

Job Title	: Consultant Practitioner Psychologist
Department	: Child Psychology, Variety Children's Hospital
Care Group / Directorate	: Child Health
Band / Grade	: 8c (0.8wte)
Responsible to	: Jonathan Hind (Clinical Director)
Accountable to	: Jonathan Hind (Clinical Director)
Number of direct reports	: 7
Budgetary Responsibility	: c. £1m staffing budget
Location	: Based at Denmark Hill, responsibilities also for PRUH

King's College Hospital NHS Foundation Trust is one of the UK's largest and busiest teaching Trusts with a turnover of c£1 billion, 1.5 million patient contacts a year and around 15,000 staff based across 5 main sites in South East London. The Trust provides a full range of local hospital services across its different sites, and specialist services from King's College Hospital (KCH) sites at Denmark Hill in Camberwell and at the Princess Royal University Hospital (PRUH) site in Bromley.

King's is committed to delivering Sustainable Healthcare for All via our Green Plan. In line with national Greener NHS ambitions, we have set net zero carbon targets of 2040 for our NHS Carbon Footprint and 2045 for our NHS Carbon Footprint Plus.

Our values at King's, are that we're a kind, respectful team;
 Kind. We show compassion and understanding and bring a positive attitude to our work
 Respectful. We promote equality, are inclusive and honest, speaking up when needed
 Team. We support each other, communicate openly, and are reassuringly professional

The trust-wide strategy Strong Roots, Global Reach is our Vision to be BOLD, Brilliant people, Outstanding care, Leaders in Research, Innovation and Education, Diversity, Equality and Inclusion (EDI) at the heart of everything we do. By being person-centred, digitally-enabled, and focused on sustainability, we can take Team King's to another level

King's is dedicated to embracing the broad diversity of our staff, patients and communities and stand firmly against all forms of prejudice and discrimination. This includes, but is not limited to, racism, ableism, homophobia, biphobia, transphobia, sexism, ageism, religious discrimination, and any other prejudiced behaviour that undermines the rights, wellbeing and identity of our staff, and patients.

As part of our commitment to EDI, we have five staff network groups that represent and advocate for staff:



Job Summary

The post-holder will be responsible for the line-management, clinical, professional and supervision of all staff working in paediatric psychology, including other more junior psychologists, ensuring developments of the capability, skills and wellbeing of the psychology workforce.

They will work in conjunction with Senior Management Team, stakeholders and clinicians to determine strategy and agree overall direction for service development, across clinical, teaching and research areas.

The post holder will have visible leadership in developing a positive, supportive and respectful team culture within paediatric psychology, demonstrating excellent communication and the maintenance of healthy and positive relationships with all staff and other services within Variety Children's Hospital and across the Trust.

As an expert practitioner, they will lead the review of systems of delivery of high quality evidence based clinical services in order to optimise waiting times and ensure timely provision of a range of evidence based psychological services and resources to the clinical population.

The post holder will direct and provide expert psychological formulation-led therapeutic interventions; educational consultations; and psychosocial support to families. They will be responsible for leading on research, monitor outcomes and audit data in relation to their service.

The post-holder will collaborate work in an integrated way with the multiprofessional health care team and representatives from other departments to develop projects / initiatives to improve/ develop psychological services within the Trust.

The post holder will be responsible to ensure that appropriate clinical governance systems are in place and adhered to. This will involve liaison with the Trust Head of Psychology.

