

JOB DESCRIPTION

Job Title:	<i>Practitioner (Clinical or Counselling) Psychologist</i>
Managerially accountable to:	Community CAMHS Clinical Manager
Professionally accountable to:	Head of Psychology and Psychotherapies
Managerially responsible to:	Community CAMHS Clinical Manager/ Community CAMHS Psychology & Psychotherapies Lead
Professionally responsible to:	Community CAMHS Psychology & Psychotherapies Lead
Responsible for:	Attached trainees, assistant and/or graduate psychologists / psychotherapists
Band:	8a
Base:	Victoria Drive Pupil Referral Unit, 78 Victoria Drive, Southfields, London, SW19 6HR. and Springfield University Hospital.
Hours of Work:	<i>The post holder will be required to work flexible hours as agreed within the current pattern of working days. (T2)</i>

Our values

Our values are in keeping with the NHS Constitution and our [Behaviours Framework](#) set the standards for how we plan and make decisions; deliver quality care; behave with each other and service users and recruit, induct, appraise and develop our staff. We are looking for staff that will help us live these values and help to make SWLSTG a better place for everyone.

Team Description

PRU CAMHS provides a school based mental health service in both primary and secondary Pupil Referral Units (PRU). The primary age team is based at Victoria Drive PRU and a consists of two 8a Psychologist posts, and rotating trainee psychologists, assistants, and students

The post is part of Tier 2 CAMHS services and the Wandsworth Youth Justice & Pupil Referral Unit CAMHS Team, which includes clinicians from the Youth Justice Service and Secondary Pupil Referral Unit. The post holder will be supervised by the trust Professional Lead for Youth Justice and Pupil Referral Unit CAMH Services.

This post will principally be based within Wandsworth's Primary age Pupil referral Unit, Victoria Drive Primary, with opportunities work across the secondary provision based on

service need. Victoria Drive Primary is a part of Wandsworth Local Authority's Inclusion Service. This is a developing service, and there will be the opportunity to lead on service development projects to shape the CAMHS offer into Victoria Drive PRU.

Victoria Drive is a Pupil Referral Unit for children in mainstream Wandsworth primary schools. The main task of the PRU is to support professional networks to prevent permanent exclusions. The Unit takes referrals of children aged 5 and over. The children are supported via small group teaching sessions, peripatetic support in schools, advice and consultation to external teaching and support staff, support to schools to apply for an Education, Health and Care Plan (EHCP), and working with families. PRU professionals include Specialist Teachers, Teaching Assistants, Family Support Workers, Learning Mentors, and Play Therapists.

Service Description

- *The clinical work is varied and stimulating, and consists of:*
 - *Initial assessments, including screening for neurodevelopmental disorders.*
 - *Direct work with children and parents, separately and jointly.*
 - *Observations in primary schools and the PRU.*
 - *Attendance at Team Around the Child (TAC) meetings*
 - *Facilitation of reflective practice groups.*
 - *Training and group work delivery*
 - *Supporting the embedding of trauma-informed and responsive practice within the PRU setting*
 - *Consultations to PRU staff members and partner agencies.*

- *The Community CAMHS Directorate is located within South West London and St George's Mental Health NHS Trust. The Trust is responsible for the provision of mental health services to the population of Wandsworth, Merton, Sutton, Kingston and Richmond as well as providing a range of specialist services to a set of wider, regional and national catchment areas.*

- *Wandsworth CAMHS provides out-patient and consultation services to children and adolescents experiencing a range of mental health problems and developmental difficulties.*

- *The service has undergone transformation, and this post has been created to form part of a new CAMHS service model which features dedicated services, local services, and assessment services.*

- *CAMHS teams conform to a model devised by the Trust based on the Choice and Partnership Approach (CAPA) and on the Children and Young Persons Improving Access to Psychological Therapies (CYP IAPT) initiative.*

- *The service includes dedicated devices for Eating Disorders, Neurodevelopmental Assessment, Complex Learning Difficulties, and Emergency Care.*

- *Borough teams conform to a uniform structure with standard assessment and intake processes via a Single Point of Access (SPA). The SPA provides mental health screening assessments and brief family consultation interventions to children and adolescents experiencing a range of mental health, neurodevelopmental and emotional health difficulties.*

- *Teams are multi-disciplinary, with an evolving skill set. Skills evolution is led by expressed patient need, focusing on patient value, and developed via analysis of clinical outcomes.*
- *An electronic clinical record and information system (CYP IAPTUS) is in use.*

Job Summary

- *To provide highly specialist clinical psychology / child and adolescent psychotherapy / systemic family psychotherapy services to children, young people and their families / carers across all sectors of care; providing evidence-based psychological assessment and treatment in line with NICE guidance.*
- *To carry a caseload and coordinate care for those children, young people and families on the caseload;*
- *To offer advice and consultation on clients' psychological care. To work within Trust and professional guidelines, to a clear CAMHS job plan.*
- *To support the Departmental clinical governance structure through the provision of clinical supervision in relation to specific modalities of psychotherapy and by providing clinical input to supervisees' PADRs.*
- *Within supervision, team meetings and other fora, to support and promote the use of measures within the CYP IAPT framework to evolve clinical practice and enhance user experience.*
- *To seek opportunities to include service user perspectives in how services are delivered.*
- *To utilise research skills for practice evaluation and service development, as required by the service and set out in the job plan.*
- *To work with the team manager and clinical lead to lead the work of a particular team or service area.*

