

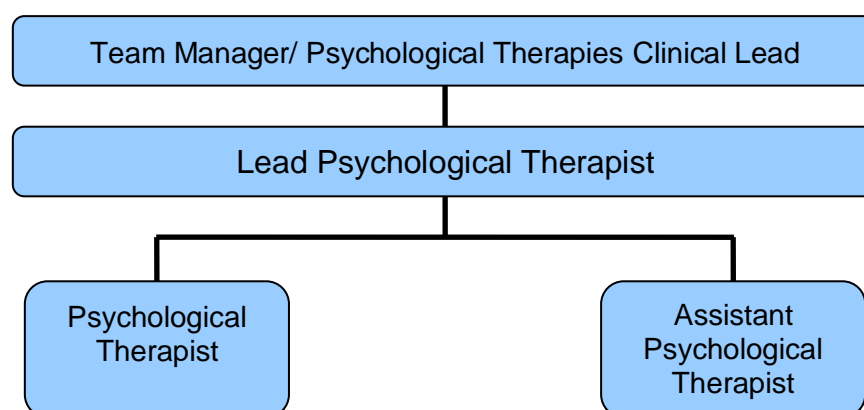
## Job Description

<b>Job Title</b>	Lead Psychological Therapist
<b>Post ref no.</b>	
<b>Band</b>	7
<b>Service area</b>	
<b>Location/Base</b>	
<b>Accountable to</b>	

### 1. Job Purpose:

- Provide evidence based psychological therapy, making autonomous clinical decisions about own professional practice.
- Provide clinical supervision, consultation and advice on psychological therapies and psychological elements of care.
- Assist the Team Manager/Clinical Lead with operational duties and service development, including research and development activities.

### 2. Organisational Chart (accountable to):



### 3. Main duties:

- Work with other members of the multi disciplinary team to provide holistic care and understanding for service users through team discussions, formulations, consultations, joint work and training.
- Work with autonomous professional judgement, together with other psychological therapists, to deliver evidence based therapy to individual and groups of patients.
- Manage a designated caseload of patients with responsibility for their assessment (including clinical risk), implementation and evaluation of therapy.
- Supervise and support psychological therapists and other health care professionals.
- Support the delivery of psychological skills based interventions to service users in the team.

- Proactively contribute to the achievement of positive clinical outcomes. This will include conducting evaluations using clinical outcome measures and satisfaction surveys.
- Communicate effectively with patients, relatives/carers and colleagues from diverse backgrounds in a manner that is sensitive, open, welcoming and person-centred.
- Act as a mentor to students, support newly qualified staff and be responsible for implementing the appraisal process.
- Use IT systems effectively.
- Maintain accurate, up to date clinical records in accordance with Trust policy.
- To complete Routine Outcome Monitoring as required by service area in a timely and meaningful fashion.
- Provide clinical leadership to the psychological therapists.
- Support the Team Manager with operational duties; including appraisal, caseload management and providing cover in the absence of the Team Manager.
- Delegate tasks to staff within their competency and ensure that the delegation/escalation process forms part of the culture of the service.

#### **4. Working as part of a Team**

- Effectively communicate with other disciplines/agencies/patients and carers.
- Provide support and leadership to psychological therapists.
- Provide support and psychological knowledge and formulation skills to team discussions and consultations with team members in meetings, consultations, joint work and training
- Maintain professional relationships with all colleagues to ensure professional standards are met.
- Encourage participation in the appraisal process.
- Contribute to the appraisal process of psychological therapists.
- Teach psychological interventions and skills to others, including colleagues and trainees.
- Initiate and conduct clinical evaluation projects.
- Contribute to clinical research programmes.

#### **5. Managing Self**

- Participate in regular management and clinical supervision.
- Seek advice and support from Team Manager/Senior Psychological Therapists as and when required.
- Participate in appraisal annually, developing and agreeing your development plan with your line manager using the Trust appraisal and KSF process.
- Responsible for identifying areas for own professional development.
- Keep up to date with latest clinical developments and research evidence in the area of psychological therapy and wider mental and public health issues.
- Attend all mandatory training.
- Maintain registration as a qualified health professional.
- Where required, maintain accreditation with a recognised Psychological Therapy body e.g. BABCP, BACP, UKCP
- Carry out duties with due regard to the Trust's Equal Opportunity Policy.
- Comply with all Trust policies, procedures and protocols.
- Pay regard to materials and equipment.
- Maintain a professional appearance.

