



JOB DESCRIPTION

1. General information

JOB TITLE: Specialist Psychological Therapist (e.g. Clinical, Counselling or Forensic Psychologist, CBT Therapist, Systemic, Arts or Psychoanalytic Psychotherapist)

GRADE: Band 7

DIRECTORATE: Offender Healthcare

RESPONSIBLE TO: Lead Psychologist
(line manager)

ACCOUNTABLE TO: Head of Healthcare

BASE: Kent Prisons covering HMP Maidstone, HMP Rochester and HMP Standford Hill

At Oxleas NHS Foundation Trust, we offer a wide range of NHS healthcare services to people living in South-East London and to people in prison across England. Our wide array of services includes community health care, such as district nursing and speech and language therapy, care for people with learning disabilities and mental health such as psychiatry, nursing and therapies.

Oxleas is a great place to work. It has been recognised as one of the Top 10 Best Places to Work 2023 by the Sunday Times amongst very big employers. Our staff survey results show that we are in the Top 5 in England and the highest in London for staff experience amongst similar trusts.

"We are always delighted to welcome new colleagues to the Oxleas family. We care about making Oxleas a great place to work - it's a big priority in our strategy. Come and join us - it's a place where our values, teamwork, equity, and wellbeing matter and where you can really help to improve people's lives."

A handwritten signature in black ink, appearing to read 'Ify'.

Ify Okocha
Chief Executive

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care. Our values are very important to us. They help Oxleas to be a great place to work.

2. Overview of the Post

The post is based at HMP Rochester where you will work within the Mental Health team, consisting of psychological therapists and multi-professional mental health colleagues to embed psychologically informed care in the service.

You will provide a specialist psychological therapies service to offenders in emotional distress in Kent prisons, providing specialist psychological assessment and therapy at the same time as offering advice and consultation on clients' psychological care to non-psychologist colleagues and to other, non-professional carers, working autonomously with professional guidelines and the overall framework of the Bracton Centre's policies and procedures.

You will work to the Trust's vision and values, and focus on enabling all staff, service users and carers from diverse backgrounds to flourish by working to create a psychologically safe environment.

You will promote an environment in which therapeutic relationships facilitate safety and change, by offering psychological perspectives and emotional support to nursing teams, and promoting psychological thinking in teams. You should have interests in working with personality difficulties and complex trauma, including providing direct psychological assessments and interventions, and working in multi-disciplinary and multi-agency contexts.

You will supervise and manage assistant psychologists, supervise psychological interventions delivered by MDT colleagues, and supervise psychology students and doctoral trainees.

Aside from the stimulating clinical work, benefits of the post include monthly teaching sessions within the psychology department, monthly peer supervision in addition to regular individual supervision, a range of interesting CPD opportunities and opportunities for future career progression within the department.

We welcome applicants who are newly qualified or are approaching qualification who are enthusiastic and dedicated to working in this field, with or without prior experience in secure or forensic services.

3. Key Task and Responsibilities

To travel to clinical venues, training activities and meetings as appropriate and across the Trust when required.

To be aware of risk relating to aggressive and challenging behaviour amongst the client group, and follow Trust policies relating to its management.

To respond appropriately and professionally to emotionally distressing situations of people in distress or in crisis and who may be abusive and to support others involved in such situations.

To work flexibly which may include offering some regular commitment to late clinics or weekend working, within the overall Job Plan.

To be proficient in the use of IT for purposes such as email, electronic calendar, intranet, video calls and electronic clinical records.

To be familiar with word processing, database and statistical packages, and to use such packages appropriately as necessary.

To maintain high standards of clinical record keeping, including electronic clinical records and report writing, in accordance with professional codes of practice and Trust policies and procedures.

To maintain up to date knowledge of legislation, national and local policies and issues pertaining to the client group.

Management responsibilities

To provide line management to designated assistant psychologists.

Provide supervision to students and trainees and to multi-disciplinary colleagues delivering psychological interventions.

To support recruitment of assistant psychologists to the service.

For those line managing, to ensure local standards are implemented for the allocation and review of work, job planning, review of performance, sickness management and initial stages of grievance or disciplinary action.

To oversee quality line management and supervision within the team structure, ensuring that staff and trainees acquire the necessary skills, competencies and experience to contribute effectively to health care, and to contribute to the assessment and evaluation of such competencies.

To provide highly specialist advice, consultation and training of staff working with the client group across a range of agencies and settings, where appropriate. This may include work with the Criminal Justice System and Children's Services.

Leadership

Attend and contribute to directorate level meetings and forums, as directed.

Contribute to the delivery of accessible and acceptable services to diverse communities.

To be proactive in challenging discrimination.

To advise other colleagues on specialist psychological care of clients.

To liaise with referrers, GPs and other professionals concerned with clients in order to develop and review care plans.

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

To liaise with the service/s MDT and other professionals.

Implement relevant policies and procedures for the safe running of the service.

Clinical

To provide direct psychological care (assessment and intervention) and support the delivery of psychologically informed care by all disciplines within the service.

