

Job Description

Job Title:	Psychology Lead; Immigration and Removal Centre, NLFS
Grade:	Agenda for Change Band 8b
Location:	<p>Primary base is Heathrow Immigration and Removal Centre (HIRC)</p> <p>In order to meet the needs of the Trust's services you may be required from time to time to work outside your normal place of work. The Trust reserves the right to change your normal place of work to any other location within the Trust.</p>
Reports To:	Head of Therapies, Specialist Division and Head of Healthcare, Heathrow IRC
Accountable To:	Head of Therapies, Specialist Division
Responsible for:	<ol style="list-style-type: none">1) Psychology assistants and/or graduate psychologists2) Doctoral Trainees3) Administrative Staff4) Counsellors and brief intervention workers
Key Relationships:	<p>Specialist division staff</p> <p>PPG Mental Health Service staff,</p> <p>Primary Care staff,</p> <p>Substance Misuse staff,</p> <p>HIRC Staff</p> <p>NHS England</p>

Job Purpose:

1. To provide strategic overview and senior clinical leadership of the provision of psychological interventions at HIRC.
2. To be responsible for implementing a range of psychological interventions for individuals and groups, within the IRC.
3. To provide oversight to the primary care mental health service and integrate this within the mental health service.
4. To provide overall clinical responsibility to highly complex clients who are assessed as posing a high risk of harm to self and others within HIRC. To provide highly specialist and expert psychological assessment, intervention and treatment.
5. To provide supervision and provide specialist knowledge and expertise whilst professionally managing staff involved in psychology and, if necessary, other clinicians within the primary care mental health service.
6. To provide specialist psychological assessment and therapy as well as offering advice and consultation on patient's psychological care to other members of the clinical team and to IRC staff.
7. To formulate and implement plans for the psychological treatment and/or management of a detainees mental health and behavioural difficulties based upon an appropriate conceptual framework of the patient's problems, and employing methods based upon evidence of efficacy.
8. To provide clinical supervision and/or reflective practice to identified staff across Health in Justice, Specialist division when appropriate.
9. To manage the development, facilitation and delivery of relevant training events at HIRC.
10. To offer specialist consultation and expertise regarding the treatment and understanding of all highly complex cases that pose a risk to self and others, to all HIRC staff as and when requested.
11. To ensure that all required systems, practices and guidance are adhered to and maintained.
12. To develop an effective co-working relationship with all stakeholders.
13. To manage and provide high quality formulation reports for complex patients. To liaise when necessary with the Home Office, MOJ and other bodies who may be involved with patient care.
14. To utilise research skills for audit, policy and service development and research within the Specialist division.

15. To deputise, when appropriate, for the Lead Psychologist and to take on management responsibility and tasks as designated. This will include involvement in service development, specifically for new services and maintaining and evidencing quality service provision across Specialist division Psychology
16. To work autonomously within professional guidelines and the overall framework of the service's policies and procedures.

Main Clinical Responsibilities:

- To develop the use of guided self-help and brief interventions in a primary care mental health service.
- To implement and lead on the delivery of group therapy, individual work and consultation meetings for complex clients.
- To provide specialist psychological assessments to detainees based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with patients and others involved in the patient's care.
- To liaise with other therapists within the mental health team, in third sector partner organisations and with other counselling providers and the Home Office to ensure robust pathways of care through the HIRC.
- To formulate and implement treatment and management plans for the psychological treatment and/or management of a detainees mental health and behavioural difficulties based upon an appropriate conceptual framework of the patient's problems, and employing methods based upon evidence efficacy.
- To undertake risk assessment and risk management for highly complex individual clients who pose a high risk of harm to self and others, and to provide expertise and knowledge to other professions on psychological aspects of risk assessment and management.
- To communicate in a skilled, persuasive and sensitive manner, information concerning the assessment formulation and treatment plans of detainees, and to monitor progress during the course of their care.
- To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programme, for self and staff you supervise.
- To maintain the highest standards of clinical record keeping, including electronic data entry and recording, and report writing and the responsible exercise of professional self-governance, in accordance with professional codes of practice and Trust policies and procedures.
- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.

