

## Job description for Band 7 Practitioner Psychologist (Clinical, Forensic or Counselling) / Psychological Therapist Delta Enabling Environment Inspires HMP Swinfen Hall (NHFT Specialist Services)

### About us – team NHFT

As a **health and wellbeing organisation** here at **team NHFT** we are dedicated to continually **innovate** and **strive to make a difference** to our community and those working for our Trust, we aim to serve the people of Northamptonshire and surrounding areas with **safe, quality care**. We deliver this from an understanding of our local healthcare needs, economy and the changing demands of our community.

**Our mission, making a difference for you, with you** was chosen by our staff and stakeholders. It means in everything we do and through every service we provide, we want to make a **positive difference in people’s lives** – for **those we care for, those we work with** and **those who work with us**. **Everyone is part of our team**.

Our core strategy is to be an **employer of choice, a great place to work** and be known for a **diverse and inclusive culture** whose staff feel **valued**. We provide a range of NHS services including physical, mental health and specialty services provided in hospital settings and out in the community within schools, GP clinics and patients own homes.

Here at NHFT we pride ourselves on our 54321 roadmap, pictured here which encompasses our **PRIDE values, leadership behaviours, teams, enablers** and **our mission** all of which are driven by **our vision of ‘being a leading provider of outstanding, compassionate care’**. We are extremely proud to say this has also been recognised by the Care Quality Commission (CQC) and our CQC rating of **Outstanding for team NHFT**.



## This role...

The Inspires service is part of the national Offender Personality Disorder (OPD) Pathway and comprises of 3 services within HMP Swinfen Hall, a Psychologically Informed Planned Environment (PIPE), a residential assessment and treatment (Delta Enabling Environment) service for young men with emerging personality traits and an Enhanced Support Service (ESS) working with service users housed across the prison. Our service users, who are aged between 18 and 28, have histories of trauma. Our service is expanding to include an outreach service that will provide assessment and therapeutic interventions for service users across the prison who are not yet ready or are unable to access the residential service. As a result, our team is expanding and we are looking for additional practitioners. This post will be working within the DEE service, including both working within the residential service on the wing and within the outreach service.

The role will include providing specialist psychological assessments, producing collaborative formulations, treatment planning and delivering individual and group psychotherapeutic interventions as appropriate to your professional qualifications and training. The service utilises a flexible, person-centred approach to meet the needs of individual service users and a wide range of different interventions and approaches are delivered. This includes Compassion Focussed Therapy, Dialectical Behaviour Therapy, Mentalisation Based Therapy, Cognitive Behaviour Therapy, tree of life groups, sensory integration work, Occupational Therapy, Drama Therapy, and psychodynamic approaches.

You will be expected to provide clinical supervision to Prison Officers who work therapeutically within the DEE team. This will include contributing to the reflective practice, training and critical thinking of the team and in meetings for service improvement.

You will also need to be able to provide treatment and core psychological interventions in line with trauma informed care. In doing so, you will be responsible for adhering to relevant service Operational Procedures and Trust policies and professional ethics and standards and will be accountable for professional and clinical actions. You will be required to utilise research skills for audit, policy and service development and research within the area served by the team/service; to aid the development of the evidence base on the Offender Personality Disorder Pathway, specifically for young adults.

### Personal / Professional Development:

- To receive regular clinical supervision from a suitably qualified and experienced psychologist and, where appropriate, other professional colleagues.
- To develop skills in the area of professional postgraduate teaching, training and supervision, particularly of clinical/counselling/forensic psychologists.
- To provide professional and clinical supervision of trainee and assistant clinical psychologists, undergraduate psychology students and honorary postgraduate students.
- To contribute to the pre- and post-qualification teaching of clinical psychology as well as other disciplines, as appropriate.

- To provide teaching, training and supervision to staff and colleagues in the multidisciplinary team, and other psychologists.
- 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 clinical psychology knowledge base and inform national policy relating to offender health.
- To undertake project management, including complex audit and service evaluation.

