

**NHS****Great Ormond Street
Hospital for Children**
NHS Foundation Trust

JOB DESCRIPTION & PERSON SPECIFICATION

Job title: Senior Child Clinical Psychologist in
Neurodevelopment.
8A. 0.8wte. Permanent.

GOSH profile

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is an international centre of excellence in child healthcare. GOSH is an acute specialist paediatric hospital with a mission to provide world-class care to children and young people with rare, complex and difficult-to-treat conditions.

Together with our research partner, the UCL Great Ormond Street Institute of Child Health, we form the UK's only academic Biomedical Research Centre specialising in paediatrics. Since its formation in 1852, the hospital has been dedicated to children's healthcare and to finding new and better ways to treat childhood illnesses.

Great Ormond Street Hospital receives nearly 300,000 patient visits (inpatient admissions or outpatient appointments) every year (figures from 2018/19). Most of the children we care for are referred from other hospitals throughout the UK and overseas. There are 60 nationally recognised clinical specialities at GOSH; the UK's widest range of specialist health services for children on one site. More than half of our patients come from outside London and GOSH is the largest paediatric centre in the UK for services including paediatric intensive care and cardiac surgery.

Through carrying out research with the UCL Great Ormond Street Institute of Child Health, University of London and international partners, GOSH has developed a number of new clinical treatments and techniques that are used around the world.

The UK's only academic Biomedical Research Centre (BRC) specialising in paediatrics is a collaboration between GOSH and UCL Great Ormond Street Institute of Child Health. We are a member of University College London (UCL) Partners, joining UCL with a number of other hospitals – an alliance for world-class research benefitting patients.

In partnership with six other NHS trusts, we are the lead provider for North Thames Genomics Medicine Centre, part of the national 100,000 Genomes Project.



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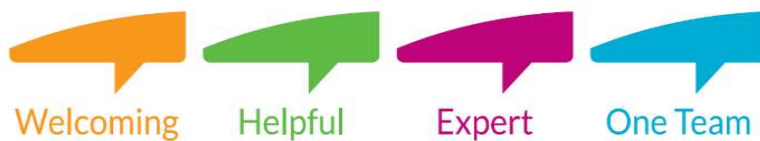
GOSH at a glance



Great Ormond Street Hospital Culture and Values

The Trust has developed the Always Values with our staff, patients and families that characterise all that we do and our behaviours with our patients and families and each other.

Our Always Values are that we are:



Diversity & Inclusion

Here at GOSH, we believe that improving lives for our patients begins with improving how we learn, work and grow as colleagues. So, we're changing. We know that we need to develop a more inclusive culture where everyone feels seen and heard. By growing an ever more diverse workforce, we'll have a greater range of perspectives and knowledge in our GOSH community, meaning that we can provide the children and young people at our hospital with even better care. At GOSH we have opportunities for our staff to engage with colleagues through the following networks: REACH (Race, Ethnicity and Cultural Heritage) ENABLED (Enhancing Abilities & Leveraging Disabilities Network), PRIDE & Women's networks.

Job title	Senior Clinical Psychologist
Directorate	BBM
Band	8a
Supervised by	An 8b clinical psychologist within the department
Type of contract	Permanent
Hours per week	30
Location	Great Ormond Street Hospital
Budgetary responsibility	n/a
Manages	Band 7 clinical psychologists Band 5 assistant psychologists

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Main purpose of the job

The post will provide clinical psychology support to the Neurodisability Service (NDS) which consists of highly specialist multidisciplinary clinics at GOSH. These specialist outpatient clinics offer assessment (and some intervention) to children with complex neurodevelopmental presentations including social communication difficulties, childhood epilepsy, developmental visual impairment and rare inherited disorders.

The post holder will ensure the systematic provision of a high quality clinical psychology service to patients and families within the above service, working closely with psychiatry, specialist paediatric consultants, and allied health professionals. This will include evidence-based psychological and developmental assessment, recommendations to inform decision-making in relation to diagnosis and intervention, and extensive consultation to professional colleagues and other agencies involved in the child's care. There is a predominantly outpatient workload with considerable emphasis on liaison with external services, especially education and local therapeutic services.

The post is managed within the wider cluster of neurodevelopmental psychology specialties and development of working relationships and pathways across the sector is encouraged, with excellent opportunities for continuing professional development. We are a friendly and supportive service who value team working. The post holder will also be expected to contribute to the flexible delivery of psychology services across the Trust, in response to new developments and organisational changes.

Utilisation of research skills for audit, policy and service development and research is encouraged.

Key working relationships

Internal:

Staff within the wider GOSH Psychology and Tier 4 CAMHS department; Clinical Psychologists, Family Therapists, Psychiatrists, Social Workers, Play Specialists. Members of the multidisciplinary clinical teams within the Neurodisability service including medical and nursing staff and allied health professionals.

External:

Families, schools, CAMHS, community agencies, Social Care.

