

Job Description

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| Job Title: | Principal Psychologist, Health and Wellbeing Team HMYOI Feltham, Health & Justice directorate |
| Grade: | Agenda for Change Band 8b |
| Location: | Primary base is HMYOI Feltham In order to meet the needs of the Trust's services you may be required from time to time to work outside your normal place of work. The Trust reserves the right to change your normal place of work to any other location within the Trust. |
| Reports To: | Head of Healthcare |
| Accountable To: | Consultant Clinical Psychologist HMYOI Feltham |
| Responsible for: | 1) Band 8a and Band 7 Psychologists and Psychotherapists 2) Assistant Psychologists 2) Graduate students and doctoral trainees 3) Other professional colleagues in related disciplines as agreed |
| Key Relationships: | Health and Wellbeing Team colleagues Prison Service staff Education staff Health & Justice Service Line staff Forensic Inpatient Units, YOTs, Probation, Community CAMHS and CMHTs |

Job Purpose:

- To support the trauma-informed model of care at HMYOI Feltham B Side.
- Most young adults received into the secure estate are known to have multiple unmet health and mental health needs and high-risk behaviours that have persisted over time. They may or may not meet the diagnostic criteria for multiple disorders, but their needs and risks can best be understood as arising from traumatic life events and disrupted relationships, often beginning early in childhood. These needs and risks can best be met by using a psychologically informed approach to support the residential/discipline staff and other professionals in their day-to-day work with the young adults, because supporting these relationships and skilling up all the staff in their daily interactions will assist the young adults in acquiring the skills necessary to manage their own moods and behaviour more effectively.
- This approach does not preclude the use of specialised interventions, or existing processes and roles within the current mental care health pathway, but integrates these into a more comprehensive pathway that also includes the residential/discipline staff and all professional groups within the centre.
- This post, supervised by the Consultant Clinical Psychologist at HMYOI Feltham and working closely with the Senior Management Team at Feltham, will support the integration of these services, developing, facilitating, and overseeing specialist psychological and therapeutic interventions within the YOI.
- The role also includes directly undertaking assessments, supporting complex multi-disciplinary formulations drawing on a range of psychological knowledge and competencies and delivering psychological interventions for cases of great complexity. Because the model is psychologically informed and includes complex work involving trauma at the individual and system levels, it is

essential that the post holder has the necessary leadership, clinical skills and experience to provide oversight and leadership at a senior level, and also has the organisational skills to engage and work with the other stakeholders within the complex environment of a prison.

- The role also involves the following activities, working closely with the Consultant Psychologist at HMYOI Feltham:
- To organise psychological and therapeutic provision, through staffing and model development, supervision and management within HMYOI Feltham, to ensure an equitable and evidence-based service is in operation, with appropriate pathways for young adults with varying presentations. This will include supporting the Therapeutic Unit on Feltham B, and the Sexual Behaviour Service, Neurodevelopmental Pathway, amongst other responsibilities.
- To supervise psychologists and allied therapists within HMYOI Feltham and keep members of the profession abreast of the latest guidance and new ways of working.
- To provide teaching and training of junior staff, psychology students & trainees, specialist nurses and non-health staff.
- To participate actively in both departmental and Trust matters concerning Care Quality.
- To contribute to the maintenance and development of Health & Justice services within the Trust to the highest standard.
- To take an active role in relation to the Senior Management Team of the Healthcare service at HMYOI Feltham and (when appropriate) to wider Health & Justice Services.
- To contribute to business development across Health & Justice through writing tenders, presenting on new business bids, and designing appropriate service models for cost-effective and quality care. To support investigations to support disciplinary action or complaints and incident reviews.
- To represent, where needed, psychology and therapy services in contract review meetings and in conjunction with regional operational managers to liaise with commissioners.
- To work autonomously within professional guidelines and the overall framework of the service's policies and procedures.
- To utilise research skills for audit, policy and service development and research within the Health & Justice Service Line.

Main Clinical Responsibilities:

- To coordinate the development and implementation of a psychologically underpinned, attachment and trauma-informed model of care at HMYOI Feltham. Working within a highly specialised clinical area, the post holder is to supervise and provide highly developed specialist psychological assessments and interventions for young adults who have particularly complex needs and risks. These will be based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with young adults, family members and others involved in the client's care.
- To formulate plans for the formal psychological treatment and/or management of a client's mental health difficulties based upon an appropriate conceptual framework of the client's presentation, and employing methods based upon evidence of efficacy, across the full range of care settings.
- To make highly skilled evaluations and decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group. To exercise full responsibility and autonomy for the treatment of and discharge of clients whose problems are

managed as a psychologically based standard care plan, ensuring appropriate assessment, formulation and interventions, communicating with the referral agent and others involved with the care on a regular basis.