#### **6. Staff Supervision and Support**

- Monitor practice and development of psychological therapists, as appropriate reporting to Team Manager/Senior Psychological Therapist.

- Conduct appraisal and performance management of psychological therapists.
- Assist in induction of staff.
- Provide clinical leadership for psychological therapists.
- Participate in the training of psychological therapists and other healthcare professionals.
- If a clinical psychologist undertaken supervision training in year 1 post qualification to undertake said responsibilities thereafter.
- Provide support to your direct reports and team members around their personal health and wellbeing.

## **7. Financial Responsibility**

The post holder does not have financial responsibility for budgetary management. However, it is the individual post holder's responsibility to manage organisational resources efficiently and to suggest efficiency savings to line management as they arise. The post holder has the responsibility to maintain the safekeeping of the organisation's property and safeguard the property of patients and visitors.

## **8. Safeguarding**

All staff members have a duty to report any concerns they have about the safety or well being of adult service users, members of their families, including children. Employees should be aware of their roles & responsibilities to both prevent and respond appropriately to abuse. They should undertake the safeguarding training required for their particular role.

## **9. Core Values:**

Below is the Trust's Vision, Aims and Corporate Priorities. The Corporate Priorities are what the Board has identified as specific priorities. The Trust's vision statement is:

Everything we do over the next five years will contribute to one or more of these four goals to achieve our vision of connecting people to the best quality care, when and where they need it, and be the best place to work.

### **Our Purpose**

To create connected communities and help people to feel as healthy as they can be at every point in their lives

### **Our Vision**

To connect people to the best quality care, when and where they need it and be a national role model as an employer

### **Our Values**

We Care - We act with respect and empathy, and always value difference

We Listen - We understand people's views and respond to their individual needs

We Deliver - We develop and provide excellent services and support our partners

### **Our Goals**

#### **Our services**

- To provide seamless access to the best care
- To provide excellent quality services

#### **Our community**

- To provide our staff with the best places to work
- To support people to live to their fullest potential, to be as healthy as possible

## **Core Statements:**

### **1. Infection Control - All clinical and non-clinical staff groups**

Responsible for, in respect to your area of work, for ensuring so far as is reasonably practicable and in accordance with Trust policies that you are aware of your individual responsibilities in regard to infection prevention and control this requires you to:

- Maintain safe infection prevention and control environment for yourself and others.
- Be familiar with and comply with current infection prevention and control, guidelines, policies and procedures.
- Raise matters of non-compliance with your manager.
- Attend infection prevention and control mandatory training as dictated by your manager.
- Be appraised in relation to infection prevention and control.

### **2. Risk Management**

All staff need a basic working knowledge of risk management. They all have a responsibility to identify and report risks, hazards, incidents, accidents and near misses promptly, in accordance with Trust Policy. All staff must be familiar with emergency procedures, risk management systems and incident management in their workplace.

### **3. Health and Safety**

All employees have a responsibility under the Health and Safety at Work Etc Act 1974 for their own health, safety and welfare and to ensure that the agreed safety procedures are carried out to provide a safe environment for other employees and anyone else that may be affected by the carrying out of their duties.

Employees must co-operate with the Trust in meeting its statutory obligations with regard to health and safety legislation and must report any accidents, incidents and problems as soon as practicable to their immediate supervisor.

The Trust has a written health and safety policy which employees have a general duty to read in order that they are fully conversant with its requirements.

### **4. Patient care**

Bradford District Care NHS Foundation Trust is committed to ensuring the highest standards of care and treatment and expects that **all** staff employed within the organisation will treat service users, their carers, relatives and friends with dignity and respect at all times during their contact with services we provide.

### **5. Information Management**

All members of staff are bound by the requirements of the Data Protection Act 1998 and any breaches of the Act or of the confidential nature of the work of this post could lead to dismissal.

The post holder is responsible to learn about information governance, to help ensure that best practice guidelines are followed and personal information is managed to benefit patients, clients and members of staff.

The post holder is required to sign the declaration form to confirm they have read and understood the booklet and leaflet regarding information governance, which will be kept by the HR team in the post holder's personnel file.