To provide highly specialist psychological therapy assessments, formulations and interventions.

To exercise autonomous professional responsibility for the assessment, treatment and discharge of community clients whose problems are managed by psychologically based standard care plans, including taking responsibility for initiating planning and review of care plans with input from clients, their carers, referring agents and others involved in the network of care.

To provide culturally appropriate psychological therapy interventions with service users, carers or families of referred clients when required.

To communicate, in a highly skilled and sensitive manner, to clients, family carers and others as appropriate, information that may be contentious or highly distressing concerning the assessment, formulation and treatment plans of clients under their care.

To produce reports on clients, in a timely manner, that convey the key findings of psychological assessment and formulation and treatment outcome in a way that does justice to the complexity of the problems described, but that are understandable to the recipients of the reports, including clients and referrers.

To undertake risk assessment, risk monitoring and risk management for individual clients in line with Trust and inter-agency policies and procedures, and to provide advice to other professions on psychological aspects of risk assessment and risk management.

To work in partnership with other disciplines and to maintain links with statutory and non-statutory agencies as appropriate.

Service Development

To engage in service improvements through audits and quality improvement initiatives.

To ensure the consultation and engagement of service users in planning and delivering services which meet the needs of local communities.

Advise professional management on those aspects of the service where psychological and/or organisational matters need addressing.

To participate in Trust and Directorate strategic development and implementation of new initiatives (e.g. national guidelines), including through membership of committees and/or working parties.

Apply clinical governance standards within the service and ensure that these are maintained and improved.

Provide high quality services that are managed efficiently, according to the overall requirements of the Trust, NHS and government guidance and standards.

Participate in service outcome monitoring.

To undertake the planning, initiation and completion of research, service evaluation and audits, and quality improvement projects relevant to the service and the directorate research agenda.

To oversee the planning, initiation and completion of research, service evaluation and audits by students and trainees.

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

Teaching and Training

To provide and support specialist clinical placements for students and trainees in applied psychological practice.

To contribute to the delivery of teaching and training to junior psychological practitioners and specialist training to other professions.

To contribute to the development of the knowledge and skills base within the service by maintaining an active awareness of current developments in psychological therapy and risk assessment / management and to implement knowledge gained in practice.

To disseminate research and service evaluation findings through presentations and published articles.

To continue to gain wider post-qualification experience of psychological therapies and risk assessment / management, over and above that provided within the principal service area where the post-holder is employed.

Maintaining professional standards and continuing professional development

To receive regular clinical and professional supervision from a senior psychological practitioner according to professional and Trust guidelines and, where appropriate, other senior professional colleagues.

To attend Reflective Practice reliably.

To maintain own Continuing Professional Development in line with registered body and Trust Personal Development Plan requirements.

To maintain an up-to-date knowledge of current developments in professional and clinical practice and of relevant legislation and policies.

To comply with the registered body Standards of Conduct, Performance and Ethics/Standards of Proficiency.

To ensure that all psychological practitioners for whom the post-holder has leadership or management responsibility maintain professional standards, adhere to all organisational HR policies and procedures.

To ensure that all psychological practitioners for whom the post-holder has management responsibility continue professional development, assessing and evaluating to ensure they acquire the necessary skills, competencies and experience to contribute effectively to health care.

Maintaining registration and standards of practice according to the employer and any regulating bodies eg the UKCP, BABCP & HCPC etc.

Ensuring all aspects of confidentiality relating to both the service and individuals are maintained at all times.

Communication

To ensure that all information generated by own work is recorded as required by Trust policies and local procedures.

To ensure the highest standards of clinical record keeping and report writing, according to professional and Trust guidelines, including electronic data entry, in those parts of the service for which the post-holder has management or leadership responsibility.

Custodial Responsibilities

Assume personal responsibility for the security of issued keys.

Understand and comply with prison orders, procedures, and instructions in your area of work.

Comply with all security requirements.

Respond to any situation or circumstance that might indicate a threat to security of the establishment or to the safety of an individual, completing Incident, Security, Injury, or other reports as appropriate.

Report breaches of order and discipline including reporting and recording untoward incidents according to local protocol.

Contribute to effective risk assessment and management procedures.

Terms and Conditions

The post holder is subject to the terms and conditions of OXLEAS NHS FOUNDATION TRUST. This Job description gives an outline of the post and is subject to review in consultation with the post holder.

Confidentiality

The Post holder must maintain the confidentiality of information about patients, staff, and other health service business in accordance with Trust Policy.

Risk Management

The Post holder will ensure compliance with the Trust's risk management policies and procedures. These describe the Trust's commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm and stress and that all staff have a responsibility to minimise risk.

Infection Control

All staff are required to be familiar with the Trusts infection control policies, and national guidance in relation to infection control. All staff whose normal duties are directly or indirectly concerned with patient care must ensure that they complete mandatory infection control training and are compliant with all measures known to be effective in reducing Healthcare Associated Infections.