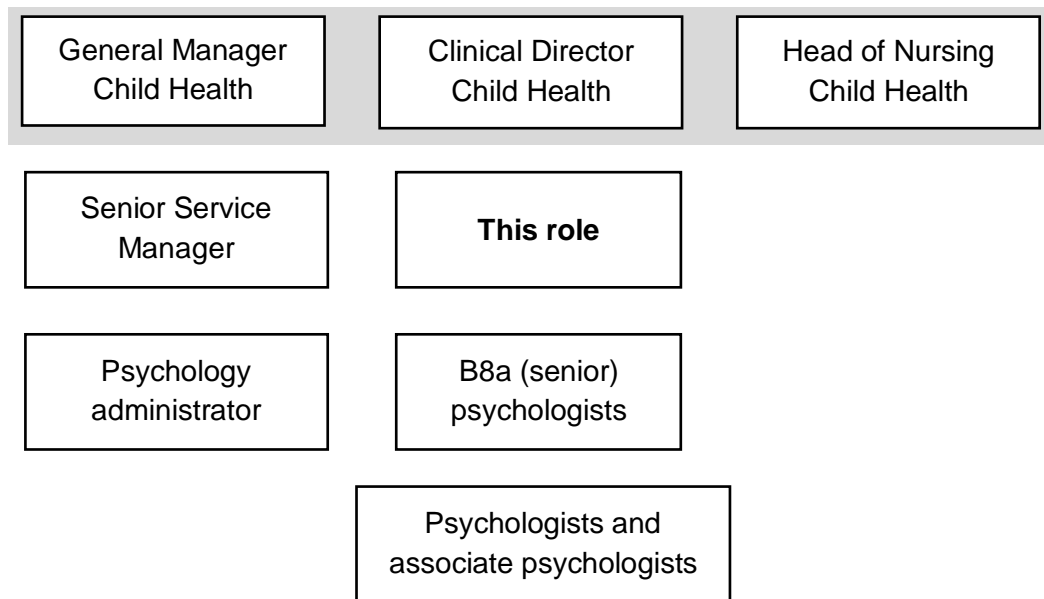
As a consultant psychologist, the post-holder will deliver services within the Child Health care group, with the portfolio and job plan agreed with the clinical director based on personal and team expertise, and service requirements.

Key Working Relationships

The postholder will work with clinicians and managers within Child Health across all paediatric specialties. In particular, the postholder will work with consultants regarding the design and provision of psychology services, and with service management and corporate functions regarding recruitment and related functions. The postholder will work particularly closely with the Senior Service Manager attached to Child Psychology regarding delivery of services.

Paediatric neuropsychology is a separate department and would be a key working relationship initially, and there are plans under consideration (with no decision yet and not to be advanced before appointment) for this small department to also report into this role.

Organisation Structure Chart



Main Duties and Responsibilities

- To develop, deliver and lead a high quality, sustainable, evidence based cohesive psychological service for children, young people and families seen with Paediatric Psychology, with a range of chronic and acute medical conditions with emotional, behavioural and mental health concerns.
- To deliver and lead on the provision of highly skilled psychological assessments, including specialised psychometric and behavioural and systemic assessments. Developing psychological formulations based upon an analysis of the complex factors contributing to the presentation and appropriately drawing upon various conceptual models to ameliorate distress and promote adaptation, adjustment and psychological well-being. To offer evidence-based psychological treatment and/or management of highly complex presentations, drawing on expertise within at least 2 psychological models and frameworks.
- To have a high level of expertise in communicating with children, young people and families taking account of sensory and cultural barriers to communication. This will require the ability to provide and receive highly complex, sensitive and possibly contentious information. In some cases, barriers will exist to acceptance or understanding of this information and the post-holder must rely on excellent communication and interpersonal skills to defuse emotive situations and develop positive therapeutic relationships/ partnerships with others.
- Serve as a source of professional leadership and consultation to the Trust in areas pertaining to psychological practice in Paediatrics and across KCH.
- To manage a specialist caseload of patients as an expert practitioner using evidence based psychological theory and practice. Utilising a high level of clinical decision making and specialist clinical skills to assess, formulate and treat, taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the child or young person.

- To ensure safe and appropriate work practice within Paediatric Psychology in the management of high risk clients. To assess and monitor risk and draw up appropriate risk management plans, including anger management and self-harm. To provide advice to other professionals on psychosocial aspects of risk assessment and management.
- To regularly audit and review clinical activity within Paediatric Psychology leadership and consider developing new cost effective, tailored and evidence based delivery models to increase accessibility and effectiveness of the services provided.
- To represent Paediatric Psychology and KCH as a specialist practitioner and advisor on appropriate clinical and professional networks and working groups.
- To be responsible for developing and maintain knowledge of local and regional resources and developing relationships with relevant statutory, voluntary and community groups and organisations.
- To ensure that all services provided are acceptable and accessible to the diverse communities which are under the care of Paediatrics.
- Undertake other appropriate duties to meet the needs of the Service and individuals.
- Be accountable for own professional actions within the British Psychological Society's Code of Conduct as well as the HCPC and in accordance with all Trust policies.