Job summary specific to PRU role

- Wandsworth PRU, Children's Services and Youth Justice Services are a multi-agency services, requiring good coordination between professionals in order to deliver high quality services to young people with complex needs.
- CAMHS clinicians operating in this environment need to retain a distinct child mental health professional identity, and also work as a cooperative member of a service comprising colleagues with different, but complementary, roles.
- The post holder must retain a strong connection to the Trust's clinical governance structure, and maintain regular contact via managerial, professional and clinical supervision.

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- The primary clinical record, through which the post holder is held accountable, is within CYP IAPTUS. However, information will be shared in accordance with a local information-sharing agreement, and in accordance with Trust policies.
- The postholder will be working within a multi-disciplinary context to deliver creative and adapted evidence-based care, including direct psychological assessment and treatment to young people and families. This would include cases where there are risks of contextual harm such as child criminal exploitation. These are often complex cases that require engagement and support from several agencies and provide opportunities for creative multi-agency joint working.
- Alongside direct clinical work, there will be opportunities to provide leadership, consultancy, and training to partner agencies such as Schools & Pupil Referral Units, Youth Justice Services, Children's Social Care to embed psychological and trauma informed care..
- To provide clinical supervision and case management for Band 7 clinicians and trainee or assistant psychologists as required by the service.
- The skills of a CAMHS clinician are crucial in the early identification of mental health needs, working with difficult-to-engage young people in order to improve motivation, and the delivery of effective treatments that reduce distress and improve wellbeing.
- In addition, the clinician is expected to contribute to good decision-making, better quality information for decision-makers, and the construction of suitable packages of care that improve young people's life-chances.

KEY RESULT AREAS

Clinical

1. To provide specialist psychological assessments to children who are referred to the Team based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the child or young person's care.
2. To support the development of the PRU-CAMHS service, through specific service development projects, in collaboration with the wider PRU staff groups and CAMHS colleagues.
3. To formulate and implement plans for the formal psychological treatment and/or management of the mental health problems of children and young people who are based upon an appropriate conceptual framework of their problems, and employing methods based upon evidence of efficacy across the full range of care settings.
4. To be responsible for implementing a range of psychological and psycho-educational interventions for individual children, carers, families and groups, within and across

teams including community settings employed individually and in synthesis, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.

5. To evaluate and make decisions about treatment options for children and their families in conjunction with other professional colleagues, taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family, group or system.
6. To exercise autonomous professional responsibility for the assessment, treatment and discharge of children whose problems are managed by psychologically-based standard care plans.
7. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to formulation, diagnosis and treatment plan for the children.
8. To contribute directly and indirectly to a psychologically-based framework of understanding and care to the benefit of all children, across all settings and agencies serving this client group.
9. To undertake mental health risk assessment and risk management for individual children and young people and to provide advice to other professions on psychological aspects of risk assessment and risk management.
10. To act as mental health care coordinator, where appropriate, taking responsibility for initiating planning and review of care plans under enhanced CPA including the children, their carers, referring agents and others involved the network of care. This includes organising case conferences and professional network meetings where appropriate.
11. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of children under their care and to monitor progress during the course of both uni- and multi-disciplinary care.

Teaching, Training, and Supervision

1. To receive regular clinical professional supervision from a senior clinical psychologist / psychotherapist / family therapist and, where appropriate, other senior professional colleagues.
2. To gain additional highly specialist experience and skills relevant to psychology / psychotherapy and/or the service (as agreed with the team's professional manager and team manager) in accordance with the CAMHS Directorate's common expectations for P&P staff.
3. To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other MDT staff's psychological work as appropriate.
4. To provide, professional and clinical supervision of trainee and assistant psychologists / psychotherapists, as well as contributing to clinical supervision of Band 6 and Band 7 staff working across the local and dedicated services.
5. To contribute to the pre- and post-qualification teaching and training of staff, as appropriate.

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

Management, Recruitment, Policy and Service Development

1. To contribute to the development, evaluation and monitoring of the Directorate's operational policies and high quality responsive and accessible services, through the deployment of professional skills in research, service evaluation and audit.
2. To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
3. To manage the workloads of assistant and trainee clinical psychologists, within the framework of the team/service's policies and procedures.
4. To be involved, as appropriate, in the shortlisting and interviewing of assistant / graduate psychologists.

Research and Service Evaluation

1. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members in CAMHS.
2. To undertake appropriate research and provide research advice to other staff undertaking research.
3. To undertake project management, e.g., audit or service evaluation, in line the CAMHS Directorate's common expectations for P&P staff, and by agreement and under direction from the Team Manager with colleagues within CAMHS.

