

JOB DESCRIPTION

Child Clinical Psychologist
Social Communication Pathway – Psychology Team

Reviewed
April 2024

LINCOLNSHIRE PARTNERSHIP NHS FOUNDATION TRUST

Job Description

1. Job Details
<p>Job Title: Child Clinical Psychologist – Social Communication Pathway – Psychology Team</p> <p>Pay Band: 7</p> <p>Reports to (Title): Highly Specialist Clinical Psychologist</p> <p>Accountable to (Title): Head of Child Psychological Therapies</p> <p>Location/Site/Base: County wide role</p>
2. Job Purpose
<p>The Child Clinical Psychologist will be working alongside the Highly Specialist Clinical Psychologist, Specialist Clinical Psychologist and Senior Assistant Psychologist to provide input into the Social Communication Pathway – Psychology Team.</p> <p>The role of the Child Clinical Psychologist will be to:</p> <ul style="list-style-type: none">• Further develop their clinical psychology skills to assess and develop formulations for children and young people with social communication difficulties.• Work autonomously, within the Heath Trust's and the HCPC's and the BPS's professional guidelines.• Provide psychology opinion to help with advice and guidance given to families and involved professionals about a child / young person's behavioural and / or emotional presentation.• Provide clinical skills in the development of and explanation of multi-disciplinary formulations about a child / young person to help involved people understand the child's behavioural and emotional presentation.• Provide child psychology assessments as indicated including cognitive assessments; developmental assessments and contribute to autism assessments.• Provide child clinical psychology reports that may need to be presented on occasion at the local Out of Area Treatment Panel.• Offer consultation and psychology opinion to all members of the MDT (Paediatricians and Speech and Language Therapists) and to contributors from other agencies i.e. education, social care, voluntary agencies.• Provide a link between community paediatrics, SALT and CAMHS and Healthy Minds Lincolnshire, assisting involved professionals with helping children and young people with identified mental health or emotional wellbeing concerns access services which can address these needs.• Provide supervision to less experienced psychologists (e.g., assistant psychologist).• Participate in CPD, LPFT's annual staff appraisal and other developmental activities.• Carry out research and audit activities. <p>The post holder will have access to clinical and professional supervision from a more experienced clinical psychologist and will be line managed by the Highly Specialist Clinical Psychologist in the Psychology Team – Social Communication Pathway.</p>
3. Nature of the Service

A collaborative group comprising Lincolnshire County Council, Lincolnshire NHS commissioners and providers was established to consider how to address waiting times, improve pathways and release funding for additional support to assess children and young people presenting with behavioural and emotional concerns which may be impacting on their development; which may be reflective of developmental concerns.

There is strong evidence that Clinical Psychology input is a vital part of recognising where a child's / young person's behaviours and presentation relate more to environment and past experience than being symptomatic of neurodevelopmental delay, and therefore where timely mental health / emotional wellbeing intervention would be more appropriate than a medical diagnosis.

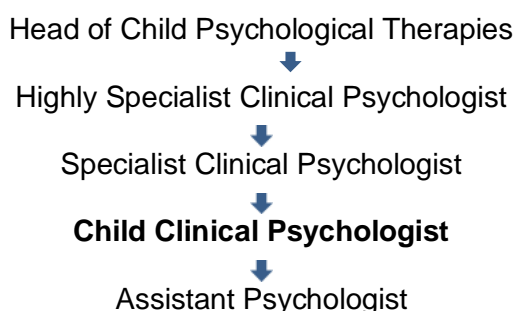
A successful Waiting Time Pilot Funding bid enabled recruitment to Clinical Psychologist posts to work alongside SALT and Community Paediatrics to form a Multidisciplinary Team approach for CYP referred for a social communication assessment.

The Psychology Team assist with the identification of any child or young person who, having accessed and followed through the recommended front line advice and interventions, needs further multi-disciplinary assessment.

The Psychology Team support the multi-disciplinary team with contributions from Education and Social Care, to give clear opinion and guidance on how best to understand a child's behavioural and emotional presentation given the gathered knowledge about the child's developmental, social and educational history.

The Psychology Team contribute to a multi professional assessment of a child / young person where this is indicated, focusing specifically on CYP who have experienced Adverse Childhood Experiences (ACE's) and will give a clear opinion about where a developmental assessment appears warranted and will indicate and evidence where a different way of understanding the concerns might be more helpful.