Management and leadership

- Strategic lead for developing staff psychological services within Paediatrics and providing professional management on those aspects of the service where psychological issues pertinent to staff care need addressing.
- Monitor current Psychology provision within Paediatrics for the purposes of identifying new opportunities, monitoring performance, as well as identifying and managing risks. Be accountable for the implementation of new psychological services within the Trust, working with other Psychologists in the trust and Clinical Leads to ensure services meet identified clinical needs within available resources.
- Advise and contribute on Trust wide strategies and develop and deliver Trust Psychology strategy within Paediatrics that delivers the most efficient use of current resources in combination with new opportunities arising from service integration, business planning, and other developments, and promotes equality of service access across all clinical areas;
- Advise Trust management and colleagues of professional practice issues in Psychology within Paediatrics.
- Be accountable for the operational delivery of all Psychological services within Paediatrics in line with agreed internal and external clinical governance standards, other Trust wide policies and processes and best practice requirements by ensuring that clinical staff within the service comply with all Trust and directorate processes, procedures, and systems;
- To continually review and profile service provision/workforce as necessary in accordance with referral patterns and skill mix requirements/cost improvement programmes and introduction of new and innovative roles and pathways;

- Lead on the long-term development of relevant policies, practices and procedures at a strategic level as these apply to issues in line with the clinical needs of this population.
- Co-ordinate the implementation of policies and guidance (e.g., NICE guidelines) involving Psychology provision within Paediatrics and lead on any planning/communication where these may impact upon other professional disciplines or directorates;
- Holding responsibility for the recruitment of Registered Psychologists for Paediatric Psychology within Variety Children's hospital at KCH, in collaboration with directorate managers and delegating that responsibility as appropriate to Senior Psychologists within the service as appropriate.
- Guide the Trust on issues related to long-term workforce planning and other concerns as they link to the resources necessary to provide high quality and effective Psychological services;
- To be responsible for formal and informal complaints investigation and management in accordance with the Trusts guidelines and timeframes.
- Attend relevant multi professional meetings within Paediatrics, and outside the department.
- Attend Variety Children's Hospital and KCH psychology trust wide and leadership meetings and as a senior member of the psychology workforce.
- Provide expert psychological input to multidisciplinary work initiatives. Attend meetings and work with the other Therapy leads and MDT leads to develop integrated care pathways to support this clinical population.
- Contribute to raising the national profile of psychology services within Paediatrics and support junior staff in this work. This may include presenting at conferences, providing support to colleagues in introducing evidence based interventions
- Develop and maintain professional collaboration with other paediatric psychology services, regionally, nationally and internationally for the purposes of service development and continuing professional development.
- Provide advice as requested from external agencies (e.g., Department of Health) in relation to policy and service developments.
- Manage and supervise the psychology workforce within Paediatric Psychology following BPS guidelines on clinical supervision and HCPC standards of proficiency for registered psychologists and according to Trust policy.
- Represent the department as required at other Trust forums, with senior staff members, providing advice, both internally and externally.
- Develop working relationships with doctorate in clinical psychology courses, DCLinPsy (Institute of Psychology, Psychiatry and Neuroscience) in order to support trainee placements and input into teaching sessions as required.

Financial

- Observe personal duty of care in relation to equipment and resources used in course of work.

Information Management

- Produce reports as requested based upon the result of psychological evaluation and intervention. In addition to summarising assessment data, these reports will require integration of these data with the analysis and interpretation of highly complex psychological and emotional factors. Reports will describe the clinical formulation and outline appropriate recommendations for intervention or further liaison as necessary.
- Contribute to clinical audit of psychological services within Paediatric Psychology
- Collaborate with colleagues in planning and implementing systems for the evaluation, monitoring and development of the service through the deployment of professional skills in research, service evaluation, audit and ensuring incorporation of psychological frameworks for understanding and provision of high quality care as it applies to clinical populations within Paediatrics. This may include the supervision of student and trainee research projects and audit-based activity.
- Ensure the highest standards of clinical record-keeping including data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the British Psychological Society and Trust policies and procedures.

