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# JOB DESCRIPTION

**Post Title: Principal Applied Psychologist**

**Department: CYPF Intensive support Team (IST)**

**Location: Black Country trust wide**

**Directorate: Children, Young People and Families**

**Band: 8b**

**Hours: 30 (0.8 fte)**

**Contract Type: Permanent**

**Responsible to: Service Manager**

**Responsible for: Professional Lead for Psychology**

## Job Purpose

This job requires the provision of highly specialist psychological assessments and interventions to children / young people (0-17), families, and parents / carers, as well as supervision, consultation, leadership and training to other professionals and organisations involved with or related to their care. Managerial experience and leadership potential are core to the role.



- To promote at all times a positive image of people with mental health difficulties, ASC and learning disabilities.
- To promote at all times a positive image of the service and the wider Trust.
- In line with the banding of the post and its service context to:
  - Exercise supervisory/professional responsibility for other psychological therapists
  - Provide leadership in multi-disciplinary training and development
  - Provide leadership in service audit and development
  - Provide leadership in service evaluation and research
- Ensure that a psychological perspective is brought to service redesign and cultural change
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## Main Duties/Responsibilities

### 1.0. Clinical Responsibilities, Patient Contact

**1.1.** The post-holder will actively lead, manage and support the Psychology aspects of the Intensive support team within the generic CAMHS (and contribute to wider CAMHS tasks / responsibilities) and lead a key role / function in the provision of the IST (and psychological work more generally) within the service. Across the team, the post holder will be expected to work effectively with others in the MDT, supporting the provision and development of a range of psychological interventions (individual and group). Delivery of highly specialist psychology assessments (e.g., cognitive / neuropsychological, personality, eating attitudes) and psychological formulation(s) will be key to the role, as will be the contribution of psychological knowledge, skills and supervision for the development of staff.

**1.2.** To provide a highly specialist range of psychological assessments of children, young people and their families based upon the appropriate use, interpretation and integration of complex bio-psycho-social data (from a variety of sources), including: psychological and cognitive / neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and other professionals involved in the client's care.



**1.3.** Be responsible for the delivery of high-quality evidence-based assessments and treatment of children / young people and families referred for Psychology input. The post holder will actively lead the psychology approach to working with highly complex emotional and behavioural difficulties and be able to manage emotional situations with sensitivity, skill and have a sophisticated understanding of psychological formulation / case conceptualisation. Services users will include those with acute, complex, severe and enduring mental health needs, as well as their parents / carers; the post holder will be able to manage and organise a complex clinical case-load as well as supporting to manage the caseloads of others within the psychology team.

**1.4.** Responsible for recognising the potential for or signs of client harm, abuse or neglect, including poor clinical practice, reporting all such concerns and taking all reasonable steps to protect the client. Responsible for identifying and reporting concerns regarding the safeguarding of children who may be at risk.

**1.5.** Undertakes risk assessment and risk management for individual clients and provides highly specialist advice to other professionals on psychological aspects of risk assessment and risk management and the high physical risks inherent in the client group.

**1.6.** To formulate, implement and review plans for the formal psychological treatment and / or management of a client's psychological and developmental problems across a range of complex difficulties based upon an appropriate conceptual framework of the client's problems (i.e., psychological models and theories), and employing effective methods, utilising evidence-based practice. Negotiates the implementation of such plans with clients and/or their carers.

**1.7.** To be responsible for implementing, reviewing, and deciding on a range of highly specialist psychological interventions for individuals, carers, families and groups, adjusting and refining psychological formulations as required.

**1.8.** To exercise autonomous professional responsibility for the assessment, formulation, intervention, evaluation and discharge of clients whose difficulties are managed / key-worked by psychologically-based standard care plans. All work undertaken should be informed by a good knowledge of relevant National Guidance and up-to-date empirical research.

**1.9.** To contribute directly and indirectly to a psychologically-based framework of understanding and care to the benefit of all clients of the service, working across teams and all agencies / organisations serving the client groups. This will involve the provision of highly specialist psychological advice, the facilitation of decision-making by planning and mapping processes/interventions with members of the team, and offering guidance and consultation to other staff contributing directly to a client's diagnosis, formulation and intervention plan.



**1.10.** To undertake risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and risk management.

**1.11.** To communicate in a highly skilled and sensitive manner, complex information concerning the assessment, formulation and intervention plans of clients under Psychology / CAMHS care, and to monitor progress throughout both uni- and multi-disciplinary care.