4. Organisation Chart



5. Duties

- To provide clinical psychology developmental and / or mental health assessments for children and young people referred to the multi professional team which will include risk assessments as appropriate.
- To carry out psychometric and cognitive assessments with children and young people.
- To exercise full responsibility and autonomy for the psychological assessment, formulation and discharge of children and young people referred to the Service where Clinical Psychology assessment is required.
- To ensure information from completed developmental assessments is disseminated and understood by all involved.
- To provide clinical psychology reports for referrers and, on occasion, present these within court proceedings; at the local Out of Area Treatment panel (OAT panel).
- To offer advice and guidance to staff (internal and external to the MDT) about developmental and risk assessments completed and incorporate the assessments into a multi-professional report which may recommend interventions to address identified behavioural, mental health and/or developmental needs and support staff in the provision of these interventions as appropriate.
- To act as Lead Professional where appropriate.
- To participate in the countywide multi-disciplinary triage clinics and attend multi professional assessment clinics to provide a Specialist Clinical Psychology opinion on understanding a child / young person's behavioural and emotional presentation. To provide a Clinical opinion when finalising multi professional formulations regarding a child's / young person's behavioural and/or emotional presentation.
- To provide clinical psychology expertise, knowledge, advice, guidance and consultation to other professionals working both within and external to the MDT, contributing directly to the formulation of an understanding of the child's / young person's presenting difficulties and assisting professionals in understanding and addressing the child's / young person's identified strengths and weaknesses.

Human Resources

- To provide effective clinical and professional supervision to less experienced and more junior clinical psychologists and graduate psychologists working within LPFT.

Teaching, training and supervision

- To receive regular clinical and professional supervision from a more experienced child clinical psychologist.
- To receive regular line management supervision.
- To assist more senior clinical psychologists in providing specialist child placements to psychologists in clinical training and to be the lead supervisor for trainee clinical psychologists as appropriate.
- To provide pre and post qualification teaching of psychology to the Trent Doctorate in Clinical Psychology and to other courses at Lincoln University.
- To provide clinical psychology advice, consultation and training to other LPFT, LCHS, ULHT staff, and to staff working for other agencies, to assist them with understanding a child's behavioural and/or emotional presentation taking into account their developmental profile.
- To assist with the planning, organising and provision of local and county wide in service training and case discussion forums; for Child Psychology staff, for other services and agencies as required / as appropriate.
- Responsible for gaining additional and on-going specialist experience and skills relevant to child clinical psychology and keeping informed of relevant developments in child clinical psychology knowledge and practice through reading; through attendance at relevant internal and external training and teaching events, including LPFT mandatory training, and through regular clinical and professional supervision.
- To undertake such other duties as may be agreed with the Highly Specialist Clinical Psychologist.

IT and Information Collation and Dissemination

- Responsible for data entry, text processing and storage of data, using paper or computer based entry systems as indicated by LPFT and ULHT and keeping within the timeframes indicated by LPFT and ULHT.
- To enter service user feedback information using computer based and paper entry systems within time limits set out by LPFT and ULHT.
- To ensure the highest standards of clinical record keeping and report writing.
- To ensure letters and reports are produced within a reasonable time frame as guided by the Highly Specialist Clinical Psychologist.

Financial and physical resources

- Responsible for booking out and in psychometric tests and questionnaires before and after use and ensuring all books and equipment are returned to the correct place at the end of use.
- Responsible for alerting administrative staff if any materials, questionnaires are running low; are no longer fit for purpose.

Research and Service Evaluation

- To undertake occasional research and development activities and provide research advice to others.
- To disseminate research findings in appropriate forums including professional journals and conferences.
- To participate in local case discussion and research forums and teaching events.

Continued Professional Development

- Responsible for gaining additional and on-going specialist experience and skills relevant to child clinical psychology via further reading, attendance at internal and external CPD training events, regular professional and clinical supervision.
- Responsible for completing LPFT's annual mandatory training program and participating in LPFT's annual staff appraisal process.