Education and Professional Development

- Ensure that annual appraisals and Personal Development Plans are carried out annually for all registered psychologists within Paediatrics.
- Abide and advise in clinical governance matters including being responsible for monitoring own professional registration needs.
- Receive regular clinical supervision from an identified Senior Clinician, and, where appropriate, other senior professional colleagues as outlined in an agreed supervision plan (which may be external to the Trust).
- Offer consultancy, develop, monitor, review and support delivery of educational materials and training modules.
- Develop skills in service development in line with Trust initiatives and policies.
- Provide advice, consultation and training to other professionals in relation to both clinical and research-related activities.
- Contribute to local and national groups for Registered Psychologists to share knowledge and identify best practice.
- Keep abreast of developments within the wider profession of clinical, educational and Paediatric Psychology. Be a source of support, information and expertise to the wider Trust psychologists and relevant Paediatric MDTs in relation to evidence based practice and research.
- Be responsible for the development, maintenance and dissemination of the highest professional standards of psychological practice through active participation in external and internal CPD training and development programmes.

- Be responsible for the development and articulation of best practice in psychology across the service, by exercising the skills of a reflective and reflexive scientist practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field.
- Maintain up-to-date knowledge of legislation, national and local policies and issues in relation to the staff working in the NHS and professional practice.
- Work within the framework of Trust policies and procedures and undertake required training.
- Contribute to wider trust projects and developments, as agreed with the line manager.

People Management and Performance

- Lead, coach and manage the performance of the team in line with good people management practices. Ensuring excellence is recognised and underperformance is addressed.
- Participate in regular performance appraisal meetings and ensure each member of the team has a clear set of objectives and development plans.
- Ensure the team is compliance with all statutory, mandatory training together with any professional training requirements, ensuring they are up to date and fully compliant.
- Manage team absences including sickness in line with Trust policy ensuring the appropriate return to work meetings occur, e-roster is updated and productivity is at keep to the highest possible level.
- Identify and fill any vacancies that arise within the team in line with the Trust's recruitment policy and process.
- Identify talent and support the internal talent management process in order attract and retain and succession plan for your people.
- Review skills mix at regular intervals in order to identify any potential opportunities to maximise resource utilisation / allocation, ensuring job descriptions are kept up to date.
- Ensure overall wellbeing of the team is maintained. Continuously support in improving the morale of the team and implementing a culture of zero-tolerance for bullying and harassment.

General

- The post holder has a general duty of care for their own health, safety and wellbeing and that of work colleagues, visitors and patients within the hospital, in addition to any specific risk management or clinical governance accountabilities associated with this post.
- To observe the rules, policies, procedures and standards of King's College Hospital NHS Foundation Trust together with all relevant statutory and professional obligations.
- We want to be an organisation where everyone shares a commitment to delivering the very best care and feels like their contribution is valuable and valued.
- At King's we are a kind, respectful team:

Kind. We show compassion and understanding and bring a positive attitude to our work

Respectful. We promote equality, are inclusive and honest, speaking up when needed

Team. We support each other, communicate openly, and are reassuringly professional

- To observe and maintain strict confidentiality of personal information relating to patients and staff.
- To be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues.
- This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder.
- All employees must hold an 'nhs.net' email account which will be the Trust's formal route for email communication.
- Everyone is responsible for promoting inclusion no matter their role or team. At King's, we want to create an environment where everyone feels valued, respected and welcomed

Safeguarding

The Trust takes the issues of Safeguarding Children, Adults and addressing Domestic Abuse very seriously. All employees have a responsibility to support the organisation in our duties by;

- attending mandatory training on safeguarding children and adults
- familiarising themselves with the Trust's processes for reporting concerns
- reporting any safeguarding child or adult concerns appropriately

Infection Control Statement

- The post holder has an important responsibility for and contribution to infection control and must be familiar with the infection control and hygiene procedures and requirements when in clinical areas.
- The post holder has an important responsibility for and contribution to make to infection control and must be familiar with the infection control and hygiene requirements of this role.
- These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.

