

Job Title:	Highly Specialist HSB Lead/Senior Clinical Psychologist
Band:	Band 8a
Hours:	15 hours (must be able to work on a Tuesday to attend team meeting),
Department:	Lambeth CAMHS (Lambeth YJS)
Location:	Civic Centre, Brixton
Reports to:	Clinical Service Lead
Responsible for:	Junior Clinical Psychology and CAMHS Practitioners

Job Purpose:

To provide a Harmful Sexual Behaviour (HSB) consultation service to multi-agency professionals with opportunities for some direct clinical work. To have specific responsibility for provision of specialist AIM assessment, treatment, planning, implementation and monitoring of outcomes.

To have innovative impact on the development of the HSB service. To contribute to policy and service development, undertake research, service evaluation and audit for own service and to contribute to the training of others.

To work effectively as a member of the Youth Justice CAMHS Team (YJS) which is a multi-disciplinary team. To work autonomously within professional practice guidelines and Trust guidelines.

Our values and commitments:



Key Responsibilities:

- 1) Clinical
 - 1.1 To provide expertise in a highly specialist clinical area which will contribute to YJS CAMHS team and the Harmful Sexual Behaviour (HSB) service.
 - 1.2 To manage all the referrals to Lambeth HSB service and offer initial consultation around the child at the point of referral.
 - 1.3 To provide highly specialist assessment and clinical formulation to clients with complex mental health needs. You will provide specialist HSB support to young people and their families where there has been sexually harmful behaviour by the young person.
 - 1.5 To provide mental health reports, including relevant formulation, opinion and interventions, in order to inform referrers and, where appropriate, service users. This includes comprehensive risk assessment to inform pre-sentence reports, written reports that may be used in court.
 - 1.6 To select and deliver highly specialist evidence based mental health treatments, monitoring outcome and modifying and adapting interventions, drawing on a range of theoretical models. This includes formulation of multiagency risk management plans to minimise risk of further offending and implementation of therapeutic programmes to address sexually harmful behaviour.
 - 1.7 To work as an autonomous professional within own professional registration guidelines and the policies and procedures of the service, taking full responsibility for own work including treatment and discharge decisions.
 - 1.8 To be responsible for mental health interventions with carers (or families as appropriate) of referred clients to YJS/HSB and act as care coordinator as required. This may include victims when the victim is a sibling to inform restorative work.
 - 1.9 To travel to other agencies, Police, Education, Social care, and other (e.g. home visits, community placements, psychology meetings) as appropriate and across the Trust when required.
 - 1.10 To contribute to the effective working of the team and to a psychologically informed framework for the service area, taking on specific roles or duties as agreed.
 - 1.11 To provide regular consultation to case managers and partner agencies where there are concerns about a young person's sexual behaviour. To organise, facilitate, and chair the monthly harmful sexual behaviour consultation forum for practitioners.
 - 1.12 To communicate skilfully and sensitively highly complex and sensitive information with YJS/HSB clients, carers and colleagues taking account of sensory and cultural barriers to communication.
 - 1.13 To assess and monitor risk and draw up appropriate risk management plans.
 - 1.14 To advise other members of the service on specialist therapeutic care of clients.
 - 1.15 To act as care co-ordinator, taking responsibility for initiating planning and reviewing care plans under enhanced CPA or role as appropriate.
 - 1.16 To respond appropriately and professionally to emotionally distressing situations appropriate for the service, such as challenging behaviour, abuse and complex trauma and to support others involved in such situations.
 - 1.17 To be aware of risk relating to aggressive and challenging behaviour amongst the client group, and follow trust policies relating to its management.
- 2) Teaching, training, and supervision
 - 2.1 To receive regular clinical and professional supervision from a more senior clinician according to professional registration and Trust guidelines.
 - 2.2 To contribute to the development of the knowledge and skills base within the HSB service by maintaining an active awareness of current developments in sexually harmful behaviour and by implementing knowledge gained in practice.
 - 2.3 To provide professional and clinical supervision to junior practitioners or trainees for all aspects of their work.
 - 2.4 To provide specialist training to other professions as appropriate, including normative, and non-normative sexual behaviour, why young people engage in harmful sexual behaviour, and assessment and intervention of harmful sexual behaviour including safety planning.
 - 2.5 To plan and undertake teaching and training of pre and post- qualification psychologists and specialised training to other professions as appropriate.
 - 2.6 To provide supervision for the clinical work of other multi-disciplinary staff as appropriate.

