
JOB DESCRIPTION

CHILDREN’S SERVICES DIRECTORATE

DATE : March 2023

REF NO:

JOB DETAILS:

JOB TITLE:	Clinical Lead, Applied Psychologist,
BAND:	8b
HOURS:	27
DEPARTMENT:	Bee U 0-25 service
LOCATION:	Severnfield Health Centre, Shrewsbury OR Langley School, Telford
REPORTS TO:	Operational Lead
PROFESSIONALLY ACCOUNTABLE TO:	Lead for Psychological Practice
RESPONSIBLE FOR:	To be responsible for the provision of an assessment and diagnostic support for children and young people seeking an Autistic Spectrum Disorder diagnosis. This role will offer a service across the geographical area of Shropshire, Telford & Wrekin. This role will incorporate complex assessments leading to diagnostic procedures, interpretation of assessment, formulation and delivery and review of intervention plans.

WORKING RELATIONSHIPS

Service Users
 Foster carers & adoptive parents
 Multi-disciplinary Team Colleagues
 Team Managers
 Clinical Lead for CAMHS
 Psychological Practice Lead
 Other psychologists in the Care Group
 Service Manager
 Staff within Trust
 Third Sector services
 Educational establishments and universities
 Local authority services
 Colleagues working in children’s services outside the Trust
 Tier 4 providers

JOB PURPOSE

To be responsible for the provision of a autism diagnostic service to children and young people of Telford, Shropshire and Wrekin. This role will incorporate overseeing and supporting the MDT complete ADOS and ADI assessment and chairing diagnostic MDT meetings.

To provide input to the CAMHS service in understanding neurodiversity in children. The role will entail offering advice and consultation on clients' psychological care to non-psychologist colleagues and to other, non-professional carers, working autonomously within professional guidelines and the overall framework of the services policies and procedures.

To provide secondary care level care services within the field of CAMHS. In doing so, you will be responsible for adhering to relevant Trust policies and professional ethics and standards and will be accountable for professional and clinical actions.

There will be an opportunity to utilise research skills for audit, policy and service development and research within the area served by the team/service.

KEY DUTIES AND RESPONSIBILITIES

Clinical

To provide clinical leadership over the team in conducting ADOS and ADI assessments and chairing MDT's to discuss and oversee diagnostic assessments.

To provide specialist psychological assessments for children and young people within the areas of agreed responsibility, 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, semi-structured interviews, and guided clinical inquiry methods with clients, family members and others involved in the client's care.

To exercise autonomous professional responsibility for the assessment, therapeutic treatment and discharge of children and young people and their foster carers/families.

To undertake risk assessment and risk management for individual clients and to provide advice to other professions, on psychological aspects of risk assessment, including the risk of self-harm, and risk management.

To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the young person, parents or family/carers.

To be responsible for implementing a range of therapeutic interventions for individuals, families and carers, adjusting and refining psychological formulations, drawing upon different explanatory

psychological models. In this respect, the post holder will be expected to deliver a relevant range of psychological interventions based on appropriate levels of experience and training.

To screen and manage referrals and waiting lists, identifying young people who may require expediting due to risks.

To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor progress during the course of their treatment within the service

To communicate highly complex and potentially highly contentious information in a highly skilled and sensitive manner in situations with patients who may be extremely hostile or highly emotional requiring the highest level of communication skills.

Teaching, training and supervision

To receive regular supervision in accordance with Trust Policy and professional practice guidelines.

To develop skills in providing teaching, training and clinical supervision as required.

To contribute to the supervision for clinical psychology trainees.

To provide advice, consultation, training and supervision, where appropriate to supervision of Assistant Psychologists.

To provide professional and clinical supervision and advice to a colleagues from a range of disciplines.

To provide specialist advice, consultation and training to staff working with this client group across a range of agencies and settings.

To gain additional specialist experience and skills relevant to the post and/or the service as agreed with the Team Manager and Professional Lead.

Management, recruitment, policy and service development

To contribute to the development, evaluation and monitoring of the service's operational policies and procedures, through the use of professional skills in research, service evaluation and audit.

To assist clinicians in the development of services within the agreed areas of responsibility.

To advise both the Team Manager and the Professional Lead on those aspects of the service where psychological and/or organisational matters need addressing.

To receive regular support for the aspects of the post involved in managing the service in an effective and efficient way.

To liaise with the senior clinicians and the team manager in order to communicate any concerns about the safety, effectiveness and efficiency of the service.

To be involved, as appropriate, in the short listing and interviewing of staff.

IT Responsibilities

To use computers to write reports and record data, including the use of statistical packages as part of psychological testing, research and assessment when needed.

To use computers to input data relating to staff diaries, clinical contacts and care planning in accordance with Trust Policies and Procedures.

Research and service evaluation

To utilise theory, evidence-based literature and research to support evidence based practice in clinical work and with other team members.

To undertake and contribute to projects, including audit and service evaluation, with colleagues in the service to help develop or improve service provision.

To be involved in the organisation of research where appropriate.

General

To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes in consultation with the Team Manager and Professional Lead.

To contribute to the development of best practice within the service by continuing to develop the skills of a reflexive practitioner, in the specialist field of child and adolescent mental health.

To maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the B.P.S. and H.C.P.C and Trust policies and procedures.

To maintain or strive towards NICE compliance in the ASC team

To maintain up to date knowledge of legislation, national and local policies and issues in relation to both this client group and mental health.

Most challenging/difficult parts of the job

Frequent travel to attend meetings in a range of settings.

