

Job Description

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| Job Title: | Assistant Psychologist/ Higher Assistant Psychologist (depending on experience) |
| Accountable to: | Mental Health Lead / HCPC Registered Psychologist or Psychological Practitioner |
| Professionally Accountable to: | Lead Psychologist |

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

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

Patients 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 patient first, regardless of the environment or their history. The prison population is one of the most vulnerable and challenged patient groups in society and the delivery of their health care is conducted within often difficult and demanding environments. We work in partnership with and are commissioned by the NHS to provide a high standard of healthcare to all our patients. Practice Plus Group is committed to supporting a Trauma Informed Approach as the framework to understand and respond to patient's needs. As an organization, we pride ourselves in providing the necessary clinical skills development and access to training to support Assistant Psychologist progress their career into postgraduate training.

The role

As the assistant psychologist you will support and enhance the psychological care of -patients referred to the Practice Plus Group Integrated Mental Health Team; providing psychological assessment, formulation and individual and group interventions under the supervision of a qualified psychologist, working independently according to the agreed supervision plan and within the overall framework of the integrated mental health team's policies and procedures.

You will also assist in clinically related administration, collation and analysis of statistics, development of audit and/or research projects, teaching and project work. This role involves supporting and assisting the therapeutic work undertaken by HCPC Psychologists and/or Psychological Practitioners and other disciplines, aimed at assessing and treating patients in a prison mental health setting.

As part of the role you'll monitor and provide feedback on the patients' function and general mental health condition during the course of intervention and report any changes in their ability to function to members of the mental health teams. Taking appropriate action regarding any concerns, adverse reactions or risks experienced by the patient during the delivery of interventions and bring them to the attention of the appropriate health care professional. This role will involve being fully integrated within the patient's journey during their sentence and meeting their needs at different points in time from reception to release planning. As such you will take on an active role within supporting patients under your care within the Assessment Care in Custody Teamwork (ACCT) process and contribute towards the Challenge, Support and Intervention Plan (CSIP).

You will also facilitate group intervention programmes in a safe manner, with the aim to encourage development and maintenance of adaptive skills, in addition to monitoring and assessing outcomes; as well as contribute to the assessment of individual needs. Contributing to clinical risk assessment and management procedures both within the clinical team and within the prison establishment as dictated by clinical need and constrained by training and expertise.

You will ensure treatment notes are entered in the patient's electronic records relating to patient individual / group sessions in a concise, accurate and timely manner in accordance with the British Psychological Society guidelines.

You will also;

Provide outstanding evidence based care, listening and acting on patient feedback. Ensuring that care is personalised and informed by what matters to them. You will also provide assessment, treatment and continued management of patients with acute and long term mental health needs under the supervision of the lead Psychologist. Communicating effectively and appropriately with other members of the multi-disciplinary team about patients' engagement within therapeutic interventions in order to facilitate a holistic approach to care

Deliver non-judgemental care by delivering care that is safe, high quality, patient centred whilst meeting CQC requirements following our policies, procedures and always considering safeguarding. To treat each patient with dignity and respect at all times taking into consideration confidentiality, spiritual and cultural needs. Maintaining a therapeutic professional and boundaried relationship with patients and manage potential barriers to communication

Inspire excellence in your colleagues by working collaboratively with other disciplines, demonstrating a patient-centred, trauma-informed approach. Good verbal and non-verbal communication skills of motivation and reassurance to encourage patients to engage meaningfully in their treatment programmes; using a wide range of verbal and non-verbal communication strategies to explain effectively and meaningfully the planned intervention and anticipated outcomes to the patient.

Promote best practice, clinical supervision, evidence based care and continuous quality improvement embedding a culture of reflection and shared learning. Developing collaborative and effective positive working links with prison staff and other relevant agencies internally and externally; promoting the Unit's services at all times

Share knowledge, skills and expertise to ensure safe care and support your clinical and non-clinical colleagues to do a great job; contribute to the teaching and training programme for health staff. Participate in clinical supervision on a frequency determined by the qualified psychologist and actively bring issues into supervision for discussion



About you

- Bachelor of Science Degree in Psychology; entitlement to graduate membership of the British Psychological Society. *Master's degree is advantageous.*
- Proven experience as an Assistant Psychologist in a paid role for a minimum of 6 months, accessing direct clinical provision.
- Ability to communicate effectively both with a multi-disciplinary team and patients
- Able to work autonomously under the direction of a qualified psychologist and whilst following the organization's policy and procedures
- Ability to establish good working relationships and work well as part of a multi-disciplinary team
- Experience of working with people with forensic history in prisons, psychiatric hospitals, or community settings
- Experience of facilitating patient therapeutic groups & of delivering psychological assessment, formulation and intervention in the structure of an evidenced based therapeutic model (e.g. CBT/CFT/DBT or other)
- Maintain the safety and security of patients and staff.
- Knowledge of trauma-informed care and approaches
- Ability to engage in reflective practice and demonstrate cultural curiosity and humility
- Willing to undertake training as appropriate to ensure the ongoing development of services within prison healthcare

- Able to meet the security requirements for all prison establishments
- Excellent communication skills and ability to communicate openly, consistently and clearly
- A non-judgmental, patient centred and compassionate approach
- Good IT skills and IT literacy
- Proactive problem solving skills
- Flexible attitude to working arrangements & ability to work within a busy environment



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.

Prison Vetting- a HMPPS (His Majesties Prison and Probation Service) clearance is required for this role in accordance with Ministry of Justice, plus local prison vetting.

Education and Training- continuing professional development is encouraged and an annual appraisal system is in place to discuss ongoing objectives and support learning needs and interests. It is important to note this role does not offer forensic psychology training.