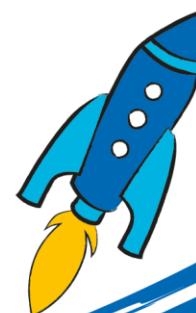


Clinical Psychologist (Band 7) – Fixed Term Contract

Candidate Briefing Pack



Dear Candidate

Thank you for your interest in becoming a Clinical Psychologist on a permanent contract at The Children's Trust.

The Children's Trust is the UK's leading charity for children with brain injury. We are unique, with an international reputation for the work we undertake to improve the lives of the children and families with whom we work. We provide information and support to thousands of children with brain injury and their families annually, through education, care, therapy, and research. We provide expertise and experience in meeting the needs of children and young people with acquired brain injury, neuro-disabilities, and complex health needs.

As a Clinical Psychologist, you will be reporting to the Head of Psychological Therapies. Your role will be to provide a high quality clinical and neuropsychology service as part of a multi-disciplinary team. This will involve working with children, young people, and their families within the paediatric neurorehabilitation service.

You will be a natural and enthusiastic leader able to provide supervision and challenge to support the development of a high performing team.

This is a chance for an enthusiastic candidate to make a significant difference to the lives of children, young people and their families using the services at The Children's Trust.

Kind regards

Dr Jenny Jim

**Head of Psychological Therapies
Consultant Psychologist**

The Charity

The Children's Trust is the UK's leading charity for children with brain injury and neurodisability.

The charity provides rehabilitation, medical care, special education, community services and expert information.

Our key services are:

- Rehabilitation for children with Acquired Brain Injury (ABI)
- A non-maintained special school, with associated residential houses for children with complex education, health, therapy, and care needs
- Support for children with ABI and their families in the communities across the UK, through our Brain Injury Community Services.
- Online information and support via our publications and braininjuryhub.co.uk

Our residential services based at our national specialist centre in Tadworth, Surrey, work in partnership with the NHS and local authorities to provide a step-down pathway of care between hospital and home. The centre is entirely child and family focused to ensure that their needs are appropriately supported.

In the community, we provide clinical support to complement local services and give children and young people with ABI the best chance of succeeding at home and in school.

We are the only paediatric centre with a national specialised commissioning contract (through NHS England) to provide brain injury rehabilitation for children with severe brain injury. Our other services are funded through local health commissioners (such as clinical commissioning groups), social care and education authorities, together with the millions raised through voluntary fundraising.

Thanks to the generosity of The Children's Trust's supporters, our 24-acre Tadworth site features a modern hydrotherapy pool, accommodation for parents, specially adapted equipment, a nature trail, and soft play areas.



We run a non-maintained special school for children with complex education, health, therapy, and care needs with associated residential houses. The Children's Trust School supports children and young people from 2 - 19 years old and is dual-registered with the Care Quality Commission (the school residential houses) and Ofsted Education.

The Children's Trust is a charitable organisation with approximately 750 committed staff and over 1,000 volunteers with a range of expertise across nursing and care, education, therapy, operations, and centralised support functions such as finance, HR, fundraising and communications. A number of these staff are based off site around the UK as part of our community work or in our charity shops.

Job Description

| | |
|-----------------------|--|
| Job Title | Clinical Psychologist Band 7 – Fixed Term Contract Sept 2024 |
| Reports to | Head of Psychological Therapies |
| Direct reports | Trainees, Graduate and Undergraduate Psychologists |
| Level | Clinical Psychologist, Band 7 |
| Location | Tadworth, Surrey |
| Salary | £49,178 - £55,492 per annum pro rata (dependent upon experience and inclusive of outer London weighting) |
| Hours of Work | 27 hours per week (0.72 FTE) |
| DBS | Enhanced with Children's & Adult's Barred List |

Job Purpose

The role of the Clinical Psychologist is to provide a high quality, evidence-based Psychology service, which promotes the safety, emotional well-being and mental health of children and young people accessing neurorehabilitation and those on a step-down pathway. You will provide high quality, evidence based Psychological assessments and interventions to children and young people with acquired brain injuries and neurodisabilities.

Our service delivery aims to promote outcome focussed interventions, safe care for children and young people and psychological adjustment in the context of highly emotional circumstances. You will provide clinical leadership to Psychology trainees, ensuring accountability and effective communication with other teams, creating a cohesive and collaborative multidisciplinary therapy team.