- To undertake risk assessment and risk management for individual detainees and to provide advice and training to other professions on psychological aspects of risk assessment and management.
- To ensure that all aspects of professional activity (e.g. communication with clients, relatives, colleagues as well as in the assessment, development/delivery of interventions) issues of diversity such as race, culture, identity, gender and sexuality are sensitively considered and incorporated to reflect individual differences appropriately.
- To ensure that clients are appropriately consulted about relevant aspects of their care and are empowered to express their views in a responsive environment enabling such views to be assimilated / incorporated into continued service development and improvement.

Management, Recruitment, Policy and Service Development:

- To contribute to thinking and writing for tender documents for new contracts; specifically in relation to designing further service provision but also in relation to overall service design.
- To oversee the further consolidation and management of psychological services at HIRC and support other Health in Justice sites developing similar.
- To ensure psychology provision within the HIRC is subject to appropriate governance processes. That all reporting of data and KPIs are reported to a high standard which is timely and well managed. That provision of activity and outcome data to commissioners as appropriate for contract monitoring and service evaluation.
- To contribute to the development, evaluation and monitoring of the services through the development of professional skills in research, service evaluation and audit.
- To identify and to advise service managers on those aspects of the service where psychological or organisation matters need addressing.
- To contribute to the development, evaluation and monitoring of the services through the development of professional skills in research, service evaluation and audit.
- To have oversight of the caseloads and workloads in the psychology team.
- To conduct individual performance reviews of junior staff.
- To be involved, as appropriate, in the short-listing and interviewing of staff.
- To design, facilitate and monitor appropriate outcome and evaluation tools for IRC Services.

Communication:

- To provide and receive highly complex, sensitive and contentious information in an atmosphere where clients can be hostile, antagonistic or highly emotive, where adherence to detail and accuracy must be meticulous since the strands of communication can be conflicting, and where there are significant barriers to acceptance which need to be overcome using the highest level of interpersonal and communication skills.
- To act in an appropriate dignified and responsible manner with clients, relatives and colleagues, using appropriate language and communication skills which acknowledge cultural differences.
- To communicate effectively in supervision and line management of BEH and HIRC staff. To encourage the professional development of others by utilizing effective communication.
- To attend meetings, including at a senior level, and present both verbally and in writing, information about your sector of responsibility and psychological services in a concise and efficient manner.

Training, Teaching & Supervision:

- To receive regular clinical supervision from a suitably qualified and experienced senior member of staff and, where appropriate, other professional colleagues.
- To ensure own professional development and registration are maintained.
- To contribute to NLFS wide training, liaison and consultation programme. Offering education and support to prison staff and others on psychological understanding and interventions.
- To develop skills in the area of professional postgraduate teaching, training and supervision, particularly of clinical staff.
- To work closely with both psychology and non-psychology colleagues through training and supervision to develop quality services in defined sector of responsibility
- To provide teaching, training and supervision to staff and colleagues in the multidisciplinary team, and other psychologists.

Policy and Procedures:

- The duties and responsibilities of this post will be undertaken in accordance with the policies, procedures and practices of BEH / Specialist division and with the Code of Conduct and Guidance on Professional Practice and working within HCPC guidelines. It is the post-holder's responsibility to ensure that they keep up-to-date with these policies and other policy documents.
- To work in accordance with NLFS procedures, and with those of local prison/hospital sites, in particular security and health and safety.
- To obtain and maintain CTC security clearance and work in accordance with security directives from the prison.
- To apply equal opportunities principles at all times and participates in training activities and Individual Performance and Development Reviews.

Research and Development:

- To use theory, evidence-based literature and research to support evidence-based practice in individual work and work with other colleagues in the multidisciplinary team.
- To devise and undertake appropriate research and provide research advice to others undertaking research, to develop service and knowledge base and inform national policy relating to offender health.
- To lead on specific project management, including complex audit and service evaluation.

IT responsibilities (other than those used for research)

- To input and maintain appropriate computer and clinical records and statistical data and provide this to Service Managers/ Consultant Clinical Psychologist when necessary.
- To engage in relevant computer and IT training as required.

- To be responsible for ensuring that those staff you are responsible for/supervise engage in relevant computer and IT training as required and will input and maintain, appropriate computer and manual clinical records and statistical data.