PERSON SPECIFICATION
Consultant Practitioner Psychologist – Band 8c

	Essential	Desirable
Education and Qualifications		
BSc (Hons) in Psychology	X	
Doctorate level qualification in clinical, educational, counselling or health psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS	X	
HCPC Registration as Practitioner Psychologist (the Trust will ensure supervision arrangements are in place)	X	
Full member of the BPS division of clinical, educational health or counselling psychology	X	
Post-doctoral training in a specialist therapy		X
Eligibility for UKCP or BABCP accreditation		X
Membership of specialist networks		X
Knowledge and Experience		
Extensive experience delivering and managing psychological services at a senior level	X	
Experience of leadership and professional management of teams and services	X	
Experience of the application of psychology in different cultural contexts	X	
Expertise in assessment and delivering evidenced based psychological interventions using at least 2 evidence based therapeutic approaches including CBT for this population.	X	
Experience of leading, supervising and managing senior psychologists and other disciplines.	X	
Expertise working with a wide variety of client groups, and across the full range of clinical severity.	X	
Experience of setting up new services	X	
Experience of service planning and performance management.	X	
Experience leading services and teams exercising full clinical responsibility for patients' care and management, both as a professionally qualified psychologist and also within the context of a multidisciplinary team.	X	
A track-record of delivering psychological care in a variety of settings and multidisciplinary teams (e.g., acute hospitals, mental health settings, private sector, educational services)	X	
Experience of representing the profession in local and national policy forums		X

Track record of peer reviewed publications having publications in high impact journals as well as academic, professional journals/magazines and/or books.		X
Experience of providing line management for professionals from disciplines other than psychology.		X
Experience of participating in service improvement projects / initiatives, including working with service users		
Experience of providing both group based, family based and individual interventions using evidence based psychological approaches		
Experience designing, conducting and leading on research activities including service related research and audits		
Experience of working within a multi-cultural environment.		x
Skills and Competencies		
Ability to cope with challenging case loads and ability to maintain a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse	X	
Ability to supervise psychologists across grades and professional divisions using a strong conceptual basis tailored to their professional, clinical and developmental needs.	X	
Advanced knowledge of psychological interventions, application and supervision of others particularly CBT and behaviour management	X	
Ability to use and interpret complex assessment information – synthesising and analysing multiple strands of information including but not exclusively physical and mental health, social and cultural factors and development need of the child.	X	
Proven strong leadership skills and ability to work effectively as a resource and role model for the inter-and multidisciplinary team.	X	
Advance knowledge using of complex methods of psychometric, psychological and behavioural assessment and intervention, requiring sustained and intense concentration.	X	
Excellent presentation skills.	X	
A strong ability to communicate at both a written and oral level, imparting complex, highly technical and clinically sensitive information to patients, their families, and carers and a wide range of lay and professional people within and outside the NHS	X	
Ability to translate and integrate evidence based research/guidelines into the development of a pathway of care.	X	
Ability to form excellent working relationships both within Psychology and across multidisciplinary teams.	X	
Advanced skills providing consultation to other professional and nonprofessional groups	X	

Knowledge of legislation and its implications for both clinical practice and professional management in relation to the client group	X	
Evidence of continuing professional development as recommended by the BPS	X	
Ability to sustain intense concentration for extended periods on a regular basis	X	
Highly developed knowledge of the theory and practice of specialised psychological therapies in working with families of children with a complex interplay of developmental, physical and mental health difficulties.		X
Have advanced skills in research methods to apply the rigorous clinical and ethical demands of single case study protocols and appropriate levels of statistical analysis.		X
Ability to undertake research according to needs of the service including highly developed knowledge and expertise in research design and methodology, including systematic reviews, qualitative methods, multivariate data analysis, as appropriate for the clinical population.		X
A commitment to the evaluation of services, enthusiasm for both multi-professional and uni-professional audit, and a wish to continue to develop expertise in the area		X
Must be capable of identifying and employing, as appropriate, clinical governance mechanisms for the support and maintenance of clinical practice in the face of regular exposure to highly emotive situations and challenging behaviour.	X	
Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings	X	
A commitment to promoting equality of opportunity through all aspects of working and professional practice with both colleagues and all client groups	X	
Willingness to broaden range of skills and take initiative in both own professional development and the development of the service	X	
Able to travel to other Trust sites as required	X	