Duties and Responsibilities

Clinical Skills and Responsibilities

- Deliver psychological input within an ethos that values social equity, cultural competency, and compassion.
- Providing psychological support to families who are experiencing (or have experienced) serious emotional trauma and/or other psychological problems in the context of acquired brain injury, with support from senior Psychology colleagues.
- Neuropsychological, psychosocial, and mental health assessment, formulation, interventions, and recommendations.
- Play a key role in supporting young people in educational provision in the community with appropriate support for children, young people, and their families prior to, during, and to prepare for discharge from The Children's Trust.

- Support and supervision to trainee clinical and educational psychologists, graduate psychologists, and undergraduate psychologists.
- Provide specialist psychological assessment of parents/carers of, and children and young people with developmental and/or mental health difficulties with acquired brain injury. To undertake the assessment utilising information from a broad range of structured psychometric and semi-structured clinical methods.
- To formulate and implement plans of specialist psychological treatment or management of clients' mental health and/or neuropsychological problems based on a multi-factorial psychological understanding and current evidence-based best practice informed by NICE guidelines.
- Draw on a range of psychological models and employing a range of modalities adapted and tailored to the needs of the individual/family system and the context, and to undertake ongoing evaluation of the outcome of the interventions.
- To undertake mental health treatments informed by NICE guidelines, as appropriate, and to keep up to date with relevant developments in the practice of recommended treatments.
- To produce a diverse offer of psychological input taking care not to replicate structures that serve to marginalise, underrepresent, or stigmatise others.
- To be able to prioritise attendance or contribution to key MDT meetings.
- Promoting psychological well-being of parents/guardians/family as central to the planning and delivery of care for their children
- Communicating skilfully, tactfully, and sensitively highly complex and sensitive information with children and their families attuned to cognitive, sensory, physical challenges, cultural acceptability, and process issues to ensure containing and effective communication.
- To offer an informed opinion where required regarding such issues as psychological and cognitive functioning, degree of suicidal risk, risk of harm to others and whether a child is at risk of significant harm for child protection purposes.
- To undertake other or additional duties that are within your skills and abilities, as the organisation may reasonably require from time to time.

Management of self and others

- Autonomy in managing allocated caseload.
- To Deputise for senior Clinical or Educational Psychologists in supporting effective service delivery
- Provide supervision for students and trainees, providing direction, motivation, and support to achieve key objectives.
- Participate in the annual Performance Development Review and monthly supervision sessions, as required by The Children's Trust, both as Appraiser and Appraisee.
- Manage time effectively, prioritising, and delegating work appropriately and as required

Communication

- Communicate effectively with children/young people.
- Involve children and families in areas of service development, research, outcomes, and reflective practice.
- Use a range of advanced communication skills, to share specialist information and facilitate discussions with a range of audiences, with different levels of knowledge and expertise.

- Lead and contribute to multidisciplinary and team meetings.
- Recognise barriers to effective communication and be able to reduce these as appropriate.
- Attend and contribute to Multidisciplinary Team meetings, to discuss individual children/ young people and service in general, as required e.g., reviews, case conferences, parent's evenings, clinics, etc.
- Maintain clear and concise documents and records, in accordance with The Children's Trust Policy.
- Ensure documents are managed confidentially at all times.
- Attend regular meetings with the Multidisciplinary Team, to discuss individual children/young people and service in general, as required e.g., reviews, case conferences, parents' evenings, clinics.
- Develop and promote relationships with external networks, including professionals, stakeholders, and specialist centres, in order to ensure excellence of care, whilst representing the organisation and reflecting The Children's Trust core values.
- Manage informal complaints, in line with The Children's Trust policies and contribute to the resolution of written complaints, and as they occur taking immediate action where necessary.

Governance

- Read and implement all policies, procedures, and risk assessments, pertinent to working practice and keep up to date with changes as and when they occur.
- Critically evaluate practice through clinical audits and by appraisal of the information gained, in combination with current knowledge of evidence-based practice, with support from senior Psychologists and the Head of Psychological Therapies.
- Critically reflect on own performance and that of other staff; and use this evaluation to enhance the effectiveness, efficiency, and quality of future practice.
- Actively participate in local clinical governance activities.