- 3) Management, recruitment, policy and service development
 - 3.1 To identify aspects of the service, which could be improved and initiate and implement service development projects.
 - 3.2 Manage the direct and indirect clinical operational aspects of the day to day service delivery of Lambeth HSB project across different agencies including CAMHS, YJS, Social Care, Education, Police and health.
 - 3.3 Manage clinical risk of sexually harmful behaviour across Lambeth HSB with senior staff from partner agencies.
 - 3.4 To contribute to the appraisal of junior staff
 - 3.5 To participate in the recruitment process of more junior clinicians, as appropriate.
 - 3.6 To contribute to the consultation and engagement of service users in planning and developing services.
 - 3.7 To participate in clinical governance initiatives as agreed by the directorate clinical governance committee.
 - 3.8 To facilitate monthly multi agency steering group for Lambeth HSB with partner agencies, Police, Education, Social Care, Health and CAMHS.

- 4) Research and service evaluation
 - 4.1 To maintain the auditing of all cases of assessment and intervention to the service, as well as the monitoring of consultations. To review feedback for the consultation forum regularly and implement changes as appropriate.
 - 4.2 To provide expertise in a specialist research area which will contribute to services for young people who sexually harm.
 - 4.3 To contribute to the development of services through initiating, undertaking and supervising service evaluation and audit.
 - 4.4 Identify unmet need in the community for services for young people who sexually harm and expand the service accordingly.
 - 4.5 To initiate appropriate research to improve client care and provide research advice and supervision to other staff undertaking research within the service.
 - 4.6 To initiate the development of outcome measurement, assessment/implementation and assist other staff in the implementation of same.
 - 4.7 To disseminate research and service evaluation findings through presentations and published articles.

- General
 - 5.1 To ensure own Continuing Professional Development in line with HCPC requirements and Trust Personal Development Plan requirements.
 - 5.2 To maintain an up-to-date knowledge of current developments in professional and clinical practice and of relevant legislation and policies.
 - 5.3 To comply with the HCPC 'Standards of Conduct, Performance and Ethics' and ensure professional development in line with the HCPC 'Standards for Continuing Professional Development' and 'Standards of Proficiency'. To adhere to the BPS Psychology's Professional Practice Guidelines or other relevant guidelines based on professional registration and Trust policies and procedures.
 - 5.4 To maintain the highest standards of clinical record keeping and report writing, in line with professional and Trust guidelines, including electronic data entry.
 - 5.5 To participate fully and implement standards devised from Trust's clinical and research governance activity.
 - 5.6 To ensure that all services provided are acceptable and accessible to the diverse communities which make up the borough of Lambeth.

Personal Specification:

Qualifications	
Essential Requirements	Desirable Requirements
<p>Doctoral level qualification in clinical psychology</p>	<p>Candidates with previous AIM training will be prioritized</p> <p>Additional post qualification training such as ADOS; SAVRY; ADI; CAI.</p>

