

<b>JOB TITLE:</b>	Psychologist
<b>LOCATION:</b>	HMP Ford / Gatwick IRC
<b>ACCOUNTABLE TO:</b>	Sandra Calver
<b>LINE MANAGER:</b>	Head of Healthcare
<b>HOURS OF WORK:</b>	37.5 hours FTE

### **JOB SUMMARY**

This post requires an experienced qualified psychologist with knowledge and experience to support the development and embedding of a trauma-informed mental health service model within Gatwick IRC.

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.

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.

To deliver teaching and training to healthcare staff and prison/IRC staff as required.

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

### **MAIN DUTIES AND RESPONSIBILITIES:**

1. **CLINICAL**
  - 1.1 To work in collaboration with psychology colleagues and the Head of Healthcare to support and monitor the development of a trauma informed approach model within the estate. To support and offer consultancy to the integrated mental health teams in line with the current psychological therapies model.
  - 1.2 To support the integrated mental health team by providing specialist psychological assessments of patients referred to the team, when appropriate, based upon the use, interpretation and integration of complex psychological 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 clients, family members and others involved in the client's care.

- 1.3 To collaboratively work with the psychology team and the integrated mental health team to support the development of psychological interventions for individual and group interventions.
- 1.4 To evaluate and make skilled decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual.
- 1.5 To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.
- 1.6 To ensure that all members of the treating team have support in developing a psychologically based framework for the understanding and care of clients of the service, through the provision of advice and consultation and the dissemination of psychological research and theory.
- 1.7 To make a significant contribution to the development and delivery of psychological therapies in prison and IRC care through training, supervision and development of pathways and processes.
- 1.8 When deemed appropriate, to contribute towards and/or undertake risk assessment and risk management for individual patients and to provide general advice to other professionals and agencies on psychological aspects of risk assessment and management.
- 1.9 To provide expertise, advice, support and supervision to facilitate the effective and appropriate provision of psychological care by all members of the treatment team.
- 1.10 To communicate highly complex and sensitive information that requires empathy and reassurance in situations where there may be a highly emotive, hostile and antagonistic atmosphere with barriers to understanding. The highest communication and relationship skills are necessary to engage and maintain relationships with clients, families, carers, and other professionals where there are often significant barriers to acceptance and engagement in psychological therapy.
- 1.11 Plan and prioritise workload, ensuring that the needs of the team are assessed and supported based on need. Develop good working relationships within the different teams in prison/IRC and support the Assistant Psychologists in being the link between the qualified psychologist and the team in their absence.

## 2. **MANAGERIAL.**

- 2.1 To provide day to day supervision, support and training assistant psychologists. To offer consultancy and clinical supervision to the integrated mental health team.
- 2.2 To work in collaboration with psychology colleagues to develop the psychology team and comply with clinical governance.

## 3. **ADMINISTRATIVE**

- 3.1 To plan and prioritise workload whilst coordinating with the multidisciplinary teams and other agencies.
- 3.2 When appropriate, to administer a wide range of highly complex psychometric tests that require the manipulation of materials at a high level of speed and accuracy. These

procedures require long periods of highly focussed concentration with narrow margins for error.

- 3.3 To maintain the highest standards of record keeping, report writing and the responsible exercise of professional self-governance with professional codes of practice as laid down by the BPS, HPC and Care UK policies and procedures.

#### **4. HUMAN RESOURCES/WORKFORCE**

- 4.1 To provide clinical support and supervision to the integrated healthcare team in the delivery of evidence based psychological therapies
- 4.2 To significantly contribute to the teaching and training package made available to the integrated healthcare team as well to staff from other agencies such as prison staff.
- 4.3 To contribute to the overall development and application of psychological therapeutic skills among healthcare staff

#### **5. FINANCE/RESOURCES**

- 5.1 If the post holder uses recording equipment and other resources belonging to Practice Plus Group therefore observes a personal duty of care in relation to equipment and resources used in the course of their work.
- 5.2 When appropriate, the post holder contributes to the development of financial bids for the development of new and existing services under the supervision and guidance of the national medical director.
- 5.3 To be responsible for the storage and upkeep of test material.