6. Skills Required for the Post

Communication and relationship skills

- Ability to communicate highly complex/sensitive information to clients and their carers and to relevant staff in a constructive and understandable way.
- Ability to deal sensitively and constructively when in highly emotive and/or hostile situations – with clients, carers, staff.
- Good knowledge of potential barriers to understanding and ability to adjust modes of communication accordingly.
- Excellent writing and verbal communication skills.
- Ability to build good working relationships with clients, colleagues and staff

Analytical and judgment skills

- Ability to work independently and as part of a team.
- Ability to seek help and guidance as appropriate
- A high level of analytical and judgemental knowledge and skill is required so can analyse and interpret and compare a range of complex information and options, sometimes conflicting and make appropriate psychological formulations and provide expert psychological opinion – for clinical cases; to provide a psychology service response; for service development.

Planning and organisational skills

- Ability to plan and prioritise own client caseload alongside engaging and contributing MDT triage referrals and case discussions.
- Ability to assist with the planning and organising of child psychology and ULHT Community Paediatrics services.
- Ability to liaise with and maintain working relationships with external agencies and/or teams.

Physical skills

- Good keyboard skills.
- Ability to use a range of psychometric test equipment – involves fine motor control and dexterity; involves transporting heavy test equipment and setting up equipment.
- Ability to be independently mobile across the county.
- Ability to use computer to communicate by e-mail; to keep up-to-date client records in accordance with the Health Trust's and HCPC's and BPS' guidance; to input and analyse service user feedback; to input data and analyse data generated by computer.

7. Responsibilities of the Post Holder

Policy/Service development skills

- Utilise service user and professional feedback to adapt and/or propose changes to their own working practices.
- To provide and assist with the further development of clinical psychology input to social communication pathway, attending meetings and propose service developments and changes as appropriate.

Human Resource Skills

- To provide effective supervision to more junior psychologists, volunteers and other professionals as appropriate.

8. Freedom to Act

The post holder will provide specialist clinical psychology assessments and interventions and will be expected to work autonomously within professional guidelines and codes of practice set out by BPS; by HCPC; by LPFT.

9. Effort & Environment

Physical Effort

- Ability to frequently sit in a restricted position – during client/family appointments; traveling between work bases; working at a computer.

Mental Effort

- Ability to frequently maintain prolonged and intense concentration.
- Ability to meet management and clinical deadlines.

Emotional Effort

- Ability to cope and deal with frequent exposure to highly distressing or highly emotional circumstances relating to clinical cases; e.g. family breakdown; child abuse; dealing with young people with severely challenging behaviours.
- Ability to contain and work with organisational stress and ability to "hold" the stress of others.
- Ability to deal with potentially difficult work situations, for example, physical or verbal aggression from a client and/or their carers.

- Knowledge of professional Guidelines set out by:- HCPC, The BPS, The Health Trust. Capable of interpreting these guidelines and policies and taking action as appropriate to provide specific aspects of LPFT Child Psychology

Working Conditions

- Combination of working from home and seeing patients in their homes, health clinics or schools
- Regular use of Visual Display Unit equipment on most days
- Potential for occasional exposure to unpleasant working conditions during home visits

10. Equality and Diversity

All staff through their behaviours and actions will ensure that our services and employment practices are respectful of individual needs and differences including those characteristics covered by the Equality Act 2010 (Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex and Sexual Orientation).

11. General

You must uphold the Trust's Purpose, Vision and Values:

Our Vision- To support people to live well in their communities.

Values

Behaviours

Compassion- Acting with kindness

Treating people with respect, showing empathy and a desire to be helpful.
Paying attention to others and listening to them.
Responding appropriately, being mindful of the language we use to do this.

Pride- Being passionate about what we do

Challenging poor practise.
Being a patient and carer advocate.
Recognising and praising good care.

Integrity- Leading by example

Doing what I say I am going to do.
Being honest.
Taking responsibility for my actions.

Valuing everybody- Using an inclusive approach

Supporting every person however different to me to achieve their best.
Challenging discrimination and supporting others to understand why it is everybody's business to do this.
Recognising and challenging my own assumptions.

Innovation- Aspiring for excellence in all we do

Using service improvement methodology.
Learning with people who use our services, research, best practise and evidence.

Sharing the learning internally and contributing to research where relevant.

Collaboration- Listening to each other and working together

Working in partnership to promote recovery, supporting and encouraging independence.

Working as one team.

Valuing lived experience as an equal partnership.