Other

1. In common with all psychologists / psychotherapists, to receive regular clinical supervision in accordance with good practice guidelines.
2. 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 line CAMHS Directorate common expectations for P&P staff and by agreement and under direction from the post holder's professional and service manager(s).
3. To contribute to the development and articulation of best practice in psychology / psychotherapy across the service, by continuing to develop the skills of a reflexive and reflective scientist-practitioner, taking part in regular professional supervision line CAMHS Directorate common expectations for P&P staff and appraisal and maintaining an active engagement with current developments in the fields of psychology / psychotherapy and related disciplines.
4. 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 Health Professions Council and Trust services policies and procedures.
5. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both children and young people and mental health.

Training and Development

1. To undertake mandatory and statutory training as required by Trust policy.
2. To contribute and commit to undertaking an annual Development Review/appraisal.
3. To undertake personal development as identified in the Personal Development Plan (PDP).

GENERAL

South West London and St. Georges Mental Health Trust is an equal opportunities employer. It is the policy of the Trust to ensure that no user of the service, past, present or future employee, or job applicant, receives less favourable treatment on the grounds of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation; in line with the Trust's Equality and Diversity Strategy.

- This is not an exhaustive list of duties and responsibilities, and the postholder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.
- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the postholder.
- The postholder is expected to comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities and Confidentiality of Information.
- The postholder is responsible for ensuring that the work that they undertake is conducted in a manner which is safe to themselves and others, and for adhering to the advice and instructions on Health and Safety matters given by Manager(s). If postholders consider that a hazard to Health and Safety exists, it is their responsibility to report this to their manager(s).
- The postholder is expected to comply with the appropriate Code(s) of Conduct associated with this post.
- South West London and St George's Mental Health NHS Trust operates a no smoking policy. The Trust has been smoke free since 01 January 2006.

Updated by: Robert McCandless

Date: October 2017

PERSON SPECIFICATION

**Job title: Band 8a Clinical Psychologist / Child & Adolescent Psychotherapist /
Systemic Family Psychotherapist**

	ESSENTIAL	DESIRABLE	HOW TESTED
TRAINING & QUALIFICATIONS	<ul style="list-style-type: none"> • <i>Qualified Clinical Psychologist registered with the HCPC as a Practitioner Psychologist under the domain of Clinical Psychologist, or Counselling Psychologist</i> • <i>Evidence of continuing professional development.</i> • Post qualification training in the clinical supervision of trainees. 	<ul style="list-style-type: none"> • Training as part of a CYP IAPT collaborative in a recognised evidenced based approach. • Formal training in the supervision of a psychotherapeutic modality. • Further training in a recognised evidence-based psychological therapy. 	<ul style="list-style-type: none"> • Application form • References
EXPERIENCE	<ul style="list-style-type: none"> • Consolidated experience of specialist psychological assessment and treatment of clients across the full range of care settings, including outpatient, community, primary care, and in-patient settings. • Consolidated 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, verbal abuse and the threat of physical abuse. • Demonstrate further specialist training and experience by having received a minimum of 50 hours of clinical supervision of working as a specialist psychologist over a minimum of 18 months. 	<ul style="list-style-type: none"> • Experience of teaching, training and/or supervision. • Experience of service development or of a leadership role. 	<ul style="list-style-type: none"> • Interview • Application form • References • Assessed at interview by supervision record and references.
KNOWLEDGE AND SKILLS	<ul style="list-style-type: none"> • Skills in the use of complex methods of psychological assessment, intervention and management. • Ability to communicate effectively orally and in writing appropriate to a variety of audiences. 	<ul style="list-style-type: none"> • Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, dual diagnoses, people with additional disabilities, 	<ul style="list-style-type: none"> • Interview • Application form • References

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	<ul style="list-style-type: none"> • Skills in providing consultation to other professional and non-professional groups. • Evidence of potential to provide collaborative team leadership. • Knowledge of UK legislation in relation to the health and welfare services to children and adolescents and mental health. • Knowledge of employment legislation 	children with complex problems etc).	
BEHAVIOURS AND VALUES	<p>Ability to behave in accordance with our Trust values:</p> <ul style="list-style-type: none"> • Respectful - so you feel appreciated and included • Open - so you feel informed and involved • Collaborative - we expect teamwork so you feel connected and supported • Compassionate and kind so you feel valued and cared for • Consistent - in our quality of care so you feel safe and reassured 		<ul style="list-style-type: none"> • Interview • Application
OTHER	<ul style="list-style-type: none"> • Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings. • Ability to work within relevant mechanisms of clinical governance. • Ability to maintain high clinical standards when exposed to highly emotive material or challenging behaviour. • Ability to work creatively, cooperatively, reliably and consistently. • Empathy for individuals who have experienced mental health problems. 	<ul style="list-style-type: none"> • Personal experience of mental health problems. • Experience of working within a multicultural framework. 	<ul style="list-style-type: none"> • Interview • Application form • References