#### **6. RESEARCH & DEVELOPMENT**

- 6.1 To participate in the evaluation, monitoring and development of the teams' operational policies, through the deployment of professional skills in research, service evaluation and clinical audit and ensuring incorporation of psychological frameworks for understanding and provision of high quality care.
- 6.2 To contribute to the systematic governance of psychological practice.
- 6.3 To provide research supervision for unqualified and qualified members of staff.
- 6.4 To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.
- 6.5 To undertake appropriate research and provide research advice to other staff undertaking research (including assisting qualified and unqualified staff in the creation of data-bases and statistical analysis).
- 6.6 To assist in project management, including complex audit and service evaluation, with colleagues within and across the service to help develop and improve services to clients.

#### **7. POLICY & SERVICE DEVELOPMENT**

- 7.1 To participate in the development of a high quality, responsive and accessible service including advising both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing in the form

of participation in locality management meetings, steering groups, professionals' meetings, development of care pathways and the development of service bids

7.2

To assist with the development of strategies and plans to increase accessibility to evidence based psychological approaches provided by healthcare staff within the Prisons/IRC on both a 1:1 and group basis.

7.3

To assist in the development and implementation of policies and research within own region and contributing towards proposals or service changes within the team, beyond post holder's own immediate area of activity (e.g. contributing to Practice Plus Group service development working parties and steering groups).

7.4

To exercise delegated responsibility for managing the psychological resources available to own region, whether in the form of additional qualified and unqualified graduate psychology staff, or in the form of psychological materials employed in the assessment and treatment of patients.

## 8. **INFORMATION / DATA RESPONSIBILITIES**

8.1 To maintain clinical records held on electronic systems (System 1)

8.2 To collaborate with team members in maintaining electronic and paper diaries in order that limited resources such as therapy rooms can be effectively allocated.

## 9. **PROFESSIONAL RESPONSIBILITIES**

9.1 To maintain post-qualification training in line with CPD guidelines set down by the BPS and HPC.

9.2 To act independently within appropriate professional guidelines

9.3 To receive regular supervision in common with good practice guidelines

## 10 **ENVIRONMENTAL**

10.1 To be able to sit in a restricted position for a substantial proportion of the working time when conducting therapy/ psychometric testing or using VDU / computer equipment.

10.2 To be able to concentrate for intense periods of time (up to seven hours per day) whilst carrying out intricate clinical assessments and interventions.

10.3 To work in a secure setting where the post-holder may be exposed frequently to hazards such as verbal and physical aggression and/or other distressing behaviour.

10.4 The post holder may be required to process distressing information relating to service users, e.g. taking detailed histories of childhood abuse or offending behaviour.

10.5 To work in an environment which can be restricted and the requirements of the management of prisoners may hinder the delivery of mental health care.

## 11. **TERMS & CONDITIONS OF SERVICE**

Practice Plus Group has a range of clinical, operational, financial, health & safety, risk management, human resource, equality & diversity and other policies and procedures. The post holder is expected to be aware of all policies which apply to them and to observe their provisions at all times. Copies of all Practice Plus Group policies can be found on the

MyPracticePlus intranet or obtained from the line manager or the Human Resources Department.

Employment in this post is subject to DBS checks, prison and Home Office security clearance. The post holder will be required to undertake a Disclosure at any time during employment.

Staff are expected to undertake all mandatory training and refresher training appropriate to their role, which may include Physical Intervention, Breakaway and Cardio-Pulmonary Resuscitation. If in doubt about which mandatory training applies to this post, advice should be sought from the line manager.

Practice Plus Group is committed to promoting the welfare of children and vulnerable adults. Staff are expected to be aware of, and comply with their roles and responsibilities in relation to safeguarding vulnerable groups.

Staff are expected to observe the highest standards of care and conduct and to engage constructively with managers, colleagues, service users/carers and others in the course of their duties.

### **Successful Candidate**

- Full HCPC registration
- At least 3-4 years' experience in Clinical/ Forensic 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 and a risk assessment if necessary.