In addition you must:

- Highlight concerns in accordance with the Trust's Whistleblowing Policy where it is felt poor practice or general wrong doing has not been dealt with appropriately. Staff may make such disclosures without fear of criticism or retribution.
- Maintain an awareness of information governance and information security related issues and ensure compliance with LPFT Records and Information Policies.
- Participate in performance review, supervision and undertake mandatory training and personal development as required of the post
- Take personal responsibility for your own Health and Safety at work in accordance with Trust Policies and Procedures, in particular Security, Health and Safety and Risk Management
- Be committed to safeguarding and promoting the welfare of children, young people, vulnerable adults and people experiencing domestic abuse, both as service users and visitors to Trust premises. All staff have an absolute responsibility to safeguard and promote the welfare of children and adults. The post holder, in conjunction with their line manager, will be responsible for ensuring they undertake the appropriate level of training relevant to their individual role and responsibilities. They must be aware of their obligation to work within and do nothing to prejudice the safeguarding policies of the Trust.
- This job description is not exhaustive and as a term of employment you may be required to undertake such other duties as may reasonably be required.

PERSON SPECIFICATION

	ESSENTIAL	JOB REQUIREMENTS DESIRABLE	HOW ASSESSED (e.g. Application Form, Interview Test, Reference etc)
Qualifications	<ul style="list-style-type: none"> BPS accredited honours degree in Psychology. A Doctorate Qualification in Clinical Psychology accredited by the BPS and HCPC. Registered member of HCPC. 	<ul style="list-style-type: none"> Other related academic qualifications to Masters or Doctorate level. Additional specialist training related to working with children, young people and their families and carers, including additional specialist training in assessment of and working with children and young people with neurodevelopmental concerns including autism, ADHD. Registered member of BPS Registered member of DCP Clinical supervision training for doctorate clinical psychology trainees. Eligible for chartered status as a clinical psychologist 	Application form References HCPC confirmation BPS confirmation Certificates Interview
Experience	<ul style="list-style-type: none"> Experience of working as a trainee clinical psychologist with children, young people and their carers and families where there are psychological concerns. 	<ul style="list-style-type: none"> Experience in using ADOS; ADI-R and / or DISCO Experience of working with children and young people with a 	Application form Interview

	<ul style="list-style-type: none"> • Experience of providing clinical psychology assessments of children and young people in the context of their living situations which may include – living with biological parents; with separated parents; with other relatives; with foster carers; in residential children's homes; in-patient settings; EBD schools – residential or non-residential. • Clinical psychology assessment skills which include: <ul style="list-style-type: none"> ○ use of psychometric assessments of intelligence, memory, reading, social functioning; executive functioning; ○ use of behavioural assessments; ○ use of observational methods of assessment ○ assessment by interviewing ○ assessment by analysis of archive material • Experience of developing and providing clinical psychology interventions and intervention packages for use with children, young people and their carers and families. • Experience of providing clinical psychology advice to parents and carers and staff concerning the care and/or therapeutic provision for children and young people. • Knowledge of and experience of child protection and safeguarding issues and procedures. • Experience of working within multi-disciplinary and multi-agency settings. 	<p>range of disabilities and special needs from mild to extensive difficulties including learning difficulties; physical difficulties; chronic and acute health problems and developmental difficulties</p> <ul style="list-style-type: none"> • Experience of working with looked after children and their carers who have experienced abuse – physical, sexual, emotional. • Experience of providing supervision to other psychologists; to other professionals who work with children and young people and their carers and families. • Experience of providing consultation to other professional and non-professional groups. • Experience of providing teaching and training to other psychologists and other unqualified and qualified people. 	
Skills & Competences	<ul style="list-style-type: none"> • Ability to prioritise and organise commitments to meet deadlines • Ability to contribute to policy and service development forums and propose changes and developments. • Knowledge of professional guidelines set out by: - HCPC, the BPS; the Health Trust and capable of interpreting these guidelines and policies and taking action as appropriate. • Masters or doctoral level knowledge of research design and methodology, including multivariate data analysis as practiced within the field of clinical psychology. • Knowledge of relevant child protection, safeguarding, mental capacity and mental health legislation and its implications for both 	<ul style="list-style-type: none"> • Record of having published in peer reviewed or academic or professional journals and/or books. • Experience of being involved in a service development and proposing changes. 	Interview Application form

	<p>clinical practice and professional management when working with children, young people and their families/carers.</p> <ul style="list-style-type: none">• Evidence of continuing professional development as dictated by the HCPC and the BPS.		
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