Career Long Learning, Education and Research

- Undertake all mandatory training, in line with The Children's Trust policies.
- Advance personal knowledge, understanding and skills, in line with identified learning needs, by making appropriate use of a variety of learning and development resources and opportunities, e.g., by attending courses/ lectures, contact and involvement with relevant clinical excellence networks, and building links with local networks to optimise skills sharing and learning.
- Disseminate and ensure the embedding of relevant new practice, through attendance at and contributing to in-service education, research outputs, for example, literature reviews, mentoring and peer sessions.
- Record outcomes of learning activities, in a format that reflects personal preferences and professional requirement, in line with HCPC standards.
- Maintains up to date knowledge of the external health, social, education and political environment and highlights any issues that will impact upon existing policies and procedures.
- To be aware of legislation, national and local policies and to keep abreast of developments in Clinical or Educational Psychology and paediatric neuropsychology particularly in the field of adult/family/child mental health and impact of trauma, psychological therapy/neurorehabilitation, promotion of psychological adjustment and long-term quality of life.

Limits of Authority and Problem Solving

- In addition to The Children's Trust policies, Clinical and Educational Psychologists are governed by, and should adhere to, the Health and Care Professions Council (HCPC) and the British Psychological Society
- Make day-to-day decisions regarding Clinical or Educational Psychology requirements for children and young people, based on caseload
- Responsible for day-to-day time management and prioritisation of workload, considering the needs of the whole service.
- Monthly formal supervision ensuring reflection and documentation.
- Provides formal supervision to trainees.
- To receive regular clinical professional supervision from a senior clinical or educational psychologist and, where appropriate, other senior professional colleagues.
- Support recruitment processes, as requested by the Head of Psychological Therapies.
- Any other duties as required.

• **Professionalism**

- Meet the current HCPC and British Psychological Society UK standards with respect to professionalism and to keep up to date with any changes.
- Be responsible for maintaining registration with HCPC and other Professional Bodies.
- Adhere to the policies and procedures of The Children's Trust.

• **Health and Safety**

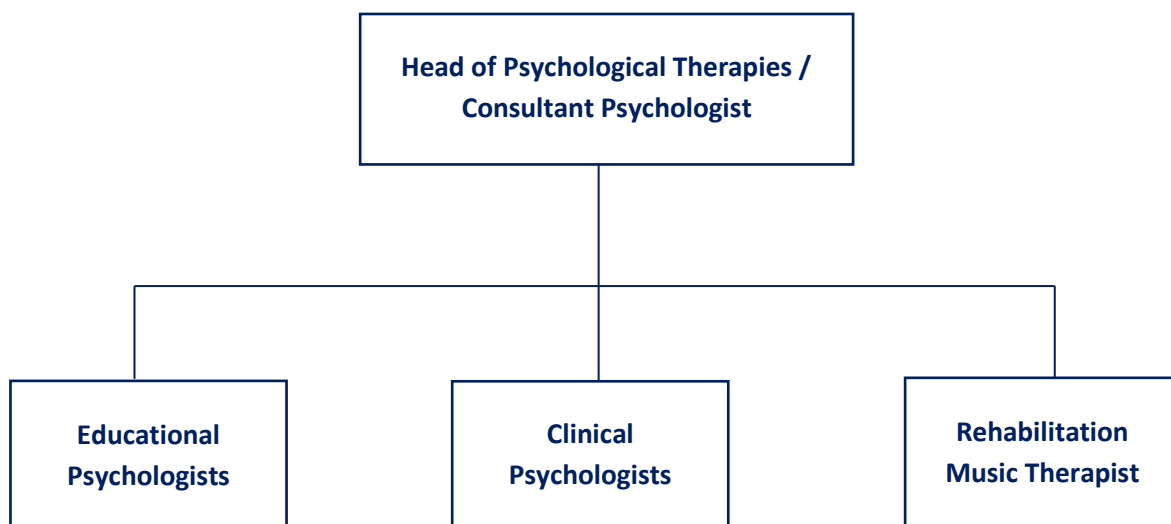
- Adheres to all health and safety guidelines, including infection prevention and control.
- Provide evidence of a valid NHS Covid Pass or acceptable proof of Covid vaccination or medical exemption and all vaccinations (or medical exemption) required for the post.
- Adhere to manual handling procedures and complete mandatory manual handling training.
- Promotes the health and safety of others.
- Uses the incident reporting and risk assessment system (IRAR), to identify and report risks and incidents/actions if directed.
- Responsible for identifying and mitigating risk within the work environment.