Rider Clause

- This is an outline of the post-holder's duties and responsibilities. It is not intended as an exhaustive list and may change from time to time in order to meet the changing needs of the Trust and Department.

JOB DESCRIPTION – CORE ADDITIONAL INFORMATION FOR ALL EMPLOYEES

MOBILITY

As an employee of this organisation you may be asked to carry out duties at any of its establishments, at any time throughout the duration of your contract.

HEALTH and SAFETY

It is the duty of all employees to ensure that a safe working environment and safe working practices are maintained at all times. It is also the responsibility of management to do so.

INFECTION CONTROL

All staff will be expected at all times to practice in accordance with the infection control standard specified in the policies of the organisation.

RISK MANAGEMENT

All staff have a responsibility to manage risk within their sphere of responsibility. It is a statutory duty to take reasonable care of their own safety and the safety of others who may be affected by acts or omissions.

HEALTH PROMOTION

This organisation is committed to helping people live a healthier life. All staff are encouraged to make healthier choices and to be aware of the range of health promotion information and local policies that support the promotion of health and the prevention of ill health e.g. food and nutrition, stress management etc.

All clinical staff are reminded of their individual professional responsibilities for the promotion of health, by providing up to date and relevant best practice advice, in supporting their patients/clients to live a healthy life.

FLEXIBLE WORKING

This organisation is committed to offering flexible, modern employment practices which recognise that all staff need to strike a sensible balance between home and work life. All requests to work flexibly will be considered

SMOKING

Barnet, Enfield & Haringey Mental Health NHS Trust has a smoke free policy. Smoking will not be permitted on any Trust premises (including the grounds that those premises are sited on) or in any Trust-owned vehicle. Applicants should be aware that it will not be possible to smoke throughout working hours.

EQUAL OPPORTUNITIES

In line with the organisation's Equal Opportunities Statement, this organisation is committed to ensuring and promoting the rights of all people to equality of opportunity and all staff are required to abide by and promote this.

POLICIES AND PROCEDURES

All employees, at all times are subject to the policies and procedures of this Organisation.

SAFEGUARDING CHILDREN & VULNERABLE ADULTS

Safeguarding is everyone's responsibility and all employees are required to act in such a way that at all times safeguards the health and wellbeing of children and vulnerable adults.

Familiarisation with, and adherence to, the appropriate organisational Safeguarding Policies and any associated guidance is an essential requirement of all employees as is participation in related mandatory/statutory training. All employees must ensure that they understand and act in accordance with this clause. If you do not understand exactly how this clause relates to you personally then you must ensure that you seek clarification from your immediate manager as a matter of urgency. Equally, all managers have a responsibility to ensure that their team members understand their individual responsibilities with regard to Safeguarding Children and Vulnerable Adults

DATA PROTECTION

In line with national legislation, and organisational policy, all data will be processed in a fair and lawful way, for the specific registered purpose and not disclosed in any way incompatible with such purpose or to any unauthorised persons or organisations.

CONFIDENTIALITY

This organisation attaches the greatest importance to patient confidentiality and to the confidentiality of personal health data, and other data held and processed by the organisation. All data should be treated as confidential and should only be disclosed on a need to know basis. Some data may be especially sensitive and is the subject of a specific organisational policy, including information relating to the diagnosis, treatment and/or care of patients, individual staff records and details of contract prices and terms. Under no circumstances should any data be divulged or passed on to any third party who is not specifically authorised to receive such data. Due to the importance that the organisation attaches to confidentiality disciplinary action will be taken for any breach of confidentiality. All members of staff are expected to comply with national legislation and local policy in respect of confidentiality and data protection.

All employees should be mindful of the six information management Caldicott principles when dealing with data belonging to the organisation and person identifiable information.

1. Justify the purposes of using confidential information.
2. Only use it when absolutely necessary.
3. Use the minimum that is required.
4. Access should be on a strict need to know basis.
5. Everyone must understand his or her responsibilities.
6. Understand and comply with the law.

If there is any doubt whether or not someone has legitimate access to information, always check before you disclose.

STANDARDS OF BUSINESS CONDUCT FOR NHS STAFF & CODES OF CONDUCT

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the Code of Conduct for NHS Managers. All staff are required to act in accordance with the rules and regulations as described in the organisation's Standing Orders and Standing Financial Instructions.