The post holder will frequently be exposed to potential incidents of physical and non-physical assault.

There is a frequent requirement for sitting in a restricted position for a substantial proportion of the working time either in meetings, at a computer desk or while driving.

Exposure to highly distressing or highly emotional circumstances, listening to clinical information (in meetings, clinical supervision, etc) regarding service users' experiences (e.g. child protection issues around extreme neglect and abuse).

JOB STATEMENT:

Infection Control
Maintain an up to date awareness of the infection control precautions relevant to your area of work and implement these in practice. As a minimum, this must include hand hygiene, the use of personal protective equipment, the use and disposal of sharps and communicating the importance to patients, prison staff and other health care staff you are working with. Details of the precautions and sources of advice and support to assess and manage infection control risks are provided through mandatory training which all staff must attend at intervals defined in the Trust policy on mandatory training and can be found in the Trust's infection control policies and national guidance, such as that published by NICE.
Learning and Development
As an employee of the Trust, you have a responsibility to participate, promote and support others in undertaking learning and development activities. This includes a proactive approach to ensuring you meet the statutory/mandatory training requirements of your role, and engaging in KSF appraisal processes in line with Trust policy and guidance.
Health and Safety
As an employee of the trust you have a responsibility to abide by the safety practices and codes authorised by the trust. You have an equal responsibility with management, for maintaining safe working practices for the health and safety of yourself and others.
Trainee Status
As an employee of the Trust you have a responsibility to abide by the principles outlined within this job description, you are afforded Trainee status in recognition of the need to work towards attainment of the competences assigned to the role.
Constitution, Competence and Capability
As an employee of the Trust you have a responsibility to promote and abide by the rights and responsibilities outlined in the NHS Constitution. You are additionally expected to adhere to Organisational/National/Regulatory Codes of Practice relevant to the role you are employed to undertake. At all times it is expected that you will limit the scope of your practice to your acquired level of competence and capability.
Dignity at Work Statement
Midlands Partnership NHS Foundation Trust is committed to treating all of our staff with dignity and respect. You are responsible for behaving in a way that is consistent with the aims of our Equality and Diversity Policy. This includes not discriminating unfairly in any area of your work and not harassing or otherwise intimidating other members of staff.
Safeguarding Children and Vulnerable Adults
All Trust employees are required to act in such a way that at all times safeguards (and promotes) the health and well being of children and vulnerable adults. Familiarisation with and adherence to Trust Safeguarding policies is an essential requirement of all employees as is participation in related mandatory/statutory training.

PERSON SPECIFICATION

JOB TITLE: Clinical Psychologist	
DEPARTMENT: 0-25 Emotional Health and Wellbeing	BAND: 8b

*Assessed by: A = Application I = Interview R = References T = Testing

ESSENTIAL CRITERIA	*	DESIRABLE CRITERIA	*
QUALIFICATIONS & TRAINING			
Post-graduate / Doctoral level qualification in Clinical Psychology as recognized by the Health Professions Council (HCPC).	A	Further training in a specific psychological model / intervention specific to the role remit/area of work	A/I
Registered with the HCPC.	A	ADOS and ADI Assessments	
Supervision training			
EXPERIENCE			
Experience working therapeutically with children and young people with neurodiversity in a role as a HCPC registered Applied Psychologist.	A/I/R	Experience of working with the	A/I
Experience of working with a wide variety of client groups, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems.	I/R		I/R
Experience of leading and contributing to the development of services.	A/I		A/I/R
Experience of providing specialist psychological assessment and intervention across a full range of settings.	A/I		
Experience of work in multidisciplinary teams and with multi agency networks.	I/R		
Experience of working in community settings.	I/R		

Experience of consultation with professionals from both within the Health Service and Partner Agencies.	A/I/R		
Ability to work effectively within safeguarding procedures in the context of a therapeutic service.	I/R		
Experiencing of conducting assessments in autism, such as the ADOS and ADI.			
Experience of teaching, training and supervision,	A/I/T		
SKILLS, KNOWLEDGE & ABILITIES			
Skills in the use of complex methods of psychological assessment intervention and management.	I/R	Completion of formal training or courses in conducting specialist psychological assessments (incl. risk assessment and risk management).	A/I
Experience of working with children with neurodiversity. Skills in providing assessment, formulation and treatment planning	I/R	Knowledge of the theory & practice of specialised psychological therapies in difficult to treat groups (e.g. looked after children)	
Well developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS	I/R		
Skills in providing consultation/training to other professional and non-professional groups.	I/T		
Knowledge of research methodology	I/R		
PERSONAL ATTRIBUTES			
Able to prioritise, work independently and on own initiative	I/R		
Able to engage with vulnerable people and work effectively in highly distressing and challenging circumstances			
Able to work flexibly and co-operatively as part of a team			
Able to multi-task and set goals for completion.	I/R		
Ability to work well under pressure and/or in times of crisis.	I/R		
Flexibility, creativity, and preparedness to be innovative in a developing	I/R		

organisation.			
Ability to be reliable, co-operative and consistent both as an independent clinician and in team settings.	I/R		
Ability to demonstrate commitment to own personal & professional development.	I/R		
Ability to identify and employ mechanisms of clinical governance as appropriate to support and maintain practice in the face of regular exposure to highly emotive material	I/R		
Driving license and ability to travel independently throughout Shropshire	A/I		
Computer literate.	A/I/T		
This post is subject to the Disclosure and Barring Service (Enhanced) to identify any relevant criminal background.			

JOB HOLDER	SIGNATURE
	DATE
MANAGER	SIGNATURE
	DATE