

Job Description

Job role	Clinical/Forensic/Counselling Psychologist
Job Title	Principal Psychologist
Department	Integrated Mental Health Team
Accountable to	Head of Healthcare
Professionally accountable to	National Head of Psychological Therapies

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

- We treat patients and each other as they 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 marginalised patient groups in society and the delivery of their health care is conducted within often difficult and demanding environments.

The Role

In this senior clinician role, the Principal Psychologist will provide clinical leadership to the mental health team, ensuring the delivery of effective psychological services that support the unique challenges faced by individuals in prison. The Principal Psychologist will work collaboratively with the prison's senior leadership team and external stakeholders, and will actively contribute to regional quality review processes and service development meetings, ensuring that mental health services are continuously improved and aligned with best practices and meeting agreed targets. This role will work closely with the wider national psychological therapies team and contribute to service model review and improvement against new research and in line with best practice and NICE guidelines. Additionally, the role involves contributing to regional quality review and service development meetings to ensure that mental health services are responsive to the needs of individuals in prison and actively work to minimize the cycle of intergenerational trauma. By leading initiatives that connect individuals with essential resources and support, the Principal Psychologist will play a vital role in promoting the mental well-being of both patients and staff within a remand prison setting.

MAIN DUTIES/RESPONSIBILITIES

Clinical -

- To provide highly specialist psychological assessment of high complex patients 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 patients, family members (when appropriate) and others involved in the patient's care.
- To make highly specialist clinical decisions and clinical judgements about patient care, processes and service developments;
- To provide specialist trauma informed, psychological insight, guidance and consultation to other professionals contributing directly to patient's formulation, diagnosis and treatment plan;
- To lead and evaluate the implementation of a range of psychological interventions for individuals and groups, adjusting and refining psychological formulations drawing upon different explanatory models, and maintaining a number of provisional hypotheses; engage in structured and dynamic risk assessments;
- To evaluate and make decisions about treatment options taking in to account both theoretical and therapeutic models and highly complex factors including historical and developmental processes that have shaped the individual, family or group;
- To contribute directly and indirectly to a trauma informed, psychologically-based framework of understanding and care to the benefit of all clients of the service, promoting the psychological mindedness of staff;
- To contribute a psychosocial, trauma informed perspective within the multidisciplinary team including for those patients not directly on the psychologist's caseload and attend individual patient reviews and risk management meetings where appropriate;
- To attend ACCT reviews and segregation reviews in the prison as appropriate and to offer psychological opinion about management and appropriate referrals in that context and, offer psychological understanding into CSIP plans to support management of patients within the wing by prison staff;
- Foster good working relationships with Offender Management, Probation to Reconnect services to a psychologically informed understanding of patients' needs during transition into open conditions or release into the community;
- To communicate in a skilled and sensitive manner, highly complex/sensitive information concerning the assessment, formulation and treatment plans to the patient, appropriate professional colleagues and to family members, as appropriate, and to monitor and evaluate progress during the course of multi-disciplinary discussions;
- To be able to complete and interpret formal psychometric assessments;
- To maintain accurate clinical records and keep the PTS dashboard up to date with outcomes data for patient/service and staff outcomes;
- To contribute to the development of specialized individual treatment plans or packages of care for patients with complex psychological problems and who may present a risk of harm to themselves or others;
- To be able to manage the emotional impact of working, often one-to-one, with people who can be in crisis, who can show high levels of arousal and can be actively self-harming or suicidal;
- To work jointly with other psychologists/therapists, to plan and hand over the psychological assessment and treatments of patients that may continue after either transfer to other prisons or released in the community or other recovery-based settings.
- In liaison with Mental Leads and/or Heads of Healthcare and the National Head of Psychological Therapies, identify opportunities for and conduct service development projects in collaboration with other members of the multidisciplinary team;
- Participate in and contribute to CPD and peer supervision within the wider healthcare team;
- Active engagement in appropriate practice supervision.

Teaching, training and supervision –

- To receive regular clinical supervision from an appropriately qualified and experienced supervisor, in accordance with the BPS and the HCPC guidelines and, where appropriate, from other senior professional colleagues and, to supervise junior psychology colleagues and other therapists and MDT colleagues as appropriate;
- To provide training and supervision for members of the service (healthcare and prison) in the delivery of psychologically, trauma informed care and treatment;
- To provide specialist advice and consultation and training to members of other disciplines within the teams and to non-psychology manager of the teams on psychological understanding, interventions and evaluations;
- To develop and deliver teaching as appropriate for members of staff from other disciplines;
- Responsible for planning, delivery and clinical supervision of a specialist psychology training placement for trainees on the postgraduate doctoral courses in clinical/counselling and/ or forensic psychology;
- To develop further post-qualification experience in psychology over and above that provided through training by engaging in a clearly planned CPD programme in accordance with British Psychological Society guidance and in line with service model and needs;
- To contribute to peer psychology supervision sessions.

