

JOB DESCRIPTION & PERSON SPECIFICATION

Role Details	
Title	Senior Child and Adolescent Psychotherapist
Band	8a
Hours per week	<p>We are looking for a number of individuals to join our new team in this exciting role! This could be on a full time or part time basis, permanent or a secondment. Please specify in your supporting information your preferred options.</p> <p>The Cass Review has recommended that staff should maintain a broad clinical perspective by working across related NHS services in order to embed the care of children and young people with gender-related distress within a broader child and adolescent health context. In order to facilitate this, we encourage part time applications from staff already working within other NHS services. Alternatively, we will work with successful candidates applying for full time roles to agree a job plan that includes a mix of gender service activity and activity in another clinical area in one of the hub providers.</p>
Contract type	<p>For full-time posts, the postholder will be employed by Great Ormond Street Hospital NHS Foundation Trust (GOSH) on behalf of the Southern Hub partnership of Evelina London Children's Hospital, part of Guy's and St Thomas' NHS Foundation Trust (GSTT), South London and Maudsley Hospital NHS Foundation Trust ("SLaM") and GOSH.</p> <p>For part-time posts, The postholder will remained employed by their current NHS Trust. A memorandum of understanding or licence to attend agreement will be put in place between Great Ormond Street Hospital NHS Foundation Trust (GOSH) on behalf of the Southern Hub partnership of Evelina London Children's Hospital, part of Guy's and St Thomas' NHS Foundation Trust (GSTT), South London and Maudsley Hospital NHS Foundation Trust ("SLaM") and GOSH, and your current NHS Trust. A rechange agreement will be set up to reimburse your employing NHS Trust for time spent working in the Gender Service.</p>
Location	London or surrounding areas
Responsible to	Consultant Clinical Psychologist and Clinical Lead CYP Gender Service - London
Accountable to	Clinical Lead and Clinical Director CYP Gender Service - London

Background

In 2020, NHS England commissioned Dr Hilary Cass to review gender identity services for children and young people, currently delivered by the Tavistock and Portman NHS Foundation Trust' Gender Identity Development Service (GIDS).

The Cass Review emphasised the need to move to establish regional services that work to a new clinical model that can better meet the holistic needs of a vulnerable group of children and young people.

The first phase in these plans is to establish two new nationally networked services led by specialist children's tertiary care providers; one in the North (the Northern Hub) delivered by a partnership of Alder Hey Children's NHS Foundation Trust and the Royal Manchester Children's Hospital (part of Manchester University NHS Foundation Trust), and one in London (the Southern Hub) delivered by a partnership of Evelina London Children's Hospital (part of Guy's and St Thomas' NHS Foundation Trust), Great Ormond Street Hospital and the South London and Maudsley NHS Foundation Trust.

Service Information

A new clinical pathway has been developed, based on the recommendations of The Cass Review Interim Report ([Interim report – Cass Review](#)), the NHS England interim service specification ([NHS England » Interim service specification for specialist gender incongruence services for children and young people](#)), and the expertise of many clinicians from across the Northern and Southern Hubs. The service will be delivered by a wide multi-disciplinary team including paediatricians, mental health practitioners, youth workers, nurses, speech and language therapists and occupational therapists. Who patients see will be dependent on the support and care they need.

Children and young people will receive an in-depth assessment of their needs, and a care plan will be developed with them and, if needed, those supporting them. Children and young people may be offered a range of care interventions such as therapy, family therapy, physical health support, or mental health support for any identified difficulties they may want help with. The team will also liaise with health professionals in local services nearer to the child or young person.

As of the end of October 2023, NHS England is currently consulting on the clinical policy for Puberty Suppressing Hormones, as well as coordinating the development of a study into the impact of puberty suppressing hormones ('puberty blockers') on gender dysphoria in children and young people with early-onset gender dysphoria. Provision of endocrine services will be commissioned separately and delivered according to the outcome of this policy and the position of the research as the service initiates.

