

JOB DESCRIPTION

JOB TITLE:	Highly Specialist Principal Clinical / Counselling Psychologist or Psychological Therapist
BAND:	8b
DEPARTMENT:	Bedfordshire and Luton Adult Community Eating Disorders Service (CEDS)
DIRECTORATE:	Specialist Services - Mental Health, Bedfordshire
REPORTING TO:	Dr Nicholas Hawkes Consultant Clinical Psychologist and Clinical Lead
ACCOUNTABLE TO:	Dr Nicholas Hawkes Consultant Clinical Psychologist and Clinical Lead
LOCATION:	Luton and Bedfordshire (countywide service) Based in Dunstable
WTE:	0.8wte (30hrs) <i>Increased hours may be considered</i>

JOB SUMMARY

This post is responsible for ensuring the systematic provision of high-quality comprehensive specialist psychological input to the Adults Community Eating Disorders Service in Bedfordshire and Luton which works with people with severe and complex eating disorders.

The post holder will be an experienced clinical or counselling psychologist or qualified and accredited psychological therapist with a substantial knowledge and skill in the field of eating disorders and will directly provide highly specialist psychological assessments, formulations and therapies, specialist risk assessments and advice on risk management, and the provision of psychological advice and consultation to others involved in service user care including Voluntary and Community Sector partners. The post holder will understand and lead on application of truly evidence based practice at the appropriate level of specialism ie severity and complexity in the client group, application of psychology in their settings and systems, application in varied pathways – outpatient, intensive community treatment, longstanding eating disorders, trauma informed care, co production and expertise by experience etc and building the best quality eating disorder services for our population across teams and settings as partner including primary care, acute care, VCSE partnerships, integration with physical healthcare.

The post holder will clinically supervise the work of assistant psychologists, trainee psychologists, psychologists and other multi-disciplinary clinical colleagues, and contribute to the line management of team colleagues. They will be expected to make a senior contribution, supporting the Clinical and Operational Lead, to the planning, delivery, evaluation and review of the CEDS offer.

The post holder will formulate and undertake clinical audit, service evaluation, service development and research activities (including using the Quality Improvement approach) as agreed with the Clinical Lead and senior management, and contribute strongly to strategic service development in Bedfordshire.

The post holder will directly contribute to the positive working environment within the multi-disciplinary team. The post holder will require a high degree of professional autonomy and self-management, and will be required to account for their professional practice through appraisal and audit. They may also be required to undertake disciplinary, capability or sickness processes as necessary.

Service users will be seen at a variety of sites across the county of Bedfordshire and Luton and the postholder will be expected to travel and provide clinics throughout the county to meet the service needs and for clinical supervision and MDT meetings. Travel to in-patient services outside the county may also be necessary. The service user group seen by the post holder includes those with high levels of distress, for example suicidal ideation, self-harming behaviour, and histories of trauma and abuse. The post holder will hold responsibility for agreeing case and workload levels, and systems of



monitoring quality of practice.

KEY RELATIONSHIPS

- Service users and their families / carers as appropriate
- CEDS Clinical Lead and Operational Lead
- Multidisciplinary colleagues in CEDS
- Psychological Therapies Lead and Senior Psychology Governance team
- Community MH Clinical Director and Operational Associate Directors
- Voluntary and Community Sector partners including Caraline
- Multidisciplinary colleagues in ELFT Bedfordshire and Luton Mental Health and Wellbeing Services, including CMHTS
- Qualified, trainee and assistant psychologists
- People Participation Leads
- Colleagues in Accident & Emergency, Acute Hospital, social care and community organisations
- Trust corporate departments including Human Resources, Training and Development, IM&T etc.

MAIN DUTIES AND RESPONSIBILITIES (DELETE IF NOT APPLICABLE)

Patient Care

- To formulate and implement plans for formal psychological treatment and/or management of an eating disorder in adults based upon a broad theoretical knowledge; evidence of efficacy; and within NICE guidelines for treatment of eating disorders, to analyse, interpret and compare complex information in order to design specialist programmes of treatment for individuals, groups and families tailored to individual need.
- Provide highly developed specialist psychological assessments, based on the appropriate use, interpretation and integration of complex data from a variety of sources (including psychological tests, measures/rating scales, direct and indirect observation and semi-structured interviews with service users, family members and involved others.
- To be responsible for implementing a broad range of evidence-based specialist psychological treatments which require the formulation and modification of plans and strategies as practice and experience demands. This will require the adjustment and refinement of complex formulations which draw on different explanatory models, and the maintenance of a number of provisional hypotheses.
- 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 service user.
- To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients.