**1.12.** To lead in the management, monitoring and development of the IST waiting list and service and to contribute highly specialist psychological oversight to the IST service. The post holder will also actively participate in the development of the teams / service, their associated pathways, and policies and procedures.

**1.13.** To work and lead at a senior level within the IST service to provide, generic screening assessments, and to participate in the senior staff duty rota on a regular basis, as well as represent the psychology service at a senior level.

**1.14.** To liaise with other professionals working within the NHS, Social Inclusion and Health and the voluntary sector on matters relating to client care that have implications for the service.

## **2.0 Supervisory/Professional Responsibility**

**2.1.** To provide clinical supervision of Trainee Applied Psychologists and Assistant Psychologists.

**2.2.** To provide supervision to Band 7 and 8a Applied Psychologists.

**2.3.** Specialist psychological supervision and scaffolding in a care pathway/cluster.

**2.4.** To receive regular individual clinical and, separate, managerial supervision, and participate in regular peer supervision within the CAMHS team in accordance with Trust supervision policy and required for Health and Care Professionals Council (HCPC) Registration. The post holder will hold responsibility and accountability for their own actions, ensuring appropriate support and supervision is sought when required.

**2.5.** To contribute to the professional development of others, including other MDT staff members, through supervision, consultancy, seminars, reflective practice, teaching and training. This will include the offer of managerial and clinical supervision to others in the IST service and wider CAMHS team, as appropriate. Consultation and support to be offered to multi-agencies.

**2.6.** To continue to gain additional post-qualification experience / training (e.g., through reading, attendance at appropriate training courses) in areas relevant to the service areas / teams and over and above that provided within the principal service area where the post holder is employed and to ensure that a log is kept of this in line



with HCPC requirements. To support others within the psychology team to continue with their professional development.

**2.7.** To maintain professional registration with the HCPC.

### **3.0 Multi-Disciplinary Training and Development**

**3.1.** To work with members of the multi-disciplinary team to develop and maintain psychologically minded ways of understanding and working with clients and/or their carers using the services, both to promote and maintain the mental health and coping strategies of the clients and to maintain the safety of clients, carers, and staff.

**3.2.** To provide highly specialist advice, guidance and consultation to other staff in the IST and wider Black Country CAMHS MDT.

**3.3.** To provide clinical supervision to other staff in the CAMHS MDT.

**3.4.** To ensure appropriate clinical supervision and scaffolding is in place to enable embedding of psychological skills in staff as they relate to, for example, specific presentations, psychological models/theories, and specialist psychological therapeutic interventions.

**3.5.** Assesses the need for and develop plans for relevant training in psychological interventions for the team in relation to specific presentations, psychological models/theories, and specialist psychological therapeutic interventions, as appropriate.

**3.6.** Devise and deliver training to staff, which may include those outside the immediate MDT in consultation with psychology leads and service manager(s).

### **4.0 Service and Organisational Development**

**4.1.** Clinically lead and support IST MDT in development, implementation and monitoring of MD care plans/ pathways/clusters.

**4.2.** Takes a lead role in MDT delivery of CQUIN and QIP projects, NICE benchmarking and compliance requirements as required within MDT

**4.3.** Able to identify service priorities and to work with Consultant Applied Psychologist and/or Team/Service Managers on developing these into action plans

### **5.0 Service Redesign and Cultural Change**

**5.1.** Bring an understanding of psychological change processes to own role within MDT and IST and to help MDT to cope with changes, in consultation with Consultant Applied Psychologist

**5.2.** Bring an understanding of psychological change processes to help Team/Service Managers to devise suitable plans for change





- 5.3.** Represent a psychological perspective in regular specific Division-wide forums around governance, quality and redesign under guidance from Consultant Applied Psychologist

### **6.0 Service Evaluation and Research**

**6.1.** Take a lead role in clinical audits and/or project work as required within the service from conception to delivery. This will require the use of research skills for the evaluation, monitoring and development of the CAMHS teams and services. Utilisation of these skills will require the ability to manage statistical (quantitative) and qualitative data / information to help ensure quality and quantity of services available or, alternatively, to highlight areas of deficit / need.

**6.2.** Evaluates training and competencies of staff who have been trained in psychological therapies in relation to the care pathway/cluster.

**6.3.** To undertake project management, service evaluation and research. This will include complex audit and service evaluation with colleagues within the service to help develop service provision.