It is expected that the NHS Children and Young People's Gender Service will continue to change and evolve as more learning, research and evidence is developed in this area. In addition, it is expected that more hubs will go live across the country, and clinicians will work together in a National MDT for complex cases and sharing of learning.

Scope of the service

The service will support both new patients from the waiting list, and patients who still require care post the end of March 2024 and agree to be transferred from the Tavistock's Gender Identity Service into the new service.

Culture and Values

Each Trust within the Southern Hub have developed values with our staff, patients and families that characterise all that we do and our behaviours with our patients and families and each other.

GSTT Values:	GOSH Values:	SLaM Values:
<ul style="list-style-type: none"> • put patients first • take pride in what we do • respect others • strive to be the best • act with integrity. 	<ul style="list-style-type: none"> • Always welcoming • Always helpful • Always expert • Always one team. 	<ul style="list-style-type: none"> • Kindness • Respect • Together.

Diversity and Inclusion

We are committed to promoting an environment that embraces diversity and promotes equality of opportunity. Staff should apply the values above in all that they do. We would like all our families and staff to feel valued and respected because we try to understand and provide for their individual needs.

Main purpose of the job

- To provide a highly specialist psychology service to Children and Young People Gender Service – London (CYP Gender Service – London) including specialist assessment, treatment, planning, implementation and monitoring of outcomes.
- To contribute to enabling other staff, service users and carers from diverse backgrounds to flourish by working to create a psychologically safe environment.
- To provide clinical supervision and consultation as appropriate, functioning as a lead specialist in a designated care pathway/intervention within the CYP Gender Service – London.
- To undertake service evaluation, audit and research.
- To work as an autonomous professional within BPS and HCPC guidelines and codes of conduct, and guided by principles and policies or procedures of the service, taking responsibility for interpreting policies within defined parameters.
- To agree outcomes/results with clinical/professional lead and to decide how they are best achieved.

Key working relationships

Internal:

- CYP Gender Service – London Leadership Team
- MDT – Clinical
- Junior Psychologists & Psychological Professionals
- Administrative and Clerical Staff

External:

- Clinical/Professional Networks
- Local services as required

Main duties and responsibilities:

Clinical

- To provide highly specialist psychological assessments, formulations and interventions for clients in the CYP Gender Service – London with clients of the CYP Gender Service – London presenting with medium to high level complexity at levels expected of a psychologist who has achieved the equivalent of a PG Diploma-worth of post-qualification specialist development (e.g. specialist neurodevelopmental assessment, CBT, DBT, etc).
- To provide culturally appropriate psychological interventions with carers or families of referred clients when required.
- To assess and monitor risk and draw up appropriate risk management plans.
- To act as key worker, initiating, planning and reviewing care plans, liaising with local services when required.
- To contribute to the effective working of the team or service and to a psychologically informed framework for the service.
- To contribute to the team or service's delivery of accessible and acceptable services to diverse local communities.
- To be proactive in challenging discrimination and support the development of culturally competent services.
- To advise other members of the service 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.

Teaching Training and Supervision

- To be responsible for the allocation and/or clinical supervision of the work of more junior psychologists with support from a more senior psychologist.
- To supervise trainee applied psychologists within own area of specialism.
- To contribute to the appraisal of more junior psychologists, as appropriate.
- To contribute to the recruitment of more junior psychologists, as appropriate.
- To provide supervision for the psychological work of other multi-disciplinary staff as appropriate.
- To receive regular clinical and professional supervision from a more senior psychologist according to HCPC and Trust guidelines.
- To ensure own Continuing Professional Development in line with BPS and Trust Personal Development Plan requirements and the HCPC 'Standards for Continuing Professional Development'.
- 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 HCPC 'Standards of Conduct, Performance and Ethics' and 'Standards of Proficiency', and ensure professional development in line with these.
- To adhere to the BPS's Professional Practice Guidelines and Trust policies and procedures.
- To undertake occasional teaching and training of pre and post- qualification psychologists and specialised training to other professions as appropriate.
- To contribute to the development of the knowledge and skills base within the CYP Gender Service - London by maintaining an active awareness of current developments in psychology and Gender Diversity and by implementing knowledge gained in practice.
- To disseminate research and service evaluation findings through presentations and published articles.

