

JOB DESCRIPTION

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| **JOB DETAILS** | |
| **Job Title** | Psychological Therapist / Specialist Counsellor for children and young people |
| **Reports to** | Band 7 Psychological Children’s Therapist |
| **Band** | Band 6 |
| **Department/Directorate** | Specialist Services - SARC |

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| **JOB PURPOSE** |
| * The post holder will provide a highly specialist therapeutic service to children who are referred to SARC following sexual abuse or assault. * Professionally they will work in a non-judgemental service and within the ethical framework of their professional / registering body (e.g. HPCP; BACP; UKCP) * The purpose of this post is to add to the provision of evidence-based therapies for children and young people who have been sexually abused and/or assaulted, either recently or historically. This requires the ability to assess for post-traumatic stress disorder and discuss the implications of this and the NICE guidelines recommended treatment for PTSD (including following sexual trauma) with children, young people and their carers in conjunction with the children’s therapeutic service Lead Therapist. The post holder will be able to implement evidence-based therapeutic interventions for children and young people including trauma-focussed CBT supported by the Service Lead |
| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** |
| * The post holder will carry a clinical caseload and provide psychological therapies / counselling to meet client needs taking into account the resources available within the service. * The post holder will provide time limited therapy for clients with a wide range of difficulties e.g. trauma and relationship issues. * The post holder will work closely with the Children’s Therapeutic Service Lead Therapist to prioritise, assess, plan evaluate and deliver all relevant aspects of highly complex care to an agreed and expected professional standard. * The post holder will be required to keep patient records in line with the service requirements, using our electronic patient record system. * They will work closely with the multidisciplinary team * The post holder will receive regular professional management and clinical supervision in accordance with Trust policy and professional practice guidelines set out by their professional body. The post holder will engage in regular professional practice meetings with their professional lead. * The post holder will have clinical knowledge of complex psychotherapy and sexual trauma counselling and have will work with the Lead Therapist in the delivery of specialist counselling services delivered to children. * The post holder will attend departmental team meetings and work collaboratively with all relevant teams. * The post holder will be required to attend weekly clinical triage meetings. * In criminal cases the post-holder may be required to give evidence in court. |
| **KEY WORKING RELATIONSHIPS** |
| Areas  of  Responsibility: (type of work undertaken)  The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis.  In addition, the post holder will deal with the wider healthcare community, external organisations and the public.  This will include verbal, written and electronic media  Of particular importance are working relationships with:   |  |  | | --- | --- | | **Internal to the Trust** | **External to the Trust** | | * Lead Children’s Therapist * SARC Clinical Leads * SARC Management Team | * Police and CPS * Voluntary sector * GPs | | * SARC Paediatric Clinical team which includes Paediatricians, Forensic Doctors and Specialist Nurse. * Trust Safeguarding Leads * Admin and Clerical staff * Mental health services * Acute hospital services | * Other agencies |   To work as a small team of forensic physicians, Psychological Therapists/Counsellors, Crisis Workers, Support Workers and Health Care practitioners in the delivery of a high quality service. |

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| **ORGANISATIONAL CHART** |
| **Specialist Services Manager**  **SARC General Manager**  **SARC Manager, Clinical Leads, Paediatric Clinical Team**  **Band 7 Psychological Children’s Therapist**  **SARC Administration Team and Lead Crisis Worker**  **Psychological Therapist / Specialist Counsellor for Children and Young People** |
| **FREEDOM TO ACT** |
| * Assess plan and deliver highly complex trauma psychological therapies / counselling treatment, evaluate and appropriately referral and discharge in conjunction with Lead Therapist. * Liaises with colleagues as required to make informed decisions. * Accountable for own professional actions. * Good time management and organisational skills with active listening skills. * Contribute to highly complex psychological therapies / counselling service development and evaluation of in conjunction with senior staff. |
| **COMMUNICATION/RELATIONSHIP SKILLS** |
| * To communicate in a highly skilled and highly sensitive manner with clients who may (will) be distressed and traumatised and where there may be barriers to understanding as a result of traumatic experiences. * To work as part of a team of medical, nursing, support workers and allied healthcare practitioners in the delivery of high standards of service. * To liaise with the multidisciplinary team in the provision of highly specialist psychological therapies / counselling services. * Requires high levels of empathy and reassurance in communication with all patients. * Seek advocacy for vulnerable groups. * Able to communicate with people with Special Needs, cultural and language difficulties and/or challenging behaviour and their families/carers. * Where necessary, referring onwards to external specialist services where appropriate. (ie CAMHS, Depression and Anxiety Services, Health Psychology, Third Sector agencies like Young Devon and Children’s society) * Ensure that patient confidentiality is maintained by self and others and that all patient details and information are dealt with sensitively and in accordance with statutory requirements. * Maintain clear and accurate records as per Trust policy. * Maintains links with other services and agencies. |
| **ANALYTICAL/JUDGEMENTAL SKILLS** |
| * In conjunction with the Lead Therapist, provide comprehensive assessment of psychological therapies/counselling for children and young people. The ability to undertake complex needs analysis and risk assessments and make recommendations. * Specialist Skills for assessing patient’s situations and advising on appropriate actions in conjunction with Lead Therapist. * The post holder will and deliver all relevant aspects of care to an agreed and expected professional standard. They will work closely with the multi-disciplinary team and contribute to the clinical governance process. |
| **PLANNING/ORGANISATIONAL SKILLS** |
| * Undertake highly complex psychological therapies / counselling clinics and provide comprehensive care and advice. * Provide comprehensive assessments of highly complex psychological therapies / counselling needs including risk assessments where appropriate in conjunction with Lead Therapist. * Deliver all aspects of psychological therapies care to an agreed and expected professional standard. * Work closely with the multidisciplinary team and contribute to the clinical governance process. * Liaise with The Paediatric Clinical and Safeguarding Team and other staff in the SARC as appropriate. * Works closely with all SARC team members. * Work with the Lead Therapist in prioritising own workload on a daily basis according to needs and urgency and link in with Trust safeguarding team when necessary. * Plans appropriate follow on psychological therapies / counselling care and appointments. * Support the implementation of the service specifications with local and national policy initiatives. |
| **PATIENT/CLIENT CARE** |
| * Carry a highly complex clinical caseload and provide specialist psychological therapies / counselling to SARC clients. * Provide clinically appropriate referrals to other clinical services as necessary. * Provide timely written patient progress information to referrers. * Undertake psychological therapies / counselling clinics and provides comprehensive care and advice. * Consider child protection and domestic abuse issues when engaging with clients and follow trust child protection, domestic abuse and Vulnerable Adult/Safeguarding policies * Undertakes activities on a regular basis, will support from Lead Therapist and Management Team. * Able to independently support a patient journey from initial psychological therapies / counselling assessment to discharge. * Good organisation skills with active listening skills. * Respects patients’ needs for privacy and dignity ensuring this is addressed at all times. * Deliver specialist evidence based psychological therapies / counselling SARC and clinical care to people attending the service in line with NICE guidance. * Participate and work fully within the Clinical Governance Framework. * Ensures quality of care is provided at all times in all clinics in conjunction with senior colleagues. |
| **POLICY/SERVICE