



## Job Description

<b>Job role</b>	<b>Assistant Psychologist</b>
<b>Job Title</b>	<b>Assistant Psychologist/ Higher Assistant Psychologist</b>
<b>Department</b>	<b>Integrated Mental Health Team</b>
<b>Accountable to</b>	<b>Mental Health Lead</b>
<b>Professionally accountable to</b>	<b>Qualified Psychologist</b>
<b>Based at</b>	<b>HMP XXXXXXXX</b>

Practice Plus Group’s mission is **Access to Excellence**. Our core values are;

- We treat patients and each other as they would like to be treated
- We act with integrity
- We embrace diversity
- We strive to do things better together
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Patients can only access excellence if we commit to living our values in everything we do when we’re at work.



We believe in putting the patient first, regardless of the environment or their history. The prison population is one of the most vulnerable and marginalised patient groups in society and the delivery of their health care is conducted within often difficult and demanding environments.

### The Role

To support and enhance the professional psychological care of patients within the service/ team, across all pathways, providing psychological assessment and psychological interventions. To work under the supervision of a qualified professional psychologist working independently, where appropriate, according to a plan agreed with the clinical supervisor and within the overall framework of the organization’s policies and procedures. To assist in clinically related administration, conduct of audits, collection of statistics, development of audit and/or research projects, teaching and project work. This role will involve being fully integrated within the patient’s journey during their sentence and meeting their needs at different points in time from reception to release planning. As such you will take on an active role within supporting patients under your care within the Assessment Care in Custody Teamwork (ACCT) process and contribute towards the Challenge, Support and Intervention Plan (CSIP).

### MAIN DUTIES/RESPONSIBILITIES

#### **Clinical –**

- Identify patients who may benefit from psychological intervention, following mental health triages and in discussion with the multi-disciplinary team and, where demand exceeds capacity, prioritise according



to clinical need, risk presentation and release planning in line with agreed service policy and under the guidance of the qualified psychologist;

- Provide comprehensive psychological assessment, including risk assessment, and develop psychological formulations to support patients and other members of the MDT in making sense of their difficulties in line with agreed guidance from the qualified psychologist;
- Identify and deliver appropriate individual and group interventions to patients in line with the Psychological Therapies Service (PTS) pathways and in line with agreed guidance from the qualified psychologist;
- To monitor and evaluate psychological interventions using appropriate measures as per PTS guidelines;
- To maintain accurate clinical records and keep the PTS dashboard up to date with outcomes data for patient/service and staff outcomes;
- To communicate both verbally and written, highly complex information concerning assessment, formulation and intervention plans to patients, professional colleagues and external agencies, as appropriate and in line with agreed guidance from the qualified psychologist;
- Manage resources appropriately.
- Identify and provide opportunities for other members of the multi-disciplinary team to gain understanding of how psychological knowledge can support their work with patients, through developing psychological formulations with team members, participating in multi-disciplinary meetings and decision making or other opportunities for providing consultancy and advice in line with agreed guidance from the qualified psychologist;
- To attend ACCT reviews for patients on caseload as appropriate and to offer psychological opinion about management and, offer psychological understanding into CSIP plans to support management of patients within the wing by prison staff in line with agreed guidance from the qualified psychologist;
- Foster good working relationships with Offender Management, Probation and Reconnect services to gain/offer psychologically informed understanding of patients' needs during transition into open conditions or release into the community;
- In liaison with the Mental Leads and/or Heads of Healthcare, identify opportunities for staff's learning and reflection, through reflective practice, debrief and training sessions.

### **Teaching, training and supervision –**

- To maintain CPD and peer supervision sessions within the wider PTS team;
- To receive regular clinical supervision from an appropriately qualified and experienced supervisor, in accordance with the BPS and the HCPC guidelines and, where appropriate, from other senior professional colleagues;
- You will engage in regular practice supervision and keep a log of evidence of core competencies in line with agreed work plan.