	<ul style="list-style-type: none"> To provide expertise and specialist psychological advice, guidance and consultation to other multidisciplinary professionals contributing directly to service users' formulation, diagnosis and treatment planning. To undertake risk assessment and risk management for individual service users and to communicate with other professions on psychological aspects of risk assessment and management.
Clinical	<ul style="list-style-type: none"> To use a broad and in-depth theory and practice knowledge base, and highly specialist clinical skills, to develop and support the psychological skills of others (assistant psychologists, trainee and other psychologists and multi-disciplinary members of staff) via the teaching, training, supervision, support and consultation. To ensure that multidisciplinary colleagues have access to a psychologically based framework for understanding the care of service users. To be responsible for providing and receiving highly complex, sensitive, distressing and emotional information in relation to health issues where there are often barriers to acceptance. To be responsible for recording, monitoring and reporting on clinical work and communicating complex clinical information to a variety of recipients, e.g. service users, families and carers, other professionals, formal panels and statutory and voluntary organisations, orally, in writing and/or electronically. To participate in service journal club and CPD activities. To contribute to the Eating Disorders MDT teaching when it is offered to other professionals within the county and as part of the East of England Provider Collaborative Be responsible for proposing and delivering innovative responses to both actively identify and respond to already identified local diverse community needs and developing these in consultation with senior colleagues. Take a lead in the team to implement the Trust's Quality Improvement methodology to continually improve the team and service offer and quality, and the partnership work with other multiagency colleagues and stakeholders. Ensure that the BPS Guidelines for professional practice are followed appropriately. In common with all psychologists, receive regular clinical supervision in accordance with good practice guidelines.
Administration	<ul style="list-style-type: none"> To share in the team responsibility for screening appropriateness of incoming referrals to the Community Eating Disorders Service. To maintain clear written records of all work carried out in multidisciplinary files following ELFT records management and

	<p>record keeping guidelines. To maintain high standards of clinical record keeping including electronic data entry and recording and report writing and responsible exercise of professional self-governance in accordance with professional codes of conduct and practice of the BPS and Trust policies and procedures.</p> <ul style="list-style-type: none"> • Provide accurate and timely clinical information as required and input into Trust electronic record systems. • Use information technology in line with Trust and NHS information governance requirements, and maintain up to date knowledge of systems and governance requirements. • Collate and report on information across service area using information systems to a high standard. • Prepare teaching materials and presentations to a professional level. • To be responsible for own reports, using IT skills. • To be responsible for maintaining CPD records and to create databases as required.
Management	<ul style="list-style-type: none"> • To supervise the work of qualified and unqualified psychologists as required, ensuring realistic and effective job plans are in place. • To lead and conduct the Appraisals and Personal Development reviews of the qualified and non-qualified psychologists within the team, jointly with the Clinical and Operational Lead. • To provide post-qualification training (CPD) and clinical professional supervision to qualified psychologists attached to the team. • To provide clinical supervision to trainees on placement. • To provide line management support and supervision to all direct reports. • To participate as appropriate in staff recruitment both in the short-listing process and as a member of interview panels for assistants, trainees and qualified clinical psychologists / psychological practitioners and other staff within the service.
Human Resources	<ul style="list-style-type: none"> • To participate in the planning and development of a high quality, responsive and accessible Community Eating Disorder Service in Bedfordshire including advising both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing. • To exercise responsibility for the systematic governance of psychological practice within the teams of responsibility. • To work in a coordinated and co-operative way with other psychologists employed within local services and the wider psychology services in the Trust. This will involve participation in the effective development and organisation of the Trust's Psychology Services by attendance at meetings as required

