

JOB DESCRIPTION & PERSON SPECIFICATION

ROLE DETAILS

POST TITLE:	Clinical Psychologist
RESPONSIBLE TO:	Senior Clinical Psychologist / Clinical Lead
HOURS:	37.5 hours per week
TERM OF POST:	Permanent
SALARY:	Equivalent to NHS AfC Band 7-8a (£46,148 - £60,504) dependent on experience

POST OUTLINE

This is a permanent post supporting the Multi-Disciplinary Team (MDT), in the delivery of effective clinical services through assessment, intervention and ongoing support to children, young people and families accessing the service.

You will assess, formulate and deliver interventions and evaluate clinical outcomes. You will work as part of a multidisciplinary team that includes Clinical and Counselling Psychologists, Learning Disability Nurses, Occupational Therapists, Speech and Language Therapists, Paediatrician, Assistant Psychologists, Clinical Assistants, Trainees and charity volunteers. The role also will involve close collaborative working with our Family Support team and other departments across the charity including Service Delivery, Applications and Volunteer Departments.

DUTIES & RESPONSIBILITIES

Clinical Duties:

- Contribute to the development and implementation of autism and neurodevelopmental assessment and intervention pathways including diagnostic assessment, formulation, recommendations, guidance, advice and workshop programmes for children and young people and those around them (e.g. families, teachers, health/social care workers).
- Work as part of the MDT in a specialist autism service for children and young people and their families –fostering strong collaborative relationships with colleagues to maximise effectiveness.
- Provide specialist psychological assessments of children referred to the service 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, observations and interviews with family members and others involved in the child's care.
- Provide specialist knowledge and skills in the assessment and diagnosis of autism and other neurodevelopmental conditions where appropriate.

- Lead and contribute to MDT discussions around psychological and diagnostic formulation, taking into account theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the child or family group.
- Develop appropriate recommendations for ongoing support and intervention plans that promote the child's development, wellbeing and family functioning.
- Provide specialist psychological advice, consultation, and training to other professionals contributing directly to formulation, diagnosis, intervention planning and ongoing support.
- Communicate complex and sensitive information, such as assessment outcomes, diagnosis and recommendations, in a skilled and compassionate manner.
- Prepare comprehensive psychological reports and communicate the findings to others as required, for example parents, children and team colleagues, adapting communication to the needs of others as appropriate.
- Implement a range of evidence-based interventions, both for individuals and groups, including children, young people, carers, families, and staff from other settings as required.
- Contribute to risk assessment and developing risk management plans, including providing consultation to other professionals on psychological aspects of risk assessment and management.
- Coordinate, where appropriate, the assessment and intervention plans for children and young people, taking responsibility for planning and reviewing progress with children, their carers, referring agents and others involved in their network of care.
- Develop and deliver training sessions and workshops to children, young people, families and staff/professionals in other settings.

Teaching, Training and Supervision:

- Receive regular clinical supervision from a suitably qualified Registered Psychologist.
- Contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programs, as appropriate – applying and disseminating knowledge gained to improve practice.
- Contribute to professional post-graduate teaching and training of others as required.
- Provide clinical supervision, and where appropriate line management oversight, for Assistant Psychologists, Trainee Psychologists and other professionals as delegated.
- Provide advice, consultation and training to staff across a range of agencies and settings, where appropriate.

Quality of Care:

- Ensure the effective delivery and quality of care standards for the service, in accordance with all relevant national, professional and local policies and regulatory requirements from the Care Quality Commission (CQC).

- Advocate for the involvement of children and families, where appropriate, in decisions made about them including wider service development and future program planning and delivery.
- At all times to afford children, families and other stakeholders the dignity and respect to which they are entitled and, in particular, to recognise any communication needs and special requirements associated with an individual's identity, race, culture or religion – with full regard to the organisations Equality and Diversity Policy and relevant statutory/regulatory guidelines.
- Ensure adherence to clinical governance requirements, contributing to governance procedures as required to support continuous service improvement.
- Confidentiality and data protection regarding all personal information and Caudwell Children activities must be maintained at all times (both in and out of working hours) in accordance with organisational policies, professional codes of conduct and relevant legislation such as the General Data Protection Regulations 2018.
- Contribute and co-operate fully with any regulatory or organisational inspections/audits.
- To be responsible for your own health and safety and that of anyone else whom your acts and omissions may affect, ensuring that relevant health and safety requirements are adhered to and a professional and hygienic personal appearance is maintained at all times.
- Commitment to safeguarding and promoting the welfare of children, including adherence to the organisations Safeguarding Policy and procedures.