Management Policy and Service Development

- To implement policies and procedures in own area of work, and to propose improvements or beneficial changes.
- To contribute to service development through undertaking and participating in appropriate projects.
- To contribute to the consultation and engagement of service users in planning and delivering services which meet the needs of local communities.
- To take care of, and use carefully, the Trust's equipment and physical resources.
- To ensure that the post-holder has sufficient resources by estimating future needs and requesting or ordering supplies as needed.

Research and service evaluation

- To initiate, undertake, support and supervise regular complex service evaluation and audits.
- To initiate and carry out appropriate research
- To provide expertise in a specialist research area which will contribute to (*service*).
- To initiate and implement the development of outcome measurement and assessment and assist other staff in the implementation of same.

IT Responsibilities

- To ensure that all information generated by own work is recorded as required by Trust policies and local procedures.
- To maintain the highest standards of clinical record keeping and report writing, according to professional and Trust guidelines, including electronic data entry.

Other

- To travel to meetings across partner Trusts 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 and to support others involved in such situations.
- To work flexibly which may include offering some regular commitment to late clinics, evening groups within the overall Job Plan.



Children and Young People's Gender Service

London

Other information

The NHS Children and Young People's Gender Service is a newly formed service, 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. 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.

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.

Disclosure & Barring Service (Previously Criminal Records or 'CRB')

The Southern Hub organisations are regulated organisations and as such, you will have your criminal record checked. You will be asked at interview if you have any criminal convictions and a police check on the existence of a criminal record will be made if you are the preferred candidate for appointment to the post. We reserve the right to withdraw any conditional offer of employment made on the basis of the outcome of your criminal records check.

Policies and Procedures

Service specific policies, procedures and guidelines will be shared with you as part of your induction. Whilst working in the NHS CYP Gender Service (London), GOSH Trust-wide policies will apply, on behalf of the Southern Hub, for example the GOSH sickness absence policy and procedures or Infection Control policy and procedures. You must comply with all Trust policies and procedures and attend all necessary mandatory training.

Relocation Expenses

Applicants should note that we are not able to offer assistance with removal or relocation expenses.

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.

Culture and Values	Essential	Desirable	Assessment method
<ul style="list-style-type: none"> • Knowledge and understanding of diverse backgrounds and perspectives. • Understanding of Diversity and Inclusion challenges in the workplace. • Demonstrable contribution to advancing Equality, Diversity and Inclusion in the Workplace 	E		I
Academic/Professional qualification/Training			
<ul style="list-style-type: none"> • Entry-level qualification in Child and Adolescent Psychotherapy (professional Doctorate, or combination of MSc plus PG Diploma level additional training) that has been accepted by the ACP for purposes of professional registration. 	E		A
<ul style="list-style-type: none"> • Additional training in a specialised area of psychological practice relevant to working with CYP with gender diversity through formal post-qualification training (PG Diploma or equivalent), OR a combination of specialist short courses, or an evidenced portfolio of supervised practice-based learning in a specialist area of clinical practice, assessed by an experienced clinical supervisor to be of equal level to a Postgraduate Diploma. 	E		A/I/R
<ul style="list-style-type: none"> • Completed training course in clinical supervision. 	E		A/I/R
<ul style="list-style-type: none"> • Registered with the ACP as Child and Adolescent Psychotherapist, and evidence of continuing professional development as required by the ACP. 	E		A/I
Experience/Knowledge			
<ul style="list-style-type: none"> • Evidence of having worked as a clinical specialist under supervision in an area of clinical practice relevant to CYP with gender diversity 	E		A/I
<ul style="list-style-type: none"> • Experience of specialist psychological assessment and treatment of clients with a 	E		A/I