- To provide leadership when managing situations of great complexity and risk within HMYOI Feltham. This will include the ability to communicate highly complex case information in a clear manner and good engagement skills with all staff groups within the centre. This will also include the ability to understand, work with and mediate the impact of trauma on individuals and the systems around them.
- To provide expertise and specialist psychological advice, supervision, guidance, and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.
- To work alongside senior colleagues (particularly senior residential and case managers) to support the delivery of psychologically informed care by all staff working within the establishment.
- To undertake risk assessment and risk management for relevant individual clients and to provide both general and specialist advice for psychologists and other professionals on psychological aspects of risk assessment and management.
- To act as a Lead Professional, where appropriate, ensuring the provision of a care package appropriate for the client's needs, co-ordinating the work of others involved with care, arranging client's care reviews as required and communicating effectively with the client, his/her family and all others involved in care; and to monitor progress during the course of multi-disciplinary interventions.
- To act as care coordinator, where appropriate, taking responsibility for initiating planning and review of care plans under enhanced CPA including young adults, their families, referring agents and others involved in the network of care. To prepare reports for, attend and contribute to CPA meetings. To communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor and evaluate progress during the course of both uni- and multi-disciplinary care.
- To provide expert consultation about the psychological care of the client group to staff and agencies outside the Directorate and Trust.
- To liaise regularly with community services, prisons, courts, statutory and nonstatutory agencies, concerning all aspects of the mental health care management of the young adults.
- To carry out specialist diagnostic assessment and prepare reports to assist the multidisciplinary care team, Mental Health Act Tribunals and Courts alike.
- To keep clinical records in line with trust policy and be competent and efficient in using electronic patient records e.g. Systm1 in prison. To attend relevant local management and operational meetings and Offender Care management meetings as agreed with his / her manager.
- The post holder will input and maintain accurate and reliable computer information that will be used for quality and performance purposes. To contribute to ensuring that the Health & Justice services achieve the activity, performance and outcome targets as agreed with key stakeholders.
- To communicate in a skilled, persuasive and sensitive manner, information concerning the assessment formulation and treatment plans of clients, and to monitor progress during the course of their multidisciplinary care.
- To maintain the highest standards of clinical record keeping, including electronic data entry and recording, and report writing and the responsible exercise of professional self-governance, in

accordance with professional codes of practice of the British Psychological Society and Trust policies and procedures.

- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
- To ensure that all aspects of professional activity (e.g. communication with clients, relatives, colleagues as well as in the assessment, development/delivery of interventions) issues of diversity such as race, culture, identity, gender and sexuality are sensitively considered and incorporated to reflect individual differences appropriately.
- To ensure that clients are appropriately consulted about relevant aspects of their care and are empowered to express their views in a responsive environment enabling such views to be assimilated / incorporated into continued service development and improvement.

Teaching, training and supervision:

- To receive regular clinical supervision from a suitably qualified and experienced psychologist and, where appropriate, other professional colleagues.
- To support the provision of psychologically informed care by “front line” staff (i.e. residential/discipline staff, case managers, healthcare and education staff) to the young adults within HMYOI Feltham. This will include:
 - Developing and promoting a culture of resilience across all disciplines and through all levels of staff.
 - Developing and supporting the implementation of formulation-based multidisciplinary case planning for young adults within HMP & YOI Feltham.
 - Developing and supporting the delivery of appropriate training to staff, particularly in understanding attachment, working with complex and developmental trauma, and the use of formulation.
 - Developing and supporting the implementation of supervision and reflective practice processes. To ensure appropriate systems for the clinical and professional supervision of qualified and unqualified psychologists and others across the defined area of responsibility.
- To provide clinical and professional supervision to identified staff within the Health & Justice directorate.
- To provide specialist elective third year clinical placements for trainee clinical/counselling/forensic psychologists, and to other students when appropriate, ensuring that they acquire the necessary clinical and research skills to doctoral level where appropriate, and competencies and experience to contribute effectively to good psychological practice, and contributing to the assessment and evaluation of those competencies.
- To provide pre and post-qualification teaching of clinical/counselling/forensic psychology as appropriate.
- To continue to develop expertise in the area of professional pre and post-graduate training and clinical supervision.
- The post holder will be expected to update their professional skills and knowledge based by participating in CPD activities.
- The post holder will regularly update their knowledge of new developments in relevant academia