### **Management, recruitment, policy and service development –**

- To advise the Lead Psychologist on those aspects of the service where psychological matters need addressing in line with best practice and service objectives;
- To contribute to proposals for and implementation of policy and service development changes in relation to psychology and psychological therapies within the service;

### **Research, service evaluation & audit –**

- To contribute audit, research and service evaluation projects, with colleagues within the service, to help develop service provision;

**Professional –**

- To attend regional and national Psychological Therapies meetings, service development and other relevant meetings as required;
- To adhere to professional/accrediting body codes of conduct (e.g. HCPC, BPS) and organisational policies and procedures
- To engage in the organisation’s annual performance review and personal development planning process with the clinical supervisor and line manager;
- To keep up to date with legislation, national directives, policies and NICE guidelines in relation to the work delivered.

**Other –**

This Job Description is not exhaustive and may change as the post develops, but such change will not take place without consultation between the post holder and their manager. Job descriptions should be reviewed at least annually at the appraisal meeting.



**About you**

Criteria	Essential (minimum standard required)	Assessment
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Bachelor of Science Degree in Psychology; entitlement to graduate basis for chartered membership (GBC) of the British Psychological Society.</li> <li>• <i>Master’s degree is advantageous.</i></li> <li>• Evidence of foundation training in at least one evidence-based psychological framework i.e. CFT, CBT, DBT, ACT</li> </ul>	<ul style="list-style-type: none"> <li>-Application form</li> <li>- Interview</li> <li>- Certificates</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Knowledge of evidenced based psychological therapies relevant to managing mental health distress</li> <li>• Understanding of complex mental health issues and presentations and the role of trauma on offending behaviour;</li> <li>• Knowledge of safeguarding concerns</li> <li>• Working knowledge of clinical governance</li> </ul>	<ul style="list-style-type: none"> <li>-Application form</li> <li>- Interview</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of providing evidence based psychological interventions to adults with a range of mental health problems;</li> <li>• Experience of working with mental health forensic populations;</li> <li>• Experience of working in multidisciplinary teams;</li> </ul>	<ul style="list-style-type: none"> <li>-Application form</li> <li>- Interview</li> </ul>



	<ul style="list-style-type: none"> <li>• Experience with routine outcome measures, monitoring, audit and clinically related service evaluation/ research;</li> <li>• Evidence of engaging in continuing professional development.</li> </ul>	
<b>Specific Skills</b>	<ul style="list-style-type: none"> <li>• Ability to work autonomously and as part of an MDT</li> <li>• High level of spoken and written communication and presentation skills;</li> <li>• Ability to develop good therapeutic relationships with clients with complex mental health needs and presentations;</li> <li>• Ability to communicate and liaise effectively with practitioners, mental health services, Probation, HMPPs, Court and other agencies;</li> <li>• Ability to respond effectively to service users who may be distressed, angry, intimidating or violent;</li> <li>• Ability to use clinical supervision and personal development positively and effectively;</li> <li>• Ability to manage own caseload, work under pressure and set priorities/ good time management skills</li> <li>• Ability to maintain resilience while experiencing frequent exposure to highly distressing and emotional situations;</li> <li>• Ability to provide effective support to other professionals in managing the emotional demands of their work;</li> <li>• Ability to reflect on and critically appraise own performance;</li> <li>• Computer literacy.</li> <li>• Ability to travel to site and access regional and national events</li> </ul>	<ul style="list-style-type: none"> <li>-Application form</li> <li>- Interview</li> </ul>

**Additional information**

- Applicants must have current UK professional registration.
- **Disclosure and Barring Service** - a Disclosure and Barring Service disclosure at the enhanced level is required for this role. A risk assessment will be undertaken if necessary.
- **Prison Vetting** - a HMPPS (Her Majesties Prison and Probation Service) clearance is required for this role in accordance with Ministry of Justice, plus local prison vetting.
- **Education and Training** - continuing professional development is encouraged and an annual appraisal system is in place to discuss ongoing objectives and support revalidation.
- **Clean Driver’s License**