**6.4.** Leading projects across MDTs in agreement with Consultant Psychologist and Team/Service Manager

**6.5.** Developing and implementing outcome monitoring within MDT.

**6.6.** Supervise Applied Psychology trainee service evaluation and/or research.

### **7.0 Other**

**7.1.** To undertake any other duties of a similar nature consistent with the responsibilities of this post in order to provide a quality Clinical Psychology and CAMHS service.

## **Trust Values**

Employees, workers, and / or contractors will be expected to uphold the values of the Trust and exhibit the expected Trust behaviours aligned to the Trust's values. Individuals have a responsibility to ensure that they display the Trust values and behaviours in carrying out their job and that individuals feel able to challenge (or raise a challenge) when other colleagues' behaviours breach the spirit of Trust values.

## **Confidentiality and Data Protection**



Staff are to familiarise themselves with the Employer's data protection policy when this is available, which sets out its obligations under the General Data Protection Regulation, the UK Data Protection Act 2018 and all other data protection legislation. You must comply with the Employer's data protection policy at all times and you agree that you will only access the systems, databases or networks to which you have been given authorisation and only for the purposes of your work for the Employer. The Employer will consider a breach of its data protection policy by you to be a disciplinary matter which may lead to disciplinary action up to and including summary dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside the Employer's policies and procedures. If you

have any queries about your responsibilities in respect of data protection you should contact the Employer's Data Protection Officer.

### Data Quality

The post holder should ensure any data/information prepared for either internal or external analysis is 'fit for purpose' i.e. that it is accurate, valid, reliable, timely, relevant and complete.

### No Smoking

The Trust has a no smoking policy. Smoking is not allowed on any Trust premises.

### Health and Safety

The post holder will take personal responsibility for any Health & Safety issues and obligations under the Health & Safety at Work Act. The post holder should also be aware of and comply with other relevant legislation and policies e.g. Fire Regulations.

### Clinical Governance

All employees are required to actively contribute towards the Trust's clinical governance systems, taking responsibility as appropriate for quality standards, and work towards the continuous improvement in clinical and service quality.

### Infection Prevention & Control

Infection prevention & control is everybody's responsibility, it is a requirement for all Trust staff to comply with all Trust infection control policies and procedures.



- All Trust staff should ensure that they fulfil their responsibilities for infection prevention and control, that they provide leadership where appropriate in infection control matters and that they challenge poor infection control practice in their workplace.
- All staff must adhere to the Trust's Hand Decontamination Policy
- All staff are expected to behave in a manner which protects patients, public and colleagues from infection risks within the scope of their role.
- All staff should have infection control training at induction and annual infection control updates as required.
- All clinical staff will have annual infection control objectives set and these will be reviewed at appraisal.

### Safeguarding Adults

Safeguarding is 'Everybody's Business'. It means protecting people's health, well-being and human rights. It includes protecting their rights to live in safety, free from abuse and harm; taking their views, wishes, feelings and beliefs into account. In the West Midlands, the main statutory agencies work together to promote safer communities, to prevent harm and abuse and to deal with actual or potential when concerns arise. These Organisations which include Black Country Healthcare NHS Foundation Trust work together to achieve these outcomes by working within the Safeguarding Adults multi-agency policy and procedures for the West Midlands and adhering to the local Safeguarding Adult policy and procedures. Staff can contact the Trust Named Nurses for Safeguarding Adults or a member for advice and support if they have concerns. It is an employee's responsibility to comply with all current legislation and relevant Safeguarding training as breaches may lead to an employee being subject to disciplinary action.

### Safeguarding Children

All members of staff have a responsibility to ensure that children and young people are safe from abuse or harm. Employees must comply with Local Safeguarding Board Child Protection Policy and Procedures and Black Country Healthcare NHS Foundation Trust Safeguarding Children Policy. Staff can contact the Trust Named Nurses for Safeguarding Children or a member for advice and support if they have concerns. It is an employee's responsibility to comply with all current legislation and relevant Safeguarding training as breaches may lead to an employee being subject to disciplinary action.

### Professional / Managerial Codes of Practice

The post holder is expected to abide by the relevant codes of practice of the registering body for healthcare professionals, and, where applicable, the NHS Code of Conduct for managers.





### Policies and Procedures

The post holder is required to abide by all policies and procedures of the Trust.

### Pandemic / Other Emergencies

In the event of a pandemic being declared, the post holder may be required to adjust their days of work, hours of attendance, work base, and duties to support the delivery of services.

### Job Description

This document is not intended to be an exhaustive list. Other duties, responsibilities and work base appropriate to this role / grade, may also be required. The manager will discuss this with the post holder where necessary.

**Post Holder's Signature:**

**Date:**

