



Job Description

Psychological Practitioner

Reporting to:	Clinical Lead / Senior Psychological Practitioner
Responsible for:	This role may have management responsibility for junior team members as required.

Aims of the post

The post holder will be a member of the Integrated Therapies Team and will promote emotional wellbeing and mental health in the children and young adults whom we help and work with. The post holder will be required to assess and manage children and young adults who present with a range of emotional wellbeing and mental health issues. The post holder will have support of other team members in the management of these cases.

The post holder will represent the organisation by providing support and guidance to team members and the wider staff group, ensuring a child and young adult person focused service. The role is a collaborative one working with individuals and groups across professional and organisational boundaries.

Main purpose of the job

To support Phoenix's Integrated Therapies Team (ITT) through:

- Promoting the Phoenix therapeutic approach throughout the organisation and be a role model for all colleagues.
- Supporting peers and the clinical lead, being an effective team member whilst working on own initiative.
- The assessment, planning, implementing and evaluating of both individual and group psychological/creative arts therapy sessions for children and young adults.
- Provision of training sessions to teams across the organisation with regards to psychology/creative arts therapy and clinical expertise relevant to the individuals they care for.
- The completion of risk assessments and other clinically related information as directed by organisational policy and procedure.
- Working collaboratively and actively supporting and liaising with other health and social professionals and agencies.
- Attending and participating in team meetings as well as review meetings of cases on their case load.
- To work independently on a day-to-day basis and subject to review at regular intervals, in accordance with Health and Care Professions Council (HCPC) guidelines and/or any other appropriate accrediting or professional bodies.

Competency 1: Specific Duties and Responsibilities of the Post

- 1.1 Ensure that a high quality, timely, accessible and evidence-based service is available to all children and young adults who need it.
- 1.2 To travel across the wide geography of the organisation as required.
- 1.3 To work in a variety of settings across the organisation including the children's homes, schools, college and residential services.
- 1.1 Regularly work alongside and in collaboration with other members of the Integrated Therapies Team, including Associates and identify opportunities for joint clinical working.
- 1.2 Regularly work alongside and in collaboration with other professionals and to work closely with the Senior Management Teams in education and care to ensure open communication is maintained and an effective therapy service is provided.
- 1.3 Establish and maintain excellent working relationships with wider social care and mental health and wellbeing services and ensure adherence to evidence based treatments by clinical and care and education team members across the organisation.
- 1.4 To attend and contribute to appropriate multi-disciplinary meetings.
- 1.5 To be able to effectively communicate with colleagues, peers, senior managers and clinical leads within the organisation.
- 1.6 Participate in the review and development of clinical policies and identify improvements to service provision.
- 1.7 To undertake specific administrative duties as required.
- 1.8 To perform other duties of a similar kind appropriate to the grade, which may be required from time to time by the clinical lead.

Competency 2: Leadership

- 2.1 To participate in the development of an effective team and the development of productive working relationships throughout the organisation.
- 2.2 To lead team awareness sessions, sharing specialist, advanced skill, knowledge and clinical experience relevant to the specific needs of the children and young adults (e.g. knowledge of psychological effects of trauma; attachment theory).
- 2.3 To share knowledge and skill through leading training workshops to multi-disciplinary teams informing about psychological practice/creative arts/drama therapy.
- 2.4 To actively promote integrated professional working internally and externally.
- 2.5 To facilitate the development of a positive and supportive team culture by taking responsibility for dealing effectively with potential conflict.
- 2.6 To take an active interest in working parties and groups within the organisation to develop and improve on service delivery, protocols and guidelines.
- 2.7 To advise, encourage and share knowledge utilising the latest research and practice development, through literature and team meetings.

Competency 3: Accountabilities

- 3.1 To act as a clinical practitioner who is legally and professionally accountable for their own supervised actions guided by the professional code of conduct and organisational guidelines and protocols.
- 3.2 To maintain the highest standards of clinical record keeping and report writing in accordance with professional codes of practice of the Health and Care Professions Council and/or other appropriate body, and the organisation's policies and procedures.

- 3.3 To attend and contribute to psychological practice team meetings, integrated therapies team meetings and away days and other therapies meetings as necessary.
- 3.4 To follow and adhere to all organisational policies and procedures.