#### **Prison Vetting**

A HMPPS (Her Majesties Prison and Probation Service) clearance in accordance with Ministry of Justice is required for this role.

#### **Home Office Vetting**

A CTC (Counter Terrorism Clearance) in accordance with Home Office is required for this role.

#### **Education and Training**

Continuing professional development is required and an annual appraisal system is in place to discuss ongoing objectives.

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## **PERSON SPECIFICATION**

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<b>JOB TITLE:</b>	Psychologist
<b>DEPARTMENT:</b>	<b>IMHT, Practice Plus Group</b>

\*Assessed by: A = Application I = Interview R = References T = Testing

ESSENTIAL CRITERIA	*	DESIRABLE CRITERIA	*
<b>QUALIFICATIONS &amp; TRAINING</b>			
Post-graduate / Doctoral level qualification in Clinical, or Forensic Psychology as recognized by the Health Professions Council (HCPC).	A	Eligible for Chartership status with the British Psychological Society	A/I
Registered with the HCPC.	A	Further training in a specific psychological model / intervention specific to the role remit/area of work – Trauma experience	A/I
<b>EXPERIENCE</b>			
<p>Three to four years of post-qualification experience of working with a wide variety of client groups, across the life span and presenting with the full range of clinical severity in a variety of care settings such as outpatient, criminal justice, in-patient forensic mental health and residential care settings.</p> <p>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.</p> <p>Experience in working as a senior clinician in a multi-agency pathway, using formulations to develop and support the delivery of interventions by front line staff within the pathway</p>	A/I/R	<p>Experience of the application of therapy in different cultural contexts.</p> <p>Experience of working within a Trauma Informed Approach.</p> <p>Experience working with Men in Forensic Mental Health Services.</p>	A/I  A/I
Experience of leadership, leading and contributing to the development of services.	A/I	Experience of working in a secure setting.	A/I
Evidence of an active interest in trauma informed care and forensic mental health.	I/R		
Significant experience and interest in working therapeutically, with adult females who have significant, complex Mental Health difficulties or personality difficulties within the context of severe trauma.	A/I/R		
Experience of delivering consultation and training to other professionals and health colleagues.	A/I		
Experience of supervising other Clinical, Trainee and Assistant Psychologists, and	A/I/R		

professionals of other backgrounds in relation to mental health issues.			
Experience of delivering group work, working in multi-disciplinary and multi-agency settings.	I/R		
Experience of assessing and managing risk in a community/mental health setting and to work effectively within safeguarding procedures in the context of a therapeutic service.	I/R		
Experience of the Care Planning Approach	I/R		
Experience of conducting research / audit in a clinical context.	A/I/R		
<b>SKILLS, KNOWLEDGE &amp; ABILITIES</b>			
High level knowledge of psychological theory and practice. Skills in the use of complex methods of psychological assessment, formulation, intervention and management frequently requiring sustained and intense concentration.	A/I		
Well-developed skills and knowledge in developmental psychology, attachment and trauma theories and the application of these in support of clients with complex presentations involving relational disruption and trauma	I/R		
Well-developed knowledge and skills of a range of evidence based models in the assessment and treatment of complex adult mental health issues (including complex trauma and substance misuse)			
Well-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.	A/I		
Skills in providing consultation and training to other professional and non-professional groups.	I/R		
Knowledge of legislation in relation to the client group and mental health.	I/R		
Post graduate / Doctoral level knowledge of research methodology, research design and analysis.	I/R		

Knowledge of theories of supervision.	I/R		
<b>PERSONAL ATTRIBUTES</b>			
Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.	I/T	Experience of working within a multicultural framework.	A/I
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.	I/T		
Ability to show vulnerability and acknowledge the impact of trauma on the self and wider organisation, and willingness to ask for help and seek support from others			
Ability to prioritise, work independently and on own initiative.	I/R		
Ability to work well under pressure.	I/R		
Flexibility, creativity and preparedness to be innovative in a developing organisation.	I/R		
Ability to be reliable, co-operative and consistent both as an independent clinician and in team settings.	I/R		
Computer literate	A/I/T		