Main duties and responsibilities

Clinical:

1. Providing a specialist, systematic and autonomous clinical psychology service for children referred to the Neurodisability Service, and their families, in accordance with objectives agreed with clinical and professional managers.
 2. Specialist psychological assessment based upon the appropriate administration, interpretation and integration of highly complex data from a variety of sources including: semi-structured clinical interviews, structured reports, direct and indirect observations of
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behaviour, direct neuropsychological and psychological assessment using standardized tests, and standardized questionnaire measures. Assessments are hypothesis-driven and may include exploration of a range of potential neurodevelopmental conditions and associated mental health difficulties, as appropriate.

3. To formulate and implement plans for the formal psychological treatment and/or management of a patient's psychological needs, based upon an appropriate conceptual framework of the patient's problems, and employing methods based upon evidence of efficacy.
 4. To appropriately analyse and interpret test performance and make recommendations regarding optimising adaptive functioning and education by employing an appropriate neuropsychological and psychological conceptual framework.
 5. To ensure that all members of the team have access to an evidence-based psychological framework for understanding and care of patients seen within the service, through the provision of advice and consultation and the dissemination of psychological research and theory.
 6. Consultation to other specialist clinics within the Trust, in accordance with objectives agreed with clinical and professional managers.
 7. Independent management of caseload and provision of a clinical psychology service with appropriate use of supervision and professional management, as per BPS and HCPC guidelines.
 8. To consider results from other specialist investigations, and contribute to a multidisciplinary assessment of the child's difficulties and decisions regarding likely response to treatment. To contribute to the decision-making progress for diagnostic formulation, by presenting psychological data alongside other clinical and educational information.
 9. The post holder will prepare written reports describing and summarizing all aspects of assessment undertaken.
 10. To communicate effectively with the patient, his/her family and education services, as well as others involved in the network of care, and monitor progress during the course of multidisciplinary interventions as required, in consultation with the Clinic Administrator.
 11. 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 individual, family or group. To make referrals to appropriate specialist and local psychology, health and education teams as necessary.
 12. To attend case conferences, reviews and other meetings as appropriate. To make school visits where appropriate to assist in formulation and to give advice and recommendations
 13. To undertake risk assessment and risk management for individual patients as part of the clinical assessment, and provide ongoing clinical advice to other professions on psychological aspects of risk assessment and risk management.
 14. To ensure that reports and other correspondence are entered into the relevant notes and communicated to other professionals, parents and children, in accordance with Trust policies.
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Teaching, training and supervision

1. To provide clinical placements for trainee clinical psychologists, ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good psychological care and to contribute to the assessment and evaluation of such competencies. To provide clinical supervision to assistant psychologists, as appropriate.
2. To provide post-qualification training (CPD) and clinical professional supervision to more junior clinical psychologists attached to the service with the agreement of the consultant psychologist in the department.
3. To provide advice, consultation, training and clinical supervision to other members of the team to enhance psychologically based understanding of patient's functioning.
4. To provide post-qualification external teaching and training to multi-professional forums.
5. To maintain and develop skills in the area of professional pre- and post-graduate training and clinical supervision and keep a log of all continued professional development (CPD), according to BPS requirements.
6. To provide advice, consultation and training to staff working with the patient group across a range of agencies and settings, where appropriate.
7. To receive regular clinical supervision and professional management from a more senior clinical psychologist, in addition to peer supervision, in accordance with good practice guidelines. Where appropriate, to receive additional consultancy from senior professional colleagues.

Management, policy and service development

1. To participate in the development of a high quality, responsive and accessible service including implementation of new or revised policies and representing the specialty on working parties and committees to develop policies and services relevant to the profession, in agreement with the Head of Psychology.
2. To exercise delegated responsibility for supervising and managing unqualified graduate psychology staff, e.g. assistant psychologists.
3. To exercise delegated responsibility for managing the psychological materials employed in the assessment and treatment of patients.
4. To contribute to the systematic governance of psychological practice within the service/team through participation in protocol-led audit, standardized treatment protocols and clinical supervision.

Research and service evaluation

1. To actively contribute to the evaluation, monitoring and development of NDS operational policies, as appropriate, through the deployment of professional skills in research, service evaluation and audit.
 2. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members and across the Service. The
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post holder will place particular emphasis on work within the specialist fields of autism spectrum disorders, pragmatic language disorder and associated co-morbid conditions.

3. To undertake appropriate evidence-based clinical research, as opportunities arise. One area of research or service evaluation, should be identified and on-going.
4. To initiate project management, including complex audit and service evaluations, with colleagues within and across the Service to help develop and improve services to clients and their families. The time allocated to routine audit, clinical outcome assessment, evaluation of clinical practice and research will be a minimum of one day/week for a full-time post and pro-rata for part-time.
5. To evaluate all clinical work performed by the Clinic, and to complete audit systems as required.
6. To present clinical and research work to local and national audiences as appropriate in collaboration with the clinical/research team.