Management, recruitment, policy and service development –

- To plan and supervise the work of undergraduate psychology students, and trainee psychologists and be responsible for their support in their placements;
- To contribute to proposals and implementation of policy and service development changes in relation to psychology and psychological therapies;
- To advise the Mental Health lead and/or Heads of Healthcare on those aspects of the service where psychological matters need addressing in line with best practice and service objectives;
- Responsible for contributing to the planning, organizing, auditing and developing of policy strategies for the delivery of the psychological therapies service;
- To contribute to proposals for and implementation of policy and service development changes in relation to psychology and psychological therapies within the service;
- To take responsibility for representation of the profession at appropriate service development and governance meetings as agreed with their Line Manager and in line with Personal and Professional Development Plans (PDPs);
- To contribute to recruitment shortlisting and interviewing as appropriate across the service;

Research, service evaluation & audit –

- To utilise theory, evidence based literature and research to support evidence based practice in individual/ group work and work with other team members;
- To undertake project management, including complex audit, research and service evaluation projects, with colleagues within the service, to help develop service provision;
- To prepare and present information from audits, evaluations and research to professional audiences within and outside the Organisation
- To prepare papers for publication based on audit, evaluation, research and development work
- To utilise theory, evidence based literature and research to support evidence based practice in individual work and work with other team members.

Professional -

- To attend regional and national Psychological Therapies meetings, service development and other relevant meetings regularly;
- To adhere to professional/accrediting body codes of conduct, policies and procedures (e.g. HCPC, BABCP, BPS);
- To be aware of, adhere to, and where appropriate, contribute to the formulation and review of Practice Plus Group policies and procedures;
- To maintain and develop high standards of psychology/psychological therapy practice by engaging in continuing professional development and co-operative working/networking with therapists, clinical, counselling and forensic psychologist colleagues;
- To receive regular line management supervision by the Head of Healthcare
- To participate in the organisation's annual performance review and personal development planning process with the clinical supervisor and line manager;
- To keep up to date with legislation, national directives, policies and NICE guidelines in relation to the work delivered.

Other –

This Job Description is not exhaustive and may change as the post develops, but such change will not take place without consultation between the post holder and their manager. Job descriptions should be reviewed at least annually at the appraisal meeting.



About you

Criteria	Essential (minimum standard required)	Assessment
Qualifications	<ul style="list-style-type: none"> • Qualified clinical, counselling or forensic psychologist and registered with the HCPC as a practitioner psychologist; • Postgraduate qualification/training in at least one specific mode of psychological therapy relevant to people with severe and long standing mental health difficulties eg: CBT, Systemic /family therapy, Mindfulness based therapies, CAT, DBT, Mentalisation, Schema Therapy 	<ul style="list-style-type: none"> -Application form - Interview - Certificates
Knowledge	<ul style="list-style-type: none"> • Critical awareness of a range of psychological models applicable to delivering psychological approaches in remand prisons . • A working knowledge of current good practice and recent government policies relating to health services and professional guidelines; • Knowledge of relevant legislation and its implications for clinical practice in prison mental health / psychological services. • Working knowledge of clinical governance, including relevant approaches and tools; • Doctoral level knowledge of research design and methodology, including data analysis. 	<ul style="list-style-type: none"> -Application form - Interview - Presentation
Experience	<ul style="list-style-type: none"> • Experience of providing evidence based psychological interventions to adults with a range of mental health problems; • Experience of working with mental health forensic populations; • Experience of working in multidisciplinary teams and supporting psychologically, trauma informed practice; • Evidence of engaging in continuing professional development; 	<ul style="list-style-type: none"> -Application form - Interview

	<ul style="list-style-type: none"> • Experience carrying out research, audit and evaluation; 	
Specific Skills	<ul style="list-style-type: none"> • Ability to work autonomously and as part of a team; • High level of spoken and written communication and presentation skills; • Ability to maintain effective working relationships with relevant stakeholders; • Ability to communicate and liaise effectively with practitioners, secondary mental health services, HMPPs and other agencies; • Ability to respond effectively to patients who may be distressed; • Ability to use clinical supervision and personal development positively and effectively; • High level of planning and decision making skills; • Ability to maintain resilience while experiencing frequent exposure to highly distressing and emotional situations; • Ability to provide effective support to other professionals in managing the emotional demands of their work; • Ability to reflect on and critically appraise own performance; • Computer literacy. • Ability to travel to site and access regional and national events. 	<ul style="list-style-type: none"> -Application form - Interview

Additional information

- Applicants must have current UK professional registration.
- **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.