Research and Development:

- To utilise theory, literature and research to support evidence-based practice in individual work and in collaboration with other team members.
- Contribute to the development, evaluation and monitoring of the team's policies, procedures and services, through the deployment of professional skills in research, service evaluation and audit, working in conjunction with the Research Department.
- To undertake and participate in service development projects as required, working with colleagues to strive for continuous improvement in service provision.
- Support ongoing service evaluation processes, including analysing feedback, monitoring outcomes and measuring impact.

General:

- Maintain professional registration and ensure compliance with relevant professional standards required for your role (e.g. HCPC, BPS).
- Contribute to the development and articulation of best practice in psychology across the service by continuing to develop the skills of a reflective scientist practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in relevant fields of psychology and related disciplines.

- Participate in the recruitment, induction and retention of staff as appropriate to your role including supporting the recruitment of other disciplines as required.
- Ensure maintenance and security of physical, financial and information resources, where applicable.
- Maintain the highest standards of record keeping including electronic data entry, recording and report writing.
- Take responsibility in the exercise of professional governance in accordance with professional codes of practice of the HCPC and British Psychological Society and local policies and procedures. Ensure all record keeping is in line with local, professional, organisational and national guidelines.
- Maintain up to date knowledge of legislation, national and local policies and issues in relation to the specific client group.
- Adhere to all Caudwell Children's policies and procedures.
- Demonstrate commitment to Caudwell Children's mission, vision and values.

This Job Description indicates only the main duties and responsibilities of the post and is not intended as an exhaustive list. The post holder may be asked to carry out other duties from time to time. The Charity reserves the right to amend this Job Description from time to time, according to business needs.

PERSON SPECIFICATION

Essential Criteria:

- Doctoral level training or equivalent in clinical psychology, including specific models of disability, psychometrics and neuropsychology and two or more distinct psychological therapies and lifespan developmental psychology.
- Evidence of registration with the HCPC.
- Experience of specialist psychological assessment and intervention with individuals across a range of settings
- Experience of undertaking standardised psychometric assessments, structured professional interviews, informal observations and combining complex information to make informed clinical judgements.
- Knowledge and experience of conducting cognitive and neuropsychological assessments with children
- Experience in the assessment and diagnosis of autism
- Experience of working with a variety of client groups including children, young people and families, with a variety of different needs (e.g. autism, developmental disabilities, intellectual disabilities, complex needs) and reflecting a range of clinical need and risk.
- Skills in psychological formulation and implementing appropriate interventions/strategies
- Maintaining a high degree of professionalism in the face of highly emotive situations
- Experience of working in an MDT
- Experience of the application of psychology in different cultural contexts.
- Knowledge of a range of neurodevelopmental conditions, and an awareness of the shift towards neuro-affirmative practice

- High level knowledge of the theory and practice of at least two specialised psychological therapies
- Knowledge of relevant legislation and operating frameworks, e. g. Children's Act 2004, Mental Capacity Act 2005
- Ability to manage risk and a good understanding of safeguarding procedures in the context of safeguarding and child protection legislation.
- Knowledge and commitment to standards in relation to other relevant legislation including Information Governance, Health & Safety etc.
- Understanding of Clinical Governance and its application in practice
- Strong organisational and time management skills, with the ability to cope in pressured situations.
- Excellent interpersonal, communication, observation and reporting skills. Ability to engage a wide range of children, families, staff and other stakeholders and foster good collaborative team relationships.
- Ability to work flexibly and adapt approaches as required, with an openness to learning and improving practice
- A commitment to the principles and practice of continual improvement and the provision of personalised services
- A commitment to respect and uphold the rights of others, while promoting quality of life for children and their families.
- Able to meet the physical requirements of the role after reasonable adjustments have been made for illness or disability
- Able to travel to meet the needs of the post
- A personal commitment to the organisation's vision, values and principles.

Desirable Criteria:

- Additional qualifications in research, training, supervision and/or other specific areas of clinical practice
- Experience of supervising others in the MDT
- Knowledge and experience of working within CQC/OFSTED regulatory frameworks
- Strong leadership skills
- Experience of working in the Charity/Third Sector
- Experience of working in ISO regulated organisations
- Experience of working with volunteers

DISCLOSURE & BARRING SERVICE CHECKS

The Charity is committed to safeguarding children and young people and therefore adopts a safer recruitment approach through a robust recruitment and selection process. All posts within the Charity are subject to DBS checks, in line with the Rehabilitation of Offenders Act (1974). Dependent on the role, one of the following DBS checks will be carried out:

- Standard disclosure
- Enhanced disclosure
- Enhanced disclosures with children's and/or adults' barred list check(s):

This role is eligible for an enhanced with barred lists DBS check.