Other

1. To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the post holder's professional and service manager(s).
2. To ensure the development and articulation of best practice in psychology across the service, by exercising the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision, to include peer review, and appraisal (PDR) and maintaining an active engagement with current developments in the field of clinical psychology and related disciplines.
3. To maintain and promulgate 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 British Psychological Society and Trust policies and procedures.
4. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific medical patient group and psychological/mental health.
5. To participate in quality assurance initiatives.
6. To carry out any other appropriate duties as required by the Head of Psychology.
7. The post holder will be required to stand or sit in a restricted position for lengthy periods of time when in direct patient contact for clinical assessment. Post holder will be required to carry heavy test materials between office and hospital wards. Provision will be made for those with physical disabilities.
8. The post holder is expected to comply with all relevant Trust policies, procedures and guidelines including those relating to equal opportunities, Health & Safety and Confidentiality of Information

This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.

Other information

Great Ormond Street Hospital for Children NHS Foundation Trust is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.

The GOSH Learning Academy (GLA)

Staff education and training influences every stage of the patient journey. Be it the communication skills of the medical secretary planning a patients' stay, the multi-professional team caring for them on the ward, the leadership skills of our corporate and operational teams, or the administrator planning their transport home – each member of staff needs the up-to-date knowledge, skills, and capabilities to provide our patients with exceptional care. We have a number of opportunities for staff available through the [GOSH Learning Academy](#):

Confidentiality

On appointment you may be given access to confidential information which must only be disclosed to parties entitled to receive it. Information obtained during the course of employment should not be used for any purpose other than that intended. Unauthorised disclosure of information is a disciplinary offence.

Risk Management

You will be required to ensure that you implement systems and procedures at a local level to fulfil the requirements of the organisation's Risk Management Strategy including local management and resolution of complaints and concerns, management of SUIs/incidents and near misses. Your specific responsibility for risk management will be clarified to you by your manager at your local induction.

Emergency Planning

In accordance with the organisations responsibilities under the Civil Contingencies Act 2004, you may be required to undertake alternative duties as is reasonable directed at alternative locations in the event of and for the duration of a significant internal incident, major incident or flu pandemic.

Human Rights

You are required to comply with the regulations of the Human Rights Act 1998 during the course of your employment.

Sustainable Development

You will be required to demonstrate a personal commitment to the Trust's Sustainable Development Plan and to take personal responsibility for carrying-out your work duties in a way which is compliant with this Plan.

PERSON SPECIFICATION

This table lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements. Evidence for suitability in the role will be measured via a mixture of application form, testing and interview.

GOSH Culture and Values	Essential	Desirable	Assessment method
Our Always values <ul style="list-style-type: none"> Always welcoming Always helpful Always expert Always one team 	E		A/I
1) Knowledge and Understanding of diverse backgrounds and perspectives.	E		I
2) Understanding of Diversity and Inclusion challenges in the workplace.	E		I
3) Demonstrable contribution to advancing Equality, Diversity and Inclusion in the Workplace	D		I
Academic/Professional qualification/Training			
Post-graduate doctoral level training in clinical psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS/HCPC, including clinical psychometrics, neuropsychology, and lifespan developmental psychology.	E		A
Post-doctoral training and recorded CPD experience and /or further qualifications in one or more additional specialised areas of psychological practice.	E		A
Registration with the Health and Care Professionals Council as Practitioner Psychologist.	E		A
Post-doctoral training or recorded CPD experience in one or more additional specialised areas of psychological practice including aspects of paediatric neurodevelopment.	E		A
Formal training in supervision of other psychologists.	D		A
Trained to administer ADOS-2	D		A
Experience/Knowledge			
Experience of working as a qualified psychologist	E		A/I
Experience of working with a wide variety of client groups, across the whole life course and presenting with the full range of clinical severity.	E		A/I



**Great Ormond Street
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Experience of representing clinical psychology in the context of multidisciplinary care.	E		A/I
Experience of supervising qualified clinical psychologists	D		A/I
Experience of the application of psychology in different cultural contexts, of working in a multicultural framework and actively promoting anti-racism and inclusive practice	E		A/I
Previous training in and/or experience of working within specialist paediatric neurodevelopmental services.	D		A/I
Knowledge of legislation in relation to children and young people and child protection.	E		A/I
Skills/Abilities			
Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.	E		A
Experience of using cognitive assessments with children	E		A/I
Well-developed skills in the ability to communicate effectively, orally and in writing, technical and clinically sensitive information to clients, their carers, and other professionals.	E		A
Skills in providing consultation and support to other professional and non-professional groups.	E		A/I
Evidence of skilled and productive multidisciplinary team working	E		A/I
Ability to identify, provide and promote appropriate means of support to carers and staff exposed to distressing situations and challenging behaviours.	E		A/I
Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.	E		A/I
Ability to maintain a high degree of professionalism in the face of highly emotive and distressing problems, including verbal abuse.	E		A/I
Ability to identify research needs of service and conduct research.	E		A/I

Criteria Key:
Review Method:

Essential: **E**
Application form: **A**

Desirable: **D**
Interview: **I** Test: **T**