Management, Recruitment, Policy and Service Development:

- The post-holder is responsible (with the strategic direction and support of the Head of Healthcare and the Consultant Psychologist at Feltham) for contributing to the professional management, recruitment, policy and service development in line with the trauma-informed framework. This will require close liaison and co-working with local Service Managers who maintain operational and budgetary responsibility.
- To participate as a representative for Health & Justice psychology services, in the local service management structure and other relevant Trust-wide committees and bodies.
- To participate as the senior clinician in the development of a high quality, responsive and accessible service for clients, their carers and families within HMP & YOI Feltham, including advising both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
- To exercise delegated responsibility for managing the psychological resources available to the sector/service both in terms of psychological staff and psychological materials employed in the assessment and care of young adults.
- To exercise responsibility for the systematic governance of psychological practice within the Health & Justice Youth Custody Services.
- To exercise responsibility for the appropriate and safe use of specialist psychological equipment within the sector/section including appropriate systems of stock control.
- To exercise responsibility for disciplinary and complaints procedures in the respective psychology services.
- To implement service developments and projects within HMYOI Feltham and the Health & Justice Psychology Services.
- To support appropriate recruitment of psychology and allied therapy professionals within HMYOI Feltham.
- The post holder will ensure psychologists and other clinical staff in the area of responsibility are carrying out clinical practice in line with current good practice guidance and legislation i.e. NICE, Mental Capacity Act etc.
- To present information relevant to psychological services at contract review meetings and other relevant local governance and assurance forums.
- To communicate with commissioners, prison leaders and partner agencies when required.
- To design, facilitate and monitor appropriate outcome and evaluation tools for psychological services offered in Health & Justice.

Communication:

- To provide and receive highly complex, sensitive and contentious information in an atmosphere where clients can be hostile, antagonistic or highly emotive, where adherence to detail and accuracy must be meticulous since the strands of communication can be conflicting, and where there are significant barriers to acceptance which need to be overcome using the highest level of interpersonal and communication skills.
- To act in an appropriate dignified and responsible manner with clients, relatives and colleagues, using appropriate language and communication skills which acknowledge cultural differences.

- To communicate effectively in supervision and line management of psychology staff. To encourage the professional development of others by utilising effective communication.
- To attend meetings, including at a senior level, and present both verbally and in writing, information about your sector of responsibility and psychological services in a concise and efficient manner.

Policy and Procedures:

- The duties and responsibilities of this post will be undertaken in accordance with the policies, procedures and practices of CNWL / Health & Justice Directorate and with the Code of Conduct and Guidance on Professional Practice issued by the British Psychological Society and working within HCPC guidelines. It is the post-holder's responsibility to ensure that they keep up-to-date with these policies and other policy documents.
- To work in accordance with Health & Justice Service procedures, and with those of local prison/hospital sites, in particular security and health and safety.
- To obtain and maintain prison security clearance and work in accordance with security directives from the prison.
- To apply equal opportunities principles at all times and participates in training activities and Individual Performance and Development Reviews.

Research and service evaluation

- To contribute, as a senior clinician, to planning and implementing systems for the evaluation, monitoring and development of psychological provision at HMYOI Feltham, through the deployment of professional skills in research, service evaluation and audit and ensuring incorporation of psychological frameworks for understanding and provision of high quality care.
- To utilise theory, evidence-based literature and research to support evidence-based practice in individual work, work with other team members and across the system-wide developments.
- To undertake, as required, appropriate research and provide research advice to other staff undertaking research within Health & Justice.
- To initiate and implement project management, including complex audit and service evaluation, with colleagues within and across the service to help develop and improve services to clients and their families.

IT responsibilities (other than those used for research)

- To input and maintain appropriate computer and manual clinical records and statistical data and provide this to Service Managers/Lead Psychologists when necessary.
- To engage in relevant computer and IT training as required.
- To be responsible for ensuring that those psychologists you are responsible for/supervise engage in relevant computer and IT training as required and will input and maintain, appropriate computer and manual clinical records and statistical data.

Rider Clause

This is an outline of the post-holder's duties and responsibilities. It is not intended as an exhaustive list and may change from time to time in order to meet the changing needs of the Trust and Department.

Trust Sustainability Green Plan Pledge

CNWL are committed to a sustainable future and to improving the social and environmental well-being of our care community. We are dedicated to environmental improvements that embrace a sustainable future that require a shared understanding of our ambitions. Please see the Trust Green Plan - Caring Today and Tomorrow; Carbon-Free available on the Trust Intranet.