Bradford District Care Foundation Trust is dedicated to environmental and social sustainability by delivering on the commitments within our Green Plan. All staff are

actively encouraged and supported to participate in training and to identify and implement sustainable quality improvement across all service areas and activities

**Version Control:**

Change details	By whom	Date requested	Approved by	Agreed date

<b>Job title: Lead Psychological Therapist</b>			
<b>Post ref:</b>			
<b>Band: 7</b>			
<b>Service area:</b>			
<b>Location/base:</b>			
<b>Job purpose:</b> <ul style="list-style-type: none"> <li>• Provide evidence based psychological therapy, making autonomous clinical decisions about own professional practice.</li> <li>• Provide clinical supervision, consultation and advice on psychological therapies and psychological elements of care.</li> <li>• Assist the Team Manager/Clinical Lead with operational duties and service development, including research and development activities.</li> </ul>			
<b>Attributes</b>	<b>Essential criteria</b>	<b>Desirable criteria</b>	<b>How Identified</b>
QUALIFICATIONS	<p>Doctorate level training in clinical or applied psychology, including specifically models of psychopathology, clinical, psychometrics, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the BPS, or a BPS Statement of Equivalence.</p> <p><b>OR</b></p> <p>Specialist post graduate training to masters level or equivalent in a psychotherapeutic modality - including Cognitive Behaviour Therapy, Psychoanalytic Psychotherapy, Systemic Therapy</p> <p><b>AND</b></p> <p>Accreditation from a recognised Psychological Therapy body e.g. BABCP, BACP, UKCP, HCPC via:</p>	<p>Leadership training.</p> <p>Teaching (clinical practice) qualification/certificate or equivalent experience.</p> <p>Training in trauma informed care.</p> <p>Training in clinical supervision (expected in first year post qualification for clinical psychologists).</p>	<p>Application Form</p> <p>Interview</p> <p>Certificates</p>

	(a) Professional route; requiring previous mental health qualification e.g. Clin. Psych., RMN, Dip. SW. or (b) where applicable, the KSA (knowledge, skills and attitude) route (e.g. with the BABCP).		
TRAINING	Evidence of continual professional development		Application Form Interview
EXPERIENCE	Experience in relevant area of mental health practise Application of evidenced based psychological therapies relevant to the clinical service. Clinical leadership experience.	Involvement in innovative clinical practice. Experience delivering psychological therapies to groups of patients. Experience in applying specialist psychological therapies. Experience of leading or participating in regular reflective practice around themes such as anti-racism in therapy, power in mental health, the impact of health inequality and cultural curiosity. Experience working within a trauma informed framework.	Application Form Interview
KNOWLEDGE	Evidenced based psychological therapies relevant to the clinical service. Relevant specialist clinical courses/training. Research awareness.	Involvement in clinical research programmes. Knowledge and understanding of wider cultural and religious models of mental health for example Islamic psychology, British South Asian communities, Roma communities or beliefs around Black Magic.	Test Presentation
SKILLS	Be able to meet the service needs for mobility across the geographical area covered.	Skills in group work.	Application form Interview

	<p>Communication: written and verbal Articulate and meaningful, legible. Able to autonomous decisions using judgement. Assertiveness skills. Ability to work without direct supervision. Supervising learners and other staff. Competent clinical skills i.e. assessment, therapeutic interventions and management.</p>	<p>Planning and organising skills for caseload management. Skills in self-management including time management. Fluency in one or more of Bradford's community languages</p>	
ATTITUDE/APPROACH	<p>Commitment to ethos of the clinical service and MDT working. Willingness to undergo professional development. Willingness to participate in appraisal Ability to relate to supervisors in a positive mature way. Aware of racial, culture sexuality and gender issues, and their impact on mental health and in therapy.</p> <p>Openness to working with diversity and difference and addressing issues such as power and safety in the therapeutic relationship and in teams.</p> <p>. Trustworthy, honest, reliable, adaptable, conscientious, tolerant, enthusiastic, motivated, adaptable/flexible approach. Warm, friendly approachable manner Commitment to working creatively and flexibly to provide psychological therapy to</p>		Application form Interview



	individuals, their families and systems from all walks of life and reducing inequalities in access to and outcomes from psychological therapy for marginalised communities.		
PHYSICAL	<p>Able to fulfil Occupational Health requirements for the post (with reasonable adjustments if necessary).</p> <p>Able to efficiently navigate the geographical area/region required for the post.</p> <p>Appearance – professional, clean, willing to adhere to dress standards policy.</p>		Occupational Health Screening
GENERAL	<b>BDCFT requires all its staff and prospective employees to carry out your duties in line with Trust Equality policies and procedures, including relevant legislation, to deliver and promote equity of access to healthcare and equality of opportunity at work at all times.</b>		Application Form Interview