child and sexual abuse, exploitation and complex family dynamics. 	A	
<ul style="list-style-type: none"> Experiencing of managing complex situations concerning safeguarding, risk management, complaints and investigations. 	I	
<ul style="list-style-type: none"> Experience of delivering interventions across different modalities (e.g. individual, group and systemic-based approaches). 	A	
<ul style="list-style-type: none"> Experience of working effectively in a multi-disciplinary team and multi-agency environments. 	A	
<ul style="list-style-type: none"> Experience of supervision and/or mentoring and ability to offer effective supervision to junior staff. 	A	
<ul style="list-style-type: none"> Experience of developing and delivering teaching to a range of staff groups 	A	
<ul style="list-style-type: none"> Experience of positively influencing team practice and promoting wellbeing and social inclusion, and commitment to fostering trauma-informed, anti-racist and neuro-affirmative practice. 	I	
<ul style="list-style-type: none"> Experience of service development and carrying out clinical audit, evaluative research and applying the findings. 	A	
<ul style="list-style-type: none"> Experience of service evaluation and implementing change from a national and local health or social care change agenda that impacts across services and professions. 	A	
<ul style="list-style-type: none"> Experience of working with and addressing issues of diversity, including experience of working with diversity, multiculturalism, and equality of access to service. 	A	
Knowledge, Skills & Abilities		
<ul style="list-style-type: none"> Ability to manage difficult situations with service users, and their families and carers, that have complex presentations and to exercise autonomy in managing a demanding and complex caseload. 	I	
<ul style="list-style-type: none"> Well-developed verbal and written communication skills enabling the sensitive communication of complex, technical and/or sensitive information to multiple stakeholders. 	A/I	
<ul style="list-style-type: none"> Strong interpersonal skills with the ability to support, influence and engage with clinicians, stakeholders and service users to create change and improvement- 	A/I	
<ul style="list-style-type: none"> The ability and skills to act as an advocate for the service, to engage and foster good professional relationships with all health professionals in promoting the good integration of this service with the wider health care system. 	A/I	
<ul style="list-style-type: none"> Ability to confidently cope well under pressure, resolve issues and competing demands, with excellent time management skills and an ability to respond constructively to challenge or resistance, applying practical problem-solving skills in both every day and complex situations. 	I	

<ul style="list-style-type: none"> Exceptional IT skills and the ability to navigate various systems and software packages (such as RiO, Outlook, databases, MS Office/Teams, One Consultation and the Internet). 	I/A	
Additional Requirements		
<ul style="list-style-type: none"> Ability to travel across sites in Berkshire and beyond as required 	A	
<ul style="list-style-type: none"> Able to work flexibly as required and to travel independently between locations to fulfil the requirements and duties of the position 	A	

DATE OF ISSUE: January 2024