CENTRAL AND NORTH WEST LONDON NHS FOUNDATION TRUST

PERSON SPECIFICATION FOR PRINCIPAL CLINICAL PSYCHOLOGIST IN HEALTH & JUSTICE DIRECTORATE

| FACTORS | ESSENTIAL | * | DESIRABLE | |
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| EDUCATION AND QUALIFICATIONS | <ul style="list-style-type: none"> • An honours degree in Psychology as accredited by the British Psychological Society (BPS). • Doctoral level training in clinical, counselling or forensic psychology or equivalent, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology, equivalent to that accredited by the BPS. • Evidence of significant post-qualification specialist training, experience and developing expertise in a specialist area of clinical practice. • HCPC Registered as a Practitioner Psychologist. • Completion of supervisor training course. | A | <ul style="list-style-type: none"> • Pre- or Post-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology. • Attendance at relevant management training courses and events. • Chartered Psychologist status with the British Psychological Society (BPS). • Further training or qualifications in systemic models of working / Family therapy • Completion of further training in risk assessment or adolescents and young adults. | A |
| PREVIOUS EXPERIENCE Paid/unpaid relevant to job | <ul style="list-style-type: none"> • Substantial assessed experience of working as a qualified clinical psychologist including at a highly specialist level or an alternative agreed by the Chief Psychologist • Experience of specialist psychological assessment and treatment of clients across the full range of care settings, including outpatient, community, primary care and in-patient settings • Experience of working with a wide variety of client groups, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse. • Experience of teaching and training. | A I | <p>Awareness of institutional dynamics.</p> <p>Research/publications on relevant issues.</p> <p>Experience of working indirectly with staff groups</p> <p>Experience of working within a prison environment and of supporting and developing psychological services in such</p> <p>Experience of using a trauma informed approach</p> | A I |

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| | <ul style="list-style-type: none"> • Experience of representing psychology within the context of multi-disciplinary care • Experience of working effectively in multidisciplinary settings. • Advanced knowledge, experience and expertise in at least one specialist area of clinical practice gained through specialist training and supervised practice (e.g. psychotherapy, neuropsychology, risk assessment, clinical supervision). • Experience of leading on projects of service design or improvement. • Experience of leadership, management and supervision of trainees and qualified staff including those from other disciplines. • Significant experience of and interest in working therapeutically with young adults who have significant, complex mental health difficulties and high risk behaviours. | | <ul style="list-style-type: none"> • Experience of working as a psychologist with young people/adults in residential or other criminal justice settings • Knowledge of and experience working organisationally with teams, using reflective practice and other modes of intervention. | |
| SKILLS, KNOWLEDGE, ABILITIES | <ul style="list-style-type: none"> • Advanced 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. • Well-developed skills and knowledge in developmental psychology, attachment and trauma theories and the application of these in support of clients with complex presentations involving relational disruption and trauma • Skills in providing consultation to other professional and non-professional groups. • Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology. • Possesses range of clinical knowledge, skills & information technology expertise relevant to demands of senior post. • Ability to teach and train others, using a variety of complex | A I | <ul style="list-style-type: none"> • Well developed knowledge of the theory and practice of specialised psychological therapies in specific 'difficult-to-treat' groups (e.g. personality disorder, dual diagnoses, people with additional disabilities, forensic settings). • Can apply psychological knowledge creatively in developing new initiatives. • Ability to write reports for varied audiences, including courts and purchasers of services. | A I |

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| | <p>multi-media materials suitable for presentations within public, professional and academic settings.</p> <ul style="list-style-type: none"> • 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. • Broad knowledge of models of assessment, management and treatment of offenders. • Ability to work intensively with people who present challenges in the complexity of their problems and needs, including sexual and violent offending, self-harming and suicidal behaviours. • High level of ability to plan and organise clinical service provision to meet service demands, and to maintain high quality professional practice. • Evidence of continuing professional development relevant to the population as recommended by the HCPC. • Excellent IT skills. | | | |
| ATTITUDES, APTITUDES PERSONAL CHARACTERISTICS | <ul style="list-style-type: none"> • Excellent interpersonal skills. • Ability to work flexibly according to changing demands and to work well within a team • Appreciation of the interface between our personal and professional lives, high level of self awareness and knowledge of principles of self care. | A I | Experience of working within a multicultural framework. | A I |
| OTHER | <ul style="list-style-type: none"> • Ability to work in a secure environment, in line with HMPS policy and procedures and obtain and maintain enhanced security clearance. | A | | |

***Key: Measured by A= Application Form, I=Interview, T=Test**