

Job Description

Job Title:	Clinical/ Forensic or Counselling Psychologist
Professionally Accountable to:	Cluster Lead Psychologist
Managerially Accountable to:	Head of Healthcare
Responsible to:	Associate Medical Director

Practice Plus Group's mission is **Access to Excellence**. Our core values are;

- we treat detainees or prisoners and each other as we would like to be treated
- we act with integrity
- we embrace diversity
- we strive to do things better together

Detainees and prisoners can only access excellence if we commit to living our values in everything we do when we're at work.



We believe in putting the detainees and/or prisoners first, regardless of the environment or their history. The IRC and prison population is one of the most vulnerable and marginalised patient groups in society and the delivery of their health care is conducted within often difficult and demanding environments.

The role

This post requires a qualified psychologist with 1-3 years' experience post qualification with knowledge and experience to support the development and embedding of a trauma-informed mental health service model within Gatwick IRC a male detention centre and within a Cat D male prison. This role is currently advertised as a part-time role 2.5 days per week for Gatwick IRC or 2.5 days at HMP Ford or as a full time role split across Gatwick IRC and HMP Ford a Cat D male establishment.

Research shows that males coming into IRCs and/or prison have multiple unmet social, emotional and mental health needs and high-risk behaviours that have persisted over time. Although they may

meet the diagnostic criteria for multiple disorders, their needs and risks can be best understood as arising within the context of traumatic life events and disrupted relationships, often beginning in childhood. These needs and risks can best be supported by using a psychologically informed approach to support the mental health team and the discipline staff in their day-to-day work with the detainees and/or prisoners. Supporting these relationships and upskilling frontline professionals in their daily interactions will enable the detainees and/or prisoners to acquire the skills necessary to manage their own emotions and behaviour more effectively. This approach focuses on supporting both mental health and discipline staff in working collaboratively through developing awareness of trauma processes and how this impacts both residents and professionals interpersonally as well as on how this contributes to the maintenance of survival strategies and/or risky behaviours.

This approach does not preclude the use of specialised interventions, or existing processes and roles within the current mental care health pathway, but integrates these into a more comprehensive pathway that also includes the discipline staff and other professional groups within the different settings.

The role focuses on offering support to the integrated mental health team in the form of training, reflective practice/ clinical supervision, case consultations & clinical supervision of Assistant Psychologists in line with skillset and experience and under the guidance and support of the Lead psychological therapist on site. The role also includes core duties within the mental health team such as undertaking assessments, supporting complex multi-disciplinary formulations and delivering psychological interventions for cases of great complexity. To support the current psychological therapies plan and assist the integrated mental health team in the overall development of the availability of evidence based therapies.

The role involves the delivery and oversight of both on a 1:1 and group-intervention as part of the Trauma Informed 'Making Sense' Programme.

To deliver teaching and training to healthcare staff and IRC staff as required and within the remit of competency and experience.

To contribute to the development of audit, service evaluation and research profile as appropriate

You will also;

Provide expert clinical advice and outstanding evidence based care, listening and acting on Detainee and/or prisoners feedback so that care is personalised and informed by what matters to them. You will also provide supervision of the day to day delivery of mental health therapies and lead on development of clinical practice and the implementation of the mental health pathway.

Deliver non-judgemental care by leading the team to deliver care that is safe, high quality, and patient centred whilst meeting CQC requirements following our policies, procedures and always considering safeguarding.

Inspire excellence in your colleagues by pro-actively leading and motivating the team recognising that our workforce is our most valuable asset. You will provide professional leadership to ensure we provide a service that people can trust, feel safe within and feel proud of.

Promote best practice, clinical supervision, evidence based care and continuous quality improvement embedding a culture of reflection and shared learning.

Share knowledge, skills and expertise to ensure safe care and support your clinical and non-clinical colleagues to do a great job and access the relevant CPD in line with development needs and service requirements.



About you

- Full HCPC registration
- Proven post-qualification professional experience in Clinical/ Forensic or Counselling Psychology
- Experience working with Forensic Mental Health patients
- Experience working with psychological Trauma
- Excellent communication skills
- Team Player



Additional information

Disclosure and Barring Service - a Disclosure and Barring Service disclosure at the enhanced level is required for this role. A risk assessment will be undertaken if necessary.

Counter Terrorist Check (CTC, or CTC Cleared) clearance is required for this role in accordance with Ministry of Justice.

Education and Training - continuing professional development is encouraged and an annual appraisal system is in place to discuss ongoing objectives and support revalidation.