	<ul style="list-style-type: none"> To regularly liaise with the Operational and Clinical Lead regarding the functioning of the Psychologists in relation to meeting the service's needs, targets and standards and addressing service changes.
Performance and Quality	<ul style="list-style-type: none"> To keep abreast of developments in clinical psychology for clients who experience eating disorders and complex mental health needs. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client groups and mental health To receive regular clinical professional supervision from a senior Clinical Psychologist in the team in accordance with good practice and in line with professional practice guidelines and HCPC registration requirements, Provide specialist consultation, training and (where agreed) clinical supervision to other multidisciplinary professionals for their provision of psychologically-based interventions for service users. Provide specialist placements for trainee psychologists and other psychological therapists in training, ensuring they are provided with necessarily clinical and research/evaluation skills and experience to develop competent practice, and contributing to the assessment and evaluation of those competencies. To provide advice, consultation and training to staff working with the service user group across a range of agencies and settings, where appropriate. Develop and deliver, jointly with other clinical psychologists where necessary, teaching events for clinical psychology Doctoral training programmes. Ensure the development, maintenance and development of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes. To be mindful of the needs of individuals and families from a wide range of racial, cultural, sexual, religious and social backgrounds and to develop with colleagues innovative ways of communicating and working across language and cultural barriers. To be responsible for developing and maintaining knowledge of local resources and developing working relationships with relevant statutory, voluntary and community groups and organisations. Provide expert consultation about the psychological care of the service user group to external staff and organisations.
Financial and Physical Resources	<ul style="list-style-type: none"> To be responsible for the safe use of equipment and resources within the workplace.



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JOB DESCRIPTION AGREEMENT

This job description is intended as a guide to the main duties of the post and is not intended to be a prescriptive document. Duties and base of work may change to meet the needs of the service or because of the introduction of new technology. This job description may be reviewed from time to time and changed, after consultation with the postholder..



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Statement on Employment Policies	
In addition to the requirement of all employees to co-operate in the implementation of Employment related policies, your attention is drawn to the following individual employee responsibilities:-	
Health and Safety	Under the Health & Safety at Work Act 1974 it is the responsibility of individual employees at every level to take care of their own health and safety at work and that of others who may be affected by their acts at work, and to co-operate with management in complying with health and safety obligations, particularly by reporting promptly any defects, risks or potential hazards.
Equal Opportunities	<p>ELFT is committed to equality of opportunity for all employees, job applicants and service users. We are committed to ensuring that no one will be discriminated against on the grounds of race, colour, creed, ethnic or national origin, disability, religion, age, sex, sexual orientation or marital status. The Trust commits itself to promote equal opportunities and value diversity and will keep under review its policies, procedures and practices to ensure that all employees, users and providers of its services are treated according to their needs.</p> <p>For management posts, to ensure that within their service area fair employment practice and equality of opportunity are delivered.</p>
Dealing With Harassment/ Bullying In The Workplace	<p>The Trust believes employees have the right to be treated with respect and to work in a harmonious and supportive working environment free from any form of harassment and / or bullying.</p> <p>The Trust has taken positive steps to ensure that bullying and harassment does not occur in the workplace and that procedures exist to resolve complaints as well as to provide support to staff. It is your responsibility as an employee to abide by and support these steps so all employees can work in a harmonious, friendly and supportive working environment free of any harassment or intimidation based on individual differences.</p> <p>Disciplinary action will be taken against any member of staff found to be transgressing the Dignity at Work Policy.</p>
No Smoking	To refrain from smoking in any of the organisations premises not designated as a smoking area. 'East London Foundation Trust is a Smokefree Trust – this means that staff must be smokefree when on duty or otherwise in uniform, wearing a badge or identifiable as ELFT staff or undertaking trust business.'
Alcohol	To recognise that even small amounts of alcohol can impair work performance and affect ones ability to deal with patients and the public in a proper and acceptable manner. Consumption of alcohol during work hours in not permitted.
Confidentiality	<p>As an employee of the Trust the post-holder may have access to confidential information. The postholder must safeguard at all times, the confidentiality of information relating to patients/clients and staff and under no circumstances should they disclose this information to an unauthorised person within or outside the Trust. The post-holder must ensure compliance with the requirements of the Data Protection Act 1998, Caldicott requirements and the Trust's Information and IM&T Security Policy.</p> <p>To safeguard at all times, the confidentiality of information relating to patients/clients and staff.</p>
	To maintain the confidentiality of all personal data processed by the