The organisation reserves the right to report any activity, incident or suspicion of behaviour likely to be deemed a breach of a professional code of conduct to the appropriate professional body. This decision as to whether such a report will be made will only be taken by the appropriate service Director after he/she has fully

considered the available facts. At all times, the safety of the public, staff and the reputation of the employing organisation and the wider NHS will be key points for consideration before any report is made.

MANDATORY TRAINING

All staff are required to attend any training designated by the organisation and/or service as mandatory (compulsory) for the position held or to provide evidence of previous, recent equivalent training at a level appropriate to the post held.

SATISFACTORY CLEARANCES

For all posts where the appointment is subject to satisfactory clearance via the Criminal Records Bureau or Independent Safeguarding Authority, or any other successor agency, it should be clearly understood that the post holder must maintain satisfactory clearance status throughout his/her employment in the post.

PROFESSIONAL REGISTRATION

With respect to any post for which the appointment is subject to holding a specific professional registration, as set out in the person specification for the post, it should be clearly understood that the post holder must maintain satisfactory registration status throughout his/her employment in the post.

ADDITIONAL CLAUSE FOR ALL MANAGERS

RISK MANAGEMENT

All managers throughout the organisation have a responsibility to ensure that policies and procedures are followed and that staff receives appropriate training, that a local risk register is developed and regularly monitored and reviewed. Significant level risk must be reported through the Quality Improvement and Risk Committee (QIRC) network. Risk registers need to be submitted to the Support Services Manager or other nominated officer, on an annual basis.

ADDITIONAL INFORMATION FOR ALL STAFF

Where relevant, further information regarding these core clauses can be found in each employee's written statement of terms and condition of employment (contract documentation).

BEH-MHT VISION AND VALUES

Our vision

Our vision is embedded within our clinical strategy. We want to help people live, love, do.

- Live - A safe and secure place to call home
- Love - Re-building relationships which may have broken down during a period of illness

- Do - Help people to find a meaningful activity - that may be getting back into employment or further education

Our values

The Trust's values are:

- Compassion
- Respect
- Being Positive
- Working together

NHS VALUES

It is recommended that where possible the NHS values below are reflected in job descriptions. Please go to the NHS Confederation website for further information www.nhsconfed.org

RESPECT AND DIGNITY

We value each person as an individual, respect their aspirations and commitments in life, and seek to understand their priorities, needs, abilities and limits. We take what others have to say seriously. We are honest about our point of view and what we can and cannot do.

COMMITMENT TO QUALITY OF CARE

We earn the trust that is placed in us by insisting on quality and striving to get the basics right every time – safety, confidentiality, professional and managerial integrity, accountability, dependable service and good communication. We welcome feedback, learn from our mistakes and build on our success.

COMPASSION

We find the time to listen and talk when it is needed, make the effort to understand and get on and do the small things that mean so much – not because we are asked to but because we care.

Improving lives

We strive to improve health and well-being and people's experiences of the NHS. We value excellence and professionalism wherever we find it – in the everyday things that make people's lives better as much as in clinical practice, service improvements and innovation.

WORKING TOGETHER FOR PATIENTS

We put patients first in everything we do, by reaching out to staff, patients, carers, families, communities and professionals outside the NHS. We put the needs of patients and communities before organisational boundaries.

EVERYONE COUNTS

We use our resources for the benefit of the whole community, and make sure that nobody is excluded or left behind. We accept that some people need more help, that difficult decisions have to be taken – and that when we waste resources we waste other's opportunities. We recognise that we all have a part to play in making ourselves and our communities healthier.

DIGNITY AT WORK STATEMENT

Barnet, Enfield & Haringey Mental Health NHS Trust is committed to treating all of our staff and patients with dignity and respect. You are responsible for behaving in a way that is consistent with these aims. This includes not discriminating unfairly in any area of your work and not harassing or otherwise intimidating other members of staff.

PERSON SPECIFICATION

GENERAL INFORMATION

Job Title: Consultant Clinical/Forensic Psychologist

Band: 8c

Department: North London Forensic Service

A person specification should comprise of a list of attributes required of the role. Essential criteria are those without which, the post holder would be unable to adequately perform the job. Desirable criteria are those that may enable the candidate to perform better or require a shorter orientation period. You should not include any reference to numbers of years' experience unless justified.

REQUIREMENTS	ESSENTIAL	DESIRABLE	Assessment Type Interview (I) /Test (T) /Application (A)
EDUCATION AND QUALIFICATIONS	<p>Doctoral level training in clinical psychology (or its equivalent for those trained prior to 1996). OR Doctoral or Masters level training in forensic psychology with full competencies completed.</p> <p>Registration with HCPC.</p>	<p>Further training in a specialized area of psychological practice through formal post-doctoral training OR a combination of specialist short courses, together with an evidenced portfolio of supervised practice-based learning in a specialist area of clinical practice.</p> <p>Completion of a clinical supervision training (short course) sufficient to be able to supervise doctoral trainees.</p>	A

		A relevant management qualification/ management experience	
EXPERIENCE	<p>Extensive experience of working as a qualified clinical/ forensic psychologist including substantial recent post qualification experience in forensic mental health services.</p> <p>Experience of working with a wide variety of client groups, across the whole life course and presenting problems that reflect the full range of clinical severity across a range of care settings, which can include outpatient, community, primary care and inpatient settings, including maintaining a high degree of professionalism in the face of emotive and distressing problems and where there is a history of violence.</p> <p>Experience of teaching and training. Experience of the supervision of</p>	<p>Experience of the application of psychology in different cultural contexts.</p> <p>Experience of professional management of qualified and pre-qualified Clinical and/or forensic psychologists.</p> <p>Experience of multi-professional management of teams or services within the designated specialty.</p> <p>Experience of representing the profession in local policy fora.</p> <p>Knowledge of legislation in relation to the client group and mental health.</p>	A, I

	<p>qualified psychology staff.</p> <p>Experience of service development including experience of leading on department wide clinical and administrative issues impacting on service delivery and development.</p> <p>Substantial experience of service management and development including familiarity with HR and financial processes.</p> <p>Experience of working in a multiagency setting and providing consultation and training on complex cases.</p>		
KNOWLEDGE AND SKILLS	<p>Doctoral (or equivalent) level knowledge of psychological theory and practice including highly developed knowledge of lifespan developmental psychology, models of psychopathology, clinical psychometrics, neuropsychology, two or more distinct psychological therapies and research design and methodologies.</p>	<p>Highly developed knowledge of the theory and practice of specialized psychological therapies in specific groups (e.g. personality disorders, dual diagnosis etc.).</p>	<p>A, I</p>

	<p>High level skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration.</p> <p>High level skill in the theory and practice of specialized psychological therapies in working with mentally disordered offenders and problem behaviours.</p> <p>Highly developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.</p> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Able to contain explore and formulate an understanding of high levels of distress both directly with patients</p>		
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	<p>and indirectly via supervision or case reviews with other staff.</p> <p>Evidence of continuing professional development as recommended by the BPS.</p>		
PERSONAL QUALITIES	<p>Enthusiasm for a broad range of psychological phenomena, an interest in models of service delivery and an ability to articulate the value added by clinical psychology services within the context of multi-disciplinary mental health services.</p> <p>Ability to contain and work with organisational stress and ability to 'hold' the stress of others.</p> <p>Flexible, engaging and approachable who can work quickly and responsively with both clients and the multidisciplinary team.</p> <p>Creative in approach as well as reflective about their own practice.</p> <p>Able to work autonomously as well</p>	<p>A commitment to the evaluation of services, enthusiasm for both multi-professional and uni-professional audit.</p> <p>Ability to demonstrate leadership and management skills.</p>	A, I

	<p>as under supervision and with colleagues.</p> <p>Demonstrable leadership and management qualities.</p>		
OTHER REQUIREMENTS	<p>Ability to identify, provide and promote appropriate means of support to staff and carers exposed to highly distressing situations and severely challenging behaviours.</p> <p>Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.</p> <p>Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</p>	<p>Personal experience of mental health problems.</p> <p>Experience of working in a multi-cultural framework.</p> <p>Record of having published in either peer reviewed/ academic or professional journals and/or books.</p>	<p>A, I</p>

Date:
April 2024