Equality, Diversity and Human Rights

Oxleas is an organisation which values difference and promotes equality, diversity, and inclusion. Our Equality and Human Rights Policy and Strategy are designed to ensure that all our staff (including agency, bank, students, volunteers, and contractors) as well our service users, carers and members of the public are treated with dignity and respect. The Trust policies, procedures and practices are reviewed regularly to ensure that everyone who falls under the list of Equality Act 2010 protected characteristics does not suffer discrimination, either directly or indirectly. The current list of protected characteristics includes Age; Disability; Gender Re-

Assignment; Marriage and Civil Partnership; Pregnancy & Maternity; Race; Religion and Belief; Sex and Sexual Orientation.

Health & Safety

All staff must be aware of the responsibility placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients, and visitors.

Professional and NHS Codes of Conduct

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the 'Code of Conduct for NHS Managers' and 'Standards of Business Conduct for NHS Staff'.

Safeguarding

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per Safeguarding Children and Safeguarding Adults policies, which are available on the Trust's intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

Financial Management and Control of Resources

All staff are responsible for the security and the property of the Trust, avoiding loss or damage and being economical and efficient in the use of resources. Staff are required to act in accordance with the rules and regulations as described in the Trust's Policy relating to the Financial Management and Control of Resources'.

Customer Care

It is the aim of the Trust to provide patients and clients with the best possible care. All staff are required to put the patient/client first and do their utmost to meet requests and needs courteously and efficiently.

Personal/Professional Development Planning/Mandatory Training

All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the Trust.

Sustainability

Demonstrate social and environmental responsibility and help establish Oxleas NHS Foundation Trust as a sustainability leader. Collaborate to contribute to or lead change management towards Oxleas NHS Foundation Trust goal of reaching Net Zero by 2040 as stated in the Green Plan.

No Smoking

Oxleas NHS Foundation Trust has a no smoking policy. Staff are not permitted to smoke within or on Trust premises.

3. Our Values

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care.

Our values are very important to us. They help Oxleas to be a great place to work. We want everyone who works at Oxleas to live our values and we will expect this of all our new joiners.

Our Values and Behaviours framework describes what it means for every one of us in the Trust to put our values into action. The framework can be found on our Trust Website: [Our values - Oxleas NHS Foundation Trust](#)



Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name

Note:

Please attach an organisational chart alongside, a person specification, and Job Description.



PERSON SPECIFICATION

JOB TITLE: Specialist Psychological Therapist (e.g. Clinical, Counselling or Forensic Psychologist, CBT Therapist, Systemic, Arts or Psychoanalytic Psychotherapist)

DEPARTMENT: Offender Healthcare

GRADE: Band 7

| Education/Qualifications | How measured |
|--|-----------------------|
| <ul style="list-style-type: none"> Entry-level qualification in applied psychological therapy/mental health/social welfare profession or equivalent and demonstrable practice in this field (ie professional Doctorate, or combination of MSc plus PG Diploma level/supervised practice/additional training) that has been accepted for the purposes of professional registration. Additional training beyond entry-level qualification in a specialised area of psychological practice (through formal post-qualification training (PG Diploma or equivalent), OR a combination of specialist short courses and/an evidenced portfolio of supervised practice–based learning in a specialist area of clinical psychological therapy practice, assessed by a registered body and/or an experienced clinical supervisor to be of equal level to a Postgraduate Diploma or higher. Registered with professional body or regulatory body as appropriate to psychological therapy discipline ie HCPC/UKCP/BACP/BABCP. <p>Desirable:</p> | Application/Interview |

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|--|-----------------------|
| <ul style="list-style-type: none"> • Completed training course in clinical supervision (A/I). • Training or qualifications in research methodology, staff training and/or other fields of applied psychology. | |
| Experience | |
| <ul style="list-style-type: none"> • Experience of specialist psychological assessment and treatment of adult clients with a range of psychological needs of a complex nature under supervision • Experience working with and addressing issues of diversity, including experience of working within a multicultural framework. • Experience of maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse. <p>Desirable:</p> <ul style="list-style-type: none"> • Experience in forensic / secure settings • Experience of providing teaching and training | Application/Interview |
| Skills/Abilities/Knowledge | |
| <ul style="list-style-type: none"> • Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration. • 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. • Skills in providing consultation to other professional and non-professional groups. • Knowledge of legislation in relation to | Application/interview |

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|--|-----------------------|
| <p>the client group, mental health and child protection.</p> <p>Desirable:</p> <ul style="list-style-type: none"> • High level knowledge of the theory and practice of at least two specialised psychological therapies. • Knowledge of research methodology, research design and complex data analysis. | |
| <p>Effort and Environment</p> <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. • Experience of working with diversity, including but not limited to a multicultural framework. • Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour. • Ability to form good working relationships with others in a multi-disciplinary setting. • Interest and ability to contribute to service development. | Application/Interview |
| Other Requirements | |

NB These are not definitive lists if there are any others specific to a post, please add to the form which should then be signed by the line manager and post holder alongside the Job description.

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| AFC Reference Number | 3432.22 |
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Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name