

## Job Description

**Job Title:** Assistant Psychologist  
**Accountable to:** Clinical 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.

### The role

As the assistant psychologist you will support and enhance the psychological care of prisoners covered by Practice Plus Group Mental Health Team; providing psychological assessment and psychological interventions under the supervision of a qualified psychologist, working independently according to a plan agreed with a qualified psychologist and within the overall framework of the team's policies and procedures. Working with people who have complex needs which can present/lead to challenging situations or behaviours.

You will also assist in clinically related administration, conduct of audits, 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 chartered Psychologists and other disciplines, aimed at assessing and treating patients in a prison 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.

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 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.

Ensuring 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.

Practice Plus Group is committed to supporting a Trauma Informed Approach as the framework to understand and respond to patient's needs.

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

- 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, accessing direct clinical provision.
- Ability to communicate effectively both with a multi-disciplinary team and patients
- Able to work unsupervised while following policy and procedures
- Ability to establish good working relationships and work well as part of a multi-disciplinary team
- Experience of working with people who have committed offences in prisons, psychiatric hospitals, or community settings
- Experience of running patient therapeutic groups & of delivering psychological intervention and therapies in the structure of an evidenced based therapeutic model (e.g. CBT/DBT)
- Maintain the safety and security of patients and staff.
- Knowledge of trauma-informed care
- 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 (Her 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 revalidation.