range of psychological needs of a complex nature in an area of clinical practice relevant to CYP with gender diversity			
<ul style="list-style-type: none"> Experience of supervising assistant and trainee psychologists having completed the relevant training. 	E		A/I
<ul style="list-style-type: none"> Post-qualification experience that supports working with, and addressing issues of, diversity within local communities. 	E		A/I
<ul style="list-style-type: none"> Experience of carrying out post-doctoral research, audit or service evaluation projects. 	E		A/I
<ul style="list-style-type: none"> The Trust encourages and welcomes applications from people with lived experience of mental health challenges. We see this as valuable and recognise the positive impact this experience can have on the work we do. 		D	
<ul style="list-style-type: none"> Knowledge of the theory and practice of specialised psychological assessments and interventions for CYP with gender diversity 	E		A/I/R
<ul style="list-style-type: none"> Theoretical knowledge of psychopathology and the evidence base for the relevant treatment of common mental health difficulties experienced by CYP with gender diversity 	E		A/I/R
<ul style="list-style-type: none"> Advanced knowledge of psychological assessment and clinical psychometrics. 	E		A/I/R
<ul style="list-style-type: none"> Knowledge of legislation in relation to the client group and mental health issues, child and adult protection, and equalities. 	E		A/I/R
<ul style="list-style-type: none"> Doctoral level knowledge of psychological research methodology and complex statistical analysis. 	E		A/I/R
<ul style="list-style-type: none"> Knowledge of factors affecting acceptability and accessibility of mental health care. (A/I/R) 	E		A/I/R
Skills/Abilities			
<ul style="list-style-type: none"> To deliver psychological therapy across cultural and other differences. 	E		A/I/R
<ul style="list-style-type: none"> To select and administer specialist psychological assessments, interpreting and integrating complex data that require analysis, interpretation and comparison, drawn from several sources. 	E		A/I/R

<ul style="list-style-type: none"> To communicate skilfully and sensitively complex and sensitive information with clients, carers and colleagues overcoming barriers to communication including sensory, and emotional difficulties, cultural differences and hostility to or rejection of information. 	E		A//R
<ul style="list-style-type: none"> To plan and schedule assessment and interventions for individual clients and groups and carers, and for meetings such as CPAs and case reviews 	E		A//R
<ul style="list-style-type: none"> To plan allocation of tasks to assistant psychologists. 	E		A//R
<ul style="list-style-type: none"> To be skilled in the administration of psychometric and neuropsychological tests, including those that require complex manipulation of test materials. 	E		A//R
<ul style="list-style-type: none"> Well-developed IT skills including entry and analysis of research data. 	E		A//R
<ul style="list-style-type: none"> Skills in providing teaching and training to other professional groups 	E		A//R
<ul style="list-style-type: none"> Ability to work effectively within a multi-disciplinary team, contributing to effective team functioning and holding team roles. 	E		A//R
<ul style="list-style-type: none"> Ability to identify and employ mechanisms of clinical governance as appropriate 	E		A//R
<ul style="list-style-type: none"> Ability to develop and use complex multi-media materials for presentations in public, professional and academic meetings 	E		A//R
<ul style="list-style-type: none"> Ability to maintain concentration and to remain in restricted positions for long periods during observations, assessments and psychological interventions, and to deal with unexpected interruptions or changes during these. 	E		A/I
<ul style="list-style-type: none"> Ability to manage emotionally stressful situations such as working with victims of abuse or trauma, or with people who engage in severe self-harming or aggressive behaviour. 	E		A/I
<ul style="list-style-type: none"> Ability to manage verbal aggression and hostility directed at self. 	E		A/I

Criteria Key:

Essential: **E**

Desirable: **D**

Review Method:

Application form: **A**

Interview: **I**

Test: **T**