

## Job Description

### Clinical Psychologist / Counsellor –Croydon Forensic

<b>Job Title:</b>	Clinical Psychologist / Counsellor
<b>Reports to:</b>	Group Clinical Lead
<b>Direct Reports:</b>	Assistant Psychologist
<b>Indirect Reports</b>	Recovery Workers, Positive Engagement Workers
<b>Location:</b>	Croydon

### Role Purpose

This role sits within the management structure of our forensic mental health step-down service, which runs across four sites within the borough of Croydon. As part of the management team you will work closely with both service users and staff to develop bespoke interventions for individuals. You will also work collaboratively with clinicians from South London and Maudsley Trust (SLaM) Forensic Team to ensure appropriate risk measures are in place through structured engagements and communications.

### Service Purpose

The aim of the service is to provide staged (High/Medium/Low) accommodation-based support to people referred by SLaM that will allow them to address their complex support needs and prepare for independent living whilst also managing the risk individuals may pose to the community.

We seek to support people being supported to recovery and independence in the least restrictive setting and work with our partners to prevent delayed discharge of care (DToC) and avoidable admissions. The service provides a rehabilitation programme of care with a multidisciplinary team skills mix; support is be available for people transitioning through the high, medium to low tiered services into independent accommodation.

The service will provide support to 45 plus people between the cohorts described above who may or may not be engaging with services and therefore present a high risk to themselves or others. The service will be flexible and responsive to the multiple needs of service users including:

- People with diagnosed and undiagnosed mental health problems
- People with diagnosed and undiagnosed personality disorders
- People with Learning disability / behaviour that challenges
- People with very chaotic lifestyles, including those displaying anti-social behaviour
- People at risk of serious offending
- People with substance misuse issues

## **Main Duties and Responsibilities:**

### **1.0. Clinical Responsibilities, Patient Contact**

- 1.1. Provide highly specialist psychological assessment of clients with highly complex conditions based on the appropriate use, interpretation and integration of data from a variety of sources, which may include neuropsychological testing.
- 1.2. Responsible for recognising the potential for or signs of client harm, abuse or neglect, including poor clinical practice, reporting all such concerns and taking all reasonable steps to protect the client. Responsible for identifying and reporting concerns regarding the safeguarding of children who may be at risk.
- 1.3. Undertake risk assessment and risk management for individual clients and provides specialist advice to other professionals on psychological aspects of risk assessment and risk management.
- 1.4. Formulate plans for highly specialist psychological therapy and/or management of clients' mental health conditions based upon an appropriate conceptual framework and evidence-based practice. Negotiates the implementation of such plans with clients and/or their carers.
- 1.5. Implement a range of highly specialist psychological therapies for individual clients, carers, families and groups, adjusting and refining psychological formulations as required.
- 1.6. Undertake highly skilled evaluations and makes decisions about treatment options.
- 1.7. Provide highly specialist psychological advice, guidance and consultation to other staff contributing directly to client's diagnosis, formulation and intervention plan.
- 1.8. Facilitate decision-making by planning and mapping processes/interventions with members of the team to determine the most appropriate treatment modality or service for clients.
- 1.9. To liaise with other professionals working within NHS, Social Inclusion and Health and the voluntary sector on matters relating to client care that have implications for the service.

### **2.0 Supervisory/Professional Responsibility**

- 2.1. Facilitation of reflective practice groups for staff at Croydon Services
- 2.2. Provision of workshops, PIE training and support with implementation plans for partners across the forensic mental health Pathway in Croydon.
- 2.3. Hold responsibility and accountability for their own actions, ensuring appropriate support and supervision is sought when required.
- 2.4. Keep abreast of current developments in this field through reading, attendance at appropriate training courses, and a range of other CPD activities, and to ensure that a log is kept of this in line with HCPC requirements.
- 2.5. Attend regular clinical supervision

### **3.0 Service Evaluation and Research**

- 3.1. Take an active role in clinical audits as required
- 3.2. Develop proposals and undertake service evaluation and research
- 3.3. Engaging multiple stakeholders in the service work including Service Users and/or carers
- 3.4. Developing and implementing outcome monitoring with service manager and Head of Services

### **4.0 Confidentiality**

- 4.1. Patient and/or staff information is confidential. It is a condition of employment that you will not use or disclose any confidential information obtained unless disclosure is expressly authorised by your employer. Misuse of or a failure to properly safeguard confidential data will be regarded as a disciplinary offence and will be dealt with in accordance with Penrose's Disciplinary Policy.