<p>All applicants will require professional registration with The Health and Care Professional's Council.</p> <p>Formal training in supervision</p>	
Experience	
<p><u>Essential Requirements</u></p> <p>Experience of receiving and providing clinical supervision across a range of client needs</p> <p>Advanced experience of mental health assessment, formulation and treatment/intervention of children with a range of psychological needs of a complex nature in child and adolescent mental health</p> <p>Experience in working with sexual harmful behaviour</p> <p>Experience of developing and carrying out research projects.</p> <p>Assessment of risk and management of risk factors.</p>	<p><u>Desirable Requirements</u></p> <p>Experience of supervising junior clinical staff</p> <p>Evidence of service development, leadership, QI projects</p> <p>Evidence of teaching, training and presenting complex clinical information to a range of client groups, stakeholders and professionals</p> <p>Advanced ability to work with diverse populations</p> <p>Experience in the use of assessment tools</p>
Knowledge	
<p><u>Essential Requirements</u></p> <p>Specialist and transferable skills and knowledge of the theory and evidence base relevant to work with child and young people with moderate to severe learning disabilities and/or neurodevelopmental disorder (including Autism Spectrum Disorder, ADHD), and additional mental health needs and/or challenging behaviour.</p> <p>Knowledge of psychological assessment and clinical psychometrics.</p> <p>Knowledge of legislation in relation to the client group and mental health issues, child and adult protection, and equalities including the Children Act, child protection procedures, and the Mental Health Act.</p> <p>Knowledge of factors affecting acceptability and accessibility of mental health care.</p>	<p><u>Desirable Requirements</u></p> <p>Experience of working with forensic populations, or young people who display sexually harmful behavior</p> <p>Knowledge of the theory and practice of specialised psychological therapies for children with complex trauma.</p> <p>Specialist knowledge regarding sexually harmful behaviour in children and adolescents.</p> <p>Strong knowledge of psychological research methodology and statistical analysis</p>

Skills	
<u>Essential Requirements</u>	<u>Desirable Requirements</u>
Skills in providing teaching and training to other professional groups	Experience of writing court reports for use within criminal or family proceedings
Consultation skills to work with the multi-professional team or other professional groups within own service.	Presenting own research/audit relevant to the area of looked after children at conferences/written up for publication
Ability to work as an autonomous practitioner with appropriate level of clinical and managerial supervision.	Evidence of managing or having responsibility for development of specific aspect of a service, and/or gaining funding to develop a service.
Ability to work therapeutically with the client group, using a range of therapeutic interventions and specialisation in at least one model of therapy	
Excellent time management skills.	

About South London and Maudsley:

South London and Maudsley NHS Foundation Trust (SLaM) provide the widest range of NHS mental health services in the UK as well as substance misuse services for people who are addicted to drugs and alcohol. We work closely with the Institute of Psychiatry, Psychology and Neuroscience (IoPPN), King's College London and are part of King's Health Partners Academic Health Sciences Centre. There are very few organisations in the world that have such wide-ranging capabilities working with mental illness. Our scope is unique because it is built on three major foundations: care and treatment, science and research, and training.

SLaM employ around 5000 staff and serve a local population of 1.1 million people. We have more than 230 services including inpatient wards, outpatient and community services. Currently, provide inpatient care for approximately 5,300 people each year and treat more than 45,000 patients in the community in Croydon, Lambeth, Lewisham and Southwark; as well as substance misuse services for residents of Bexley, Bromley and Greenwich.

By coming to work at SLaM, you will gain experience of being part of an organisation with a rich history and international reputation in mental health care. You will have access to professional development and learning opportunities, and have the chance to work alongside people who are world leaders in their field. SLaM delivered more than 14,000 training experiences in 2014; providing an extensive range of learning opportunities for staff at all levels. In addition, our working relationship with King's Health Partners allows those working at the Trust to get involved in academic research.

Trust Policy and Procedures:

Confidentiality:

Confidentiality/data protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all Trust Information governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.

Equal Opportunities:

Promote the concepts of equality of opportunity and managing diversity Trust wide.

Health and Safety:

Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.

Infection Prevention and Control:

Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.

Professional standards and performance review:

Maintain consistently high professional standards and act in accordance with the relevant professional code of conduct. Employees are expected to participate in the performance review process.

Service/Department standards:

Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.

Finance:

All Trust staff will comply with the financial processes and procedures.

Safeguarding Children & Vulnerable Adults:

Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004 and the trusts safe guarding vulnerable adults policy.

Code of Conduct:

The post holder is required to adhere to the standards of conduct expected of all NHS managers set out in the Code of Conduct for NHS managers.

This job description will be subject to regular review and adjustment.

SUMMARY:

This job description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development of the post holder.