## About you

Behaviours and Values	Knowledge and Experience
<ol style="list-style-type: none"> <li>1. Approachable and accessible to colleagues and across the organisation.</li> <li>2. Ability to work in a fast paced and challenging environment.</li> <li>3. Reliable and consistent in approach, demonstrating empathy and an open communication style with all team members, fostering this culture across the team.</li> <li>4. Able to deal with interruptions/queries from colleagues throughout the day.</li> <li>5. Applies excellent communication skills, both written and verbal, including advanced formal presentation skills, influencing and negotiating.</li> <li>6. Gathers and incorporates the views of service users, service users and carers and other key stakeholders into service mobilisation where feasible.</li> <li>7. Works flexibly, prioritises workload and resources in response to changing demands and requirements.</li> <li>8. Undertake any other duties, which may be required from to time, as are consistent with the responsibilities of the grade and needs of the service.</li> </ol>	<ul style="list-style-type: none"> <li>• <u>Forensic, Clinical or Counselling Psychologist Registered with HCPC</u>. Chartership with BPS is also desirable. Training and experience of supervising psychologists (supervision of FPIT). Experience of specialist psychological assessment and treatment of clients across the full range of care settings, including forensic settings.</li> <li>• <u>Counsellors or Psychotherapists Registered with BABCP, BACP, UKCP or BPC</u></li> </ul> <p>• Have mental health training, can recognise and assess common mental health problems and have experience of working in a mental health setting.</p> <p>• Have training and a minimum of two years experience of providing one-to-one psychotherapy, either as part of their professional training or in addition to it.</p> <p>For example courses/training in a recognised form of 'talking therapy' (e.g., CBT, CFT, DBT, CAT, MBT, Psychodynamic, etc) and 2 years experience in delivering such model-informed approaches on a one-to-one basis and/ or in groups in clinical practice.</p> <p><b>Registered Mental Health Nurses &amp; Learning Disability Nurses (NMC)</b></p> <ul style="list-style-type: none"> <li>• Have training and a minimum of two years experience of providing one-to-one psychotherapy, either as part of their professional training or in addition to it.</li> </ul> <p>For example courses/training in a recognised form of 'talking therapy' (e.g., CBT, CFT,</p>

	<p>DBT, CAT, MBT, Psychodynamic, etc) and 2 years experience in delivering such model-informed approaches on a one-to-one basis in clinical practice.</p> <p>In addition the following is desirable:</p> <ul style="list-style-type: none"> <li>• Evidence of Continuing Professional Development as recommended by relevant professional body.</li> <li>• Formal training and experiences in supervision of others</li> <li>• Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, dual diagnoses, people with additional disabilities etc).</li> <li>• High level knowledge of the theory and practice of at least two specialised psychological therapies.</li> <li>• Knowledge and experience of working with young offenders, including men who offend sexually, working with personality disorder and complex forensic histories.</li> </ul>
<p><b>Skills and Abilities</b></p>	
<ol style="list-style-type: none"> <li>1. Knowledge of CQC regulation, governance and standards</li> <li>2. Competent in the use of MS Office suite, including MS TEAMS, and other relevant systems as determined.</li> <li>3. Self-aware and self-motivated; pro-active.</li> <li>4. Ability to effectively communicate contentious and sensitive information.</li> </ol>	<ol style="list-style-type: none"> <li>5. Negotiating and influencing skills for interacting at all levels</li> <li>6. Ability to deal with competing priorities on a daily basis.</li> <li>7. Good planning and organisational skills.</li> <li>8. Excellent communication and interpersonal skills-</li> <li>9. Highly motivated with the ability to work as part of a team and on an individual basis.</li> </ol>



## About the role – linking with our 4 Leadership Behaviours

### ENGAGING PEOPLE/WORKING TOGETHER

1. Providing and receiving highly complex, sensitive and contentious information in an atmosphere where service users 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

### BEING AUTHENTIC

#### Mental effort

- 1 The ability to consistently meet competing priorities while maintaining a high standard of work.
- 2 Ability to interpret national and NHFT guidance to meet local circumstances within the Prison.

overcome using the highest level of interpersonal and communication skills.

2. Act in an appropriate dignified and responsible manner with service users, relatives, colleagues, using appropriate language and communication skills which acknowledge cultural differences.
3. Ability to liaise closely with other members of the multidisciplinary team, giving authoritative specialist advice on psychological aspects of care, contributing directly to assessment, formulation, and treatment planning and delivery.
4. Developing networks and contacts to update the policy and practice of clinical psychology, particularly as applied to service users within the Offender Personality Disorder pathway in prisons, to support professional and service development.