• **Wellbeing and Emotional Resilience**

- Able to maintain a positive approach and outlook when dealing with change and overcoming challenges and problems.
- The post holder will come into contact with clients with behaviours that challenge others.
- The post holder will have to manage frequent exposure to highly distressing and emotive situations and disclosures, including disclosures of trauma, abuse, suicidal intent etc.
- The post holder will come in daily contact with clients and their families who have complex, acute and/or enduring mental health trauma and/or neurological trauma.
- The post holder will be required to assess and manage risk on a frequent basis and will need to sustain concentration in unpredictable situations.
- The post holder will be required to sustain high levels of concentration to read, critique, synthesise and present complex research literature in the process of conducting research and preparing teaching/training sessions.
- Maintains a positive approach and outlook when dealing with change and overcoming challenges and problems.

- Recognises own limitations, develops realistic goals, and uses support network resource when or if necessary.
- Treats challenges and problems as a learning experience.
- Remains organised and focused when under pressure.
- Responds appropriately and effectively to all constructive feedback.
- Motivates self and others.

Organisation and Structure



Person Specification

| Selection Criteria: | |
|---------------------------------------|--|
| Education & Qualifications | <ul style="list-style-type: none"> • Post Graduate Doctoral level training in Clinical or Educational Psychology (or equivalent) accredited by the BPS - Essential • HCPC registration – Essential • Post-doctoral training in paediatric neuropsychology – Desirable |
| Experience | <ul style="list-style-type: none"> • Experience of working in paediatric neuropsychology, neuro-rehabilitation – Desirable • Experience of working with children/young people and families - Essential • Experience of working as part of a multi-professional team – Essential • An understanding of the impact of illness, disability and acquired brain injury on children, young people, and their families – Desirable |
| Skills & Abilities | <ul style="list-style-type: none"> • Doctoral level knowledge of Clinical or Educational Psychology - Essential • Skills in the use of complex methods of psychological and neuropsychological assessment and intervention- Essential • Experience in the use of methods of psychological assessment, formulation, intervention, and management- Essential • Able to maintain a high degree of professionalism in the face of highly emotive and distressing situations - Essential • Skills in providing consultation and advice to other professional and non-professional groups - Essential • Doctoral level knowledge and experience in research design and methodology – Desirable • Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and behaviours that challenge- Essential |
| Knowledge | <ul style="list-style-type: none"> • Knowledge and understanding of safeguarding children and young people with complex disabilities– Essential • Knowledge of paediatric neuropsychology assessment and formulation – Desirable • Knowledge of current research, clinical audit, and service evaluation methods– Essential |
| Personal Qualities | <ul style="list-style-type: none"> • Commitment to the vision and values of The Children's Trust – Essential • Flexible and 'can do' attitude to competing commitments in workload – Essential • Highly motivated and reliable – Essential • Ability to cope working in a demanding environment – Essential • Commitment to maintaining personal wellbeing and the wellbeing of colleagues – Essential |

Safeguarding

The Children's Trust is committed to safeguarding and promoting the welfare of children and we expect all staff to share this commitment.

Many roles at The Children's Trust are exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974, by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended) and as such, are subject to an Enhanced DBS check. Successful applicants will be required to complete an Enhanced Disclosure & Barring Service (DBS) check.

The exceptions to this are our retail roles within The Children's Trust shops, which are subject to Basic DBS checks.

The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended) provides that when applying for certain jobs and activities, certain convictions and cautions are considered 'protected'. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account.

Guidance about whether a conviction or caution should be disclosed can be found on the [Ministry of Justice website](#).

Equity, Diversity & Inclusion

At The Children's Trust we recognise how important it is to have leadership that reflects the children, young people, and families that we support. We also recognise that staff, comprised of a range of skills, backgrounds and experiences will help us to better understand the needs of those we support, and how we can best represent their interests.

We, therefore, particularly welcome applications from disabled people, individuals from diverse ethnic backgrounds and those from other under-represented groups.

The Children's Trust is committed to achieving equity, diversity, and inclusion (EDI) across all levels of the organisation. For further information,

Our Promises

Our Promises capture our strengths and aspirations. They guide the way we act, interact, and come together to achieve our goals. The journey we took to reach our Promises has been an important one. A highly collaborative and iterative process that has seen each word shaped by our people – our volunteers, employees, partners, trustees, and suppliers. Perhaps most importantly, at the core of this process are our children, young people, and their families. This journey has given us a critical opportunity to give children and young people a voice. As a result, our Promises have been genuinely enriched by them. That's because how we work and carry out our role is as important as what we do, and that's why as part of The Children's Trust, we all need to live by our five Promises.

