

Job Description

Job Title: Neurodiversity Team Lead
Accountable to: Clinical Psychologist/Clinical Lead
Location: HMP Rye Hill / Onley

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 post holder you will join an established leadership team working at HMP Foston Hall. This role is a key position within our clinical leadership team and involves leading, coordinating and developing the clinical service of patients with neurodivergent needs and neurodevelopmental disabilities including complex and diverse communication difficulties relating to physical and/or learning difficulties as well as those with long-term neurological conditions such as Alzheimer's and/or Dementia.

As the post holder you will oversee and supervise a team of professionals developing and embedding the neurodiversity/learning disability pathway within HMP Foston Hall. You will work with patients from different cultural backgrounds as part of the Integrated Mental Health Team (IMHT) working collaboratively with prison colleagues, primary care and other specialist clinicians to meet the needs of neurodivergent patients within a patient focused, trauma informed approach. As the Neurodiversity Team Lead you will coordinate and oversee the assessment of referrals for neurodivergent needs and will lead multidisciplinary discussions regarding treatment and management plans. You will be the key liaison person with the prison and will coordinate feedback discussions regarding neurodiversity assessment/intervention outcomes and how to inform prison processes such as ACCT reviews, CSIP, education, employment and regime routine.

As the post holder, you will support the IMHT with training in relevant areas and maintain links with community services and NHSE colleagues to ensure robust clinical practice.

More specifically, you'll be;

- Leading and mentoring other clinicians in neurodiversity and learning disability
- Supporting members of the IMHT, helping them develop and grow in their assessment skills
- Overseeing the assessment outcome and supervising development of appropriate interventions
- Managing any risks and safeguarding issues

- Ensuring that assessment processes are in line with evidence-based practice
- Maintaining a trauma and neurodivergent informed "culture"
- Contributing clinical knowledge to service development

You will;

Provide flexible, responsive, proactive assessment, care and management to individuals with neurodivergent and/or neurodevelopmental needs in line with NICE guidelines and evidence-based practice. . All interventions should be trauma informed and trauma responsive, evidence-based and in line with the patient level of ability and readiness to engage. Management plans/ interventions should focus on maintaining safety and stabilization to ensure minimal destabilization, re-traumatization and increase in risk presentation.

Deliver Neurodiversity/ learning disability training for prison and healthcare partners and ensure attendance of relevant stakeholders at relevant meetings. You will lead the team ensuring that high quality and patient centred care is being delivered.

Inspire your colleagues by providing strong leadership and identifying positive strategy's to manage work load and delegate appropriately. You will also ensure that all patients are provided with a service whereby they feel safe and can develop trusting therapeutic relationships

Promote best practice and regular supervision opportunities with view to support the IMHT team ensuring that the care being provided is evidence based.

Share awareness of wider issues affecting the offender population, e.g. long term physical health conditions; alcohol and drug dependencies in the context of neurodiversity and learning disability, together with strategies and support mechanisms to address these.

- Work in accordance with Practice Plus Group and prison service policies and procedures as well as following your professional relevant professional body
- Act as an autonomous practitioner, assessing patient's neurodivergent/ learning difficulty needs to develop a holistic care plan, working in collaboration with other healthcare professionals and as part of the multi-disciplinary team.
- To complete extended assessment or complete specific pieces of evidence-based interventions with individuals.
- Utilise your clinical expertise, decision making and problem solving skills to provide skilled and evidence based care for patients in a prison setting.
- To have awareness and support the MH Clinical Lead to ensure adherence to Regional/National key performance and quality indicators.
- Initiate and contribute to strategies designed to promote and improve health & wellbeing working proactively and collaborating with other agencies.
- Maintain a high standard of record keeping in accordance with professional standards and Practice Plus Group and Prison Service policies.
- Identify issues pertinent to the patient groups served and advocate on their behalf to promote health and well-being.
- Achieve excellent and effective relationships with all care providers and patients. You should act as a positive ambassador for Practice Plus Group.
- The post holder must also be able to maintain good relationships with colleagues and work effectively as part of a team.
- Demonstrate a non-judgemental attitude and diplomacy and must be able to deal with staff and patients in a compassionate and trauma informed manner as to avoid conflict/re-traumatization.
- Demonstrate effective leadership skills which expand and develop good practice.
- Be aware of the limitations of own competencies and undertake further education and development to enhance these.
- Undertake regular clinical, managerial and group supervision in line with Practice Plus Group policy, ensuring that practice is maintained at a high level and is evaluated utilising a variety of mechanisms.



- Undertake performance development reviews in line with Practice Plus Group policies to facilitate effective learning experiences and achieve objectives.
- Undertake regular caseload review/management with their line manager to support safe and effective practice.
- Facilitate effective learning experiences for junior members of staff through mentorship and clinical supervision.
- To treat all patients as individuals, respecting their privacy and dignity at all times.
- Facilitate change in practice that will improve clinical outcomes and meet the needs of patients consistent with national standards and current research/evidence.
- Demonstrate awareness and application of clinical governance with particular attention to clinically effective practice, clinical audit and risk management.
- Participate in the recognition of ethical and legal issues which have implications for clinical practice and take the appropriate action, for example, with regards to the MHA (2007).
- To ensure that safeguarding procedures are adhered to at all times to protect vulnerable individuals.
- Responsible for maintaining appropriate administrative tasks/record keeping and be familiar with electronic medical records management systems.
- Attend and provide input into The Assessment, Care in Custody and Teamwork (ACCT) process alongside the operational staff.

About you

- Appropriate qualification e.g. RMN, LD, OT, Social Worker or Psychologist/Psychotherapist and hold appropriate professional registration (E.g. HCPC, UKCP, BABCP, NMC)
- Evidence of 3 years post registration study / continuing professional development e.g. Mentorship in Practice
- Ability to establish good working relationships and networks
- Experience of multi-disciplinary team working
- Teaching and educating skills and facilitating the learning of others
- Evidence of experience of managing cases & caseloads
- Evidence of supervising staff
- Ability to work autonomously across the organisation/boundaries and with other agencies
- Demonstrate recent experience of managing change in both processes and patient behaviour
- Knowledge of relevant government policy and the modernisation agenda
- Computer literate
- Experience of and involvement in Serious Untoward Incident Reviews
- Experience of facilitating/co-facilitating group interventions



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. (G4S)

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