### **5.0 Data Quality**

- 5.1. The post holder should ensure any data/information prepared for either internal or external analysis is 'fit for purpose' i.e. that it is accurate, valid, reliable, timely, relevant and complete.

### **6.0 Safeguarding Adults**

- 6.1. All members of staff have a responsibility to ensure that vulnerable adults are safe from abuse or harm. Employees must follow Penrose's Safeguarding Vulnerable Adults Guidance. A vulnerable adult is a person who is, or may be, by reason of mental or other disability, age or illness, unable to take care of themselves, or unable to protect themselves against significant harm or exploitation. All instances of concern should be reported using the latest relevant form. It is an employee's responsibility to comply with all current legislation, breaches of which may lead to an employee being subject to disciplinary action.

### **7.0 Safeguarding Children**

- 7.1. All members of staff have a responsibility to ensure that children and young people are safe from abuse or harm. Employees must comply with the Local Safeguarding Board Child Protection Policy and Procedures and the Croydon's Safeguarding Adults Partnership Board Strategy.

### **8.0 Professional / Managerial Codes of Practice**

- 8.1. The post holder is expected to abide by the relevant codes of practice of their registering body.

### **9.0 Policies and Procedures**

- 9.1. The post holder is required to abide by all policies and procedures of Penrose and the Social Interest Group

This document is not intended to be an exhaustive list. Other duties, responsibilities and work base appropriate to this role / grade, may also be required. The manager will discuss this with the post holder where necessary.

## Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>• Post-graduate doctoral level training in applied Psychology (or its equivalent) as accredited by the BPS including models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology.</li> <li>• Post doctoral training in one or more additional specialised areas of psychological practice</li> <li>• HCPC registration as An Applied Psychologist with Chartered Status</li> <li>• Trained in clinical supervision and the supervision of doctoral trainees</li> <li>• Evidence of continuing professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Registration with BPS</li> </ul>
Experience	<p>Must have experience of:</p> <ul style="list-style-type: none"> <li>• Working as a qualified applied psychologist within the designated service including a wide variety of client groups, across the whole life course and a range of clinical severity across a range of care settings.</li> <li>• Exercising full clinical responsibility for clients' psychological care as a care coordinator within the context of a multidisciplinary team.</li> <li>• Teaching, training, consultancy and clinical supervision and field supervisor for doctoral theses.</li> <li>• Research and development</li> <li>• Quality and service improvement and evaluation.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of joint working with statutory, voluntary and private sector agencies</li> </ul>
Knowledge	Knowledge of:	



	<ul style="list-style-type: none"> <li>• Evidence- based practice relevant to the role</li> <li>• Risk assessment and risk management</li> <li>• Clinical governance</li> <li>• Knowledge of legislation in relation to the client group and mental health.</li> <li>• Audit and research methodology</li> <li>• Social Inclusion agenda</li> <li>• PIE</li> </ul>	
Skills	<p>Must be able to:</p> <ul style="list-style-type: none"> <li>• Communicate highly complex and highly sensitive information effectively, to a wide range of people</li> <li>• Adapt creatively the evidence base for interventions relevant to the client group (define)</li> <li>• Provide effective teaching, training, consultancy and clinical supervision/reflective practice</li> <li>• Work effectively as part of a multidisciplinary team and undertake care co-ordination/lead practitioner responsibilities</li> <li>• Undertake complex multiagency working and liaise with multiple systems</li> <li>• Identify, provide and promote appropriate interventions / means of support for carers and staff exposed to highly distressing situations and challenging behaviours.</li> <li>• Utilise appropriate clinical governance mechanisms within own work.</li> <li>• Demonstrate effective keyboard skills</li> </ul>	



	<ul style="list-style-type: none"><li>• Use multimedia materials for presentations in professional, academic and public settings.</li></ul>	
Personal Attributes	<ul style="list-style-type: none"><li>• Able to work in accordance with Penrose Values and Behaviours.</li><li>• Able to engage with vulnerable people and work effectively in highly distressing and challenging circumstances.</li><li>• Respects and has awareness of the advantages of joint working with other experienced professionals in a multidisciplinary setting.</li><li>• Able to work flexibly and co-operatively as part of a team</li><li>• Able to use own initiative and make decisions independently</li><li>• Committed to continual quality and service improvement</li><li>• Self-aware and committed to professional and personal development. Able to accept and respond positively to feedback from supervision</li></ul>	
Other Requirements	<ul style="list-style-type: none"><li>• Ability to travel independently in accordance with Penrose policies and service need.</li><li>• This post is subject to a Criminal Records Bureau Disclosure to identify any relevant criminal background.</li></ul>	