General Data Protection Regulation (GDPR)	<p>organisation in line with the provisions of the GDPR.</p> <p>As part of your employment with East London Foundation Trust, we will need to maintain your personal information in relation to work on your personal file. You have a right to request access to your personal file via the People & Culture Department.</p>
Safeguarding	<p>All employees must carry out their responsibilities in such a way as to minimise risk of harm to children, young people and adults and to safeguard and promote their welfare in accordance with current legislation, statutory guidance and Trust policies and procedures. Employees should undertake safeguarding training and receive safeguarding supervision appropriate to their role.</p>
Service User and Carer Involvement	<p>ELFT is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.</p>
Personal Development	<p>Each employee's development will be assessed using the Trust's Personal Development Review (PDR) process. You will have the opportunity to discuss your development needs with your Manager on an annual basis, with regular reviews.</p>
Quality Improvement	<p>The Trust encourages staff at all levels to engage in the Trust's approach to quality through quality improvement projects and quality assurance.</p>
Professional Standards	<p>To maintain standards as set by professional regulatory bodies as appropriate.</p>
Conflict of Interests	<p>You are not precluded from accepting employment outside your position with the Trust. However such other employment must not in any way hinder or conflict with the interests of your work for the Trust and must be with the knowledge of your line manager.</p>
Risk Management	<p>Risk Management involves the culture, processes and structures that are directed towards the effective management of potential opportunities and adverse effects. Every employee must co-operate with the Trust to enable all statutory duties to be applied and work to standards set out in the Risk Management Strategy.</p>
Personal and Professional Development/Investors in People	<p>The Trust is accredited as an Investor in People employer and is consequently committed to developing its staff. You will have access to appropriate development opportunities from the Trust's training programme as identified within your knowledge and skills appraisal/personal development plan.</p>
Infection Control	<p>Infection Control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of all Healthcare Associated Infections including MRSA. In particular, all staff have the following key responsibilities: Staff must observe stringent hand hygiene. Alcohol rub should be used on entry to and exit from all clinical areas. Hands should be washed before and after following all patient contact. Alcohol hand rub before and after patient contact may be used instead of hand washing in some clinical situations.</p> <p>Staff members have a duty to attend infection control training provided for them by the Trust as set in the infection control policy. Staff members who develop an infection that may be transmissible to patients have a duty to contact Occupational Health.</p>

PERSON SPECIFICATION

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DIRECTORATE:	Specialist Services, Mental Health, Bedfordshire
REPORTING TO:	Dr Nicholas Hawkes Consultant Clinical Psychologist and Clinical Lead
ACCOUNTABLE TO:	Dr Nicholas Hawkes Consultant Clinical Psychologist and Clinical Lead
LOCATION:	Luton and Bedfordshire (countywide service) Based in Dunstable
WTE:	Up to 1.0 (37.5 hrs)

ATTRIBUTES	CRITERIA	DESIRABLE	SELECTION METHOD (S/I/T)
	Essential	Desirable	
Education/ Qualification/ Training	<p>Qualification and HCPC registration as a practitioner psychologist (clinical or counselling) via post-graduate doctorate training (or its equivalent for those trained prior to 1996)</p> <p>OR</p> <p>Qualification and registration as a Nurse (NMC), Occupational Therapist (HCPC), Social Worker (SWE) or Doctor (GMC) plus advanced formal training (preferably accredited) in one or more psychotherapeutic models evidence based adult eating disorder (eg Cognitive Behaviour Therapy/CBT - BABCP)</p> <p>OR</p> <p>Postgraduate training, qualification and accreditation (BABCP) as an adult Cognitive Behavioural Psychotherapist plus specialist formal training in CBT for eating disorders plus knowledge and experience of health and social care including NHS values.</p> <p>FOR ALL CANDIDATES</p> <p>Formal training in clinical supervision</p>	<p>Leadership training</p> <p>Quality improvement training</p> <p>Other relevant specialist training/qualification, especially family / systemic therapy</p> <p>Training and qualification in research methodology</p>	<ul style="list-style-type: none"> S