Competency 4: Clinical Skills

- 4.1 To receive referrals within the organisation and work autonomously to provide highly skilled psychological creative arts therapy assessment and treatment of children and young adults with a range of relevant complex needs, such as learning difficulties/disabilities, Autism, emotional social and behavioural difficulties and/or behaviour that challenge.
- 4.2 To practise such highly specialist skills with an emphasis on creativity, adaptability and by a sound knowledge and experience of psychological/creative arts therapy and psychological theory and the application of such theory to the children and young adults in our care.
- 4.3 To provide expertise and specialist psychotherapeutic advice, guidance and consultation to other professionals, contributing directly to the formulation, assessment and care plans. This will include contributing to placement and behaviour support plans where necessary.
- 4.4 To demonstrate a comprehensive understanding and knowledge of other psychological services and treatment methods to which appropriate referrals may be made (such as Occupational Therapy and Speech & Language Therapy).
- 4.5 To accept referrals of a complex and highly specialised nature, including complex psychological and emotional needs, behaviours that challenge, mental health problems and Autism.
- 4.6 To provide detailed written clinical reports and communicate in a skilled and sensitive manner concerning the assessment, formulation and treatment plans of children and young adults.
- 4.7 To make and advise on clinical judgements with regard to the individual's confidentiality, e.g. child protection issues.
- 4.8 To attend and actively engage in multi-disciplinary team meetings and contribute towards therapeutic understanding in the care planning of the child or young adult, where appropriate.
- 4.9 To develop and maintain a strong working relationship with, and report highly sensitive information to the adults who are supporting the child or young adult.
- 4.10 To communicate confidential and personal information concerning psychological needs, obtained through assessments and interventions, to the referrer and to the individual themselves, who may have limited understanding and difficulties with acceptance, and where appropriate to team members, relatives and carers.
- 4.11 To work in a highly emotive atmosphere, frequently encountering highly distressing problems and circumstances and must maintain a high degree of professionalism at all times.
- 4.12 To provide advice and clinically based supervision to teams about care and management of children and young adults problems.
- 4.13 To determine appropriate psychological intervention, taking into account a range of potentially conflicting clinical information and dynamics.

Competency 5: Training and Supervision

- 5.1 To participate in regular clinical supervision in accordance with HCPC guidelines and criteria.
- 5.2 To plan and deliver formal training sessions to a variety of professionals within the organisation.

- 5.3 To deliver supervision on psychological aspects of care to education and care teams and other professionals as required.
- 5.4 To provide practical training and supervision to care team members with respect to planned interventions.
- 5.5 To ensure own continued professional development and support a culture of lifelong learning in self and others.

Competency 6: Health, Safety & Wellbeing

- 6.1 Take care of your own health and safety and that of people who may be affected, including People we support, fellow colleagues and visitors by what you do (or do not do).
- 6.2 Cooperate with others on health and safety, and not interfere with, or misuse, anything provided for your health, safety or welfare.
- 6.3 Follow the Company's Policies and procedures, training and instruction you have received while at work.
- 6.4 Immediately report and Health and Safety concerns to your line manager.
- 6.5 Safeguard and protect children and adults at risk at all times and report any concerns as per the organisation's safeguarding policies.

Competency 7: Personal Responsibilities

- 7.1 To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the post-holder's Clinical Lead.
- 7.1 The post holder must adhere to the organisations risk assessment and risk management processes.
- 7.2 It is a condition of your employment that you are currently registered with HCPC and it is your responsibility to maintain your professional registration.
- 7.1 Understand your responsibilities for safeguarding when interacting with people we support, their personal information and when visiting any of our services.
- 7.2 To be responsible for organising and prioritising own workload in the day-to-day allocation of work.
- 7.3 To take part, and assist, in the planning and administration relating to day-to-day running of the caseload.
- 7.4 The job holder will act as a role model for the Phoenix Values and Code of Conduct.
- 7.1 To maintain appropriate confidentiality of information relating to the Company and its employees and maintain compliance with the Data Protection Act and General Data Protections Regulations (GDPR).

Person Specification

APP – Application INT = Interview AST = Assessment

Essential Criteria	Measurement		
	APP	INT	AST
Post-graduate qualification in psychological practice (e.g. counselling psychology, clinical psychology, creative arts psychotherapies)	✓	✓	
HCPC registration or appropriate statutory registration	✓	✓	
Post-qualification clinical experience	✓	✓	

Essential Criteria	Measurement		
	APP	INT	AST
The ability to demonstrate relevant clinical experience in the field of learning disabilities/SEMH/children in care	✓	✓	
Ability to demonstrate judgement in complex clinical/operational problems, which require investigating, analysing, assessing and resolving	✓	✓	
Demonstrate an empathy and interest in clients/and their psychological needs	✓	✓	
Knowledge, belief in and skills working within a pro-neurodiversity approach	✓	✓	
Positive interpersonal skills – able to communicate appropriately with team members, carers, patients e.g. delivering difficult messages	✓	✓	
Evidence of working across multi-disciplinary and multi-agency boundaries	✓	✓	
Proactive in identifying own learning needs and filling knowledge gaps, for example, through self-directed learning	✓	✓	
Evidence of initiative and leadership	✓	✓	
Good communication, conflict resolution and negotiation skills, for example, being able to independently handle difficult conversations with parents, carers and other professionals.	✓	✓	
Relevant experience in managing risk and evidence of ability to make decisions as part of a team, regarding people in crisis.	✓	✓	
Driver with a full clean licence	✓	✓	
Ability to travel independently across the Southwest and South Wales and on occasion, further afield	✓	✓	
Experience of writing training materials and delivering training to others	✓	✓	

Desirable Criteria	Measurement		
	APP	INT	AST
Post graduate certificate in an additional therapy/supervision/leadership	✓	✓	
Post graduate training in relevant topic, e.g., autism, SEMH, and/or trauma and attachment at Masters or Post Graduate Certificate/Diploma level	✓	✓	
Experience of performance management	✓	✓	