## TAKING RESPONSIBILITY

1. To provide specialist psychological assessments to service users within the service 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 service users and others involved in the service users' care.
2. To develop individual formulations and to lead team formulation planning applying theoretical models of the psychology of trauma, 'personality disorder' and offending, to observed behavior, cognitive, emotional and interpersonal patterns, for service users who present with complex clinical needs.
3. To formulate and implement plans for the psychological treatment and/or management of a service user's personality problems and possible mental health distress, based upon an appropriate conceptual framework of the service user's problems, and employing methods based upon evidence of efficacy.
4. To be responsible for implementing a range of psychological interventions for individuals, and groups, within the service, employed individually and in

## Emotional effort

- 3 Experience of handling emotive and difficult situations.
- 4 Imparting unwelcome information to service users.

## Work conditions

- 5 Office & On-Wing working conditions within prison/secured service site and the use own or public transport to attend meetings and training events as required.

## EMBRACING CHANGE

1. To contribute to the development, evaluation and monitoring of the services through the development of professional skills.
2. To identify and to advise service managers on those aspects of the service where psychological matters need addressing.
3. To contribute to the development and articulation of best practice in psychology across the service, by continuing to develop the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the fields of clinical and forensic psychology and related disciplines.
4. 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 programs.
5. To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all those who use the service.

synthesis, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.

5. To support the development Enabling Environments ethos using critical and community psychology principles, ensuring true service user and staff involvement.
6. To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and complex factors concerning historical and developmental processes that have shaped the individual.
7. To exercise autonomous professional responsibility for the assessment, treatment and discharge of service users whose problems are managed by psychologically based care plans and/or further treatment needs.
8. To integrate with the psychological formulation specialist knowledge of complex trauma.
9. Source and make available appropriate evidence based psychologically informed assessment tools. Including self-rating, rating scales, structured and semi structured interviews and provide appropriate training on their use within the multidisciplinary team to ensure these are embedded as part of a holistic assessment of needs within the team.
10. To undertake risk assessment and risk management for individual service users and to provide advice and training to other professions on psychological aspects of risk assessment and management.
11. To communicate in a skilled, persuasive and sensitive manner, information concerning the assessment formulation and treatment plans of service users, and to monitor progress during the course of their multidisciplinary care.
12. 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 of the HCPC, British Psychological Society and Trust policies and procedures.
13. To maintain up to date knowledge of legislation, national and local policies

and issues in relation to both the specific service user group and mental health.

14. To ensure that all aspects of professional activity (e.g. communication with service users, 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.
15. To ensure that service users 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.
- 16.

## Benefits

<p><b>Salary</b></p> 	<p><b>Location of work</b></p> 	<p><b>Permanent/fixed term</b></p> 								
<p><b>Band 7</b> - £43,742 - £50,056 pa, pro rata</p> <p>You will be paid on the 27<sup>th</sup> of each month. If this date falls at a weekend you will be paid on the Friday before this date.</p>	<p>Based at HMP Swinfen Hall.</p> <p>Must be able to travel independently to attend NHFT relevant training and meetings in Northamptonshire.</p>	<p>Fixed term- until 31<sup>st</sup> December 2025</p>								
<p><b>Hours/pattern of work</b></p> 	<p><b>Annual leave and bank holiday entitlement</b></p> 	<p><b>Pension entitlement</b></p> 								
<p>37.5 hours per week, worked as 7.5 hours per day Monday to Friday.</p>	<table border="1"> <tr> <td>Length of service</td> <td></td> </tr> <tr> <td>On appointment</td> <td>27 days + 8 days</td> </tr> <tr> <td>After five years' service</td> <td>29 days + 8 days</td> </tr> <tr> <td>After ten years' service</td> <td>33 days + 8 days</td> </tr> </table>	Length of service		On appointment	27 days + 8 days	After five years' service	29 days + 8 days	After ten years' service	33 days + 8 days	<p>Details on the benefits of the NHS Pension Scheme can be found here:</p> <p><a href="https://www.nhsbsa.nhs.uk/nhs-pensions">https://www.nhsbsa.nhs.uk/nhs-pensions</a></p>
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<p><b>Health and Wellbeing</b></p>  <p><b>Because your health matters too</b></p>	<p><b>Learning and Development</b></p> 	<p><b>Equality and diversity</b></p> 								
<p>Our Occupational Health and Wellbeing team support our staff through many different channels. Whether you have a physical or emotional issue or want to take positive steps to improve your fitness, this team can help you.</p> 	<p>Our Learning and Development team provide effective and impactful learning solutions for our staff. Our experienced team of facilitators offer a wide range of opportunities from corporate induction, mandatory and role specific training, personal development and leadership training.</p>	<p>We are committed to ensuring people are treated equally and fairly whether at work, during care or out in the community. Equality, diversity and inclusion will always be a core focus and commitment for team NHFT. We have a number of staff networks to support this focus too. These networks are open to all our staff.</p>								