	<p>of psychologists, psychological therapists, assistants and trainees working in an adult eating disorder service.</p> <p>CPD requirement for current registration is met.</p>		
Experience	<p>Substantial experience of working as a qualified psychologist / psychological therapist in a multi-disciplinary team for adults with Eating Disorders.</p> <p>Highly developed experience of assessment, formulation and treatment with people (and families/carers) with eating disorders and complex mental health needs.</p> <p>Experience of leading and participating in Quality Improvement, audit, evaluation activities.</p> <p>Experience managing other staff</p> <p>Substantial experience in working within at least two therapy modalities (CBT and one other).</p> <p>Substantial experience of the application of psychology in different cultural contexts.</p> <p>Experience of representing psychology within the context of multi-disciplinary care.</p> <p>Experience of supervising professional and clinical practice of qualified and unqualified staff</p> <p>Experience of liaison and joint work with other statutory agencies</p>	<p>Experience of developing and delivering specialist training programmes and/or supervision of other staff groups.</p> <p>Experience of contributing to policy and service development</p> <p>Working with interpreters.</p>	<ul style="list-style-type: none"> • I
Knowledge and Skills	<p>Highly developed knowledge of the theory and practice of at least two specialised psychological therapies with adult clients with eating disorders and complex mental health needs</p> <p>Able to provide a highly specialist clinical service, including specialist assessments, formulation and therapy from at least two therapeutic modalities, work with carers and families and indirect work eg</p>	<p>Physical skills:</p> <p>Driving</p> <p>Information resources:</p> <p>Competent use of other IT packages e.g. PowerPoint, Excel and Access, RiO</p> <p>Able to record and report on as required clinical information.</p>	<ul style="list-style-type: none"> • I

	<p>consultation with partner providers</p> <p>Able to supervise trainee and assistant psychologists and members of other staff groups.</p> <p>Able to design and deliver teaching/training programmes to a range of staff groups.</p> <p>Understanding and willingness to work in an integrated system including NHS, local authority, VCSE partners etc.</p> <p>Communication & Relationship skills:</p> <p>Able to provide & receive highly complex, sensitive or contentious information in a highly emotive and sometimes hostile atmosphere, in a range of relationships and settings.</p> <p>Able to use highly specialist skills of empathy to overcome barriers to understanding and acceptance.</p> <p>Analytical & judgemental skills:</p> <p>Able to draw upon a broad theoretical knowledge base in the analysis of highly complex facts or situations to arrive at appropriate formulations.</p> <p>Able to compare and select from a range of treatment options, based on formulation.</p> <p>Planning and organisational skills:</p> <p>Able to plan, organise and prioritise own workload.</p> <p>Ability to work creatively, co-operatively, reliably and consistently as an independent practitioner, as a mentor and supervisor, and in multi-disciplinary and team settings.</p> <p>Physical skills:</p> <p>Competence in advanced IT packages including keyboard skills.</p> <p>Research & Guidance:</p> <p>Up to date knowledge of psychological research and national guidance relevant to the client groups.</p>	<p>Physical skills:</p> <p>Competence in advanced IT packages including keyboard skills.</p> <p>Flexibility</p> <p>Knowledge of adapting therapies people with eating disorders</p> <p>Able to innovate on the basis of theoretical knowledge.</p> <p>Research</p> <p>Doctoral level knowledge of research design and methodology, including complex multivariate data analysis.</p>	
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	<p>Knowledge of legislation and its implications for clinical practice with the client groups.</p> <p>Cultural awareness: Aware of the potential impact of discrimination & disadvantage on mental health.</p> <p>Able to provide a cultural competent service</p> <p>Flexibility: Able to be flexible and adapt approach according to need. Capacity to work effectively and reflectively as a member of a multi-disciplinary team</p>		
Other	<p>Able to work to professional guidelines.</p> <p>Must be capable of accountability for own work, of autonomous clinical practice, of being guided by precedent and of working towards defined results.</p>	•	• I

S: Shortlisting I: Interview T: Test