Find out more about us at:

[www.bit.ly/24hoursinNHFT](http://www.bit.ly/24hoursinNHFT)

[www.nhft.nhs.uk](http://www.nhft.nhs.uk)

### **Confidentiality and Data Protection**

Any matters of a confidential nature, including patient and staff records, and any commercially sensitive information must, under no circumstances, be divulged or passed on to any unauthorised person or persons without a legal basis to do so. In accordance with the Data Protection Act 2018, if you are required to access personal data held in any format, you will be expected to adhere to the Trusts Information Governance Policies, copies of which are held on the staff intranet.

Any breach of confidentiality or data protection legislation will result in disciplinary action and may result in summary dismissal.

### **Infection Control**

The prevention and control of healthcare associated infections in service users, staff and visitors is taken seriously by the Trust. All staff employed by Northamptonshire Healthcare NHS Foundation Trust are required to adhere to the Trust infection control policies and procedures.

Employees must be aware of the importance of protecting themselves, service users and visitors and of maintaining a clean safe environment. Any breach in infection control practice, which places service users, other staff or visitor at risk, may result in disciplinary action. Each staff member is responsible for ensuring they identify together with their manager, their infection control training needs in their PDP.

### **Health and Safety**

To carry out the duties placed on employees by the Health and Safety at Work Act 1974 i.e.

- I. To take reasonable care for the Health and Safety of themselves and of other persons who may be affected by their acts or omissions at work.
- II. To co-operate with their employer as far as is necessary to meet the requirements of the legislation.
- III. Not to intentionally or recklessly interfere with or misuse anything provided in the interest of health, safety or welfare in the pursuance of any relevant statutory provision.

### **No Smoking**

In order to protect the health of employees, patients and visitors, Northamptonshire Healthcare NHS Foundation Trust operates a No Smoking Policy. Therefore smoking is prohibited in all of the Trust's buildings, grounds and all Trust-owned or leased vehicles.

### **Equality and Diversity**

To ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work and the Trust Managing Diversity and Equal Opportunities in Employment Policy.

**Risk Management**

To have a commitment to identify and minimising risk, report all incidents and report to manager any risks, which need to be assessed.

**Safeguarding Adults and Children**

It is the duty of all staff working for the Trust;

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

**Professional Registration**

All qualified/ professional staff are required to adhere to the relevant Code of Practice (and other guidance issued by them). It is the responsibility of the individual concerned to keep professional registered and updated in accordance with the requirements of the relevant Code of Practice and to follow guidance issues by the professional body.

**Policies and Procedures**

The post holder is expected to comply with all relevant Trust policies, procedures and guidelines. Any contravention of the Trust Policies or managerial instructions may result in disciplinary action being initiated.

**Review of Job Description/ Person Specification**

This is not an exhaustive list of duties and responsibilities, but indicates the key responsibilities of the post. The post holder may be required to undertake other duties as may reasonably be required commensurate with the grade and/ or hours of work at the post holder's initial place of work or at any other of the Trust's establishment.

**NOTE:** This is a description of the job as it is at present constituted. It is the practice of this Trust regularly to examine employee's job descriptions and to up-date them to ensure that they relate to the job as then being performed, or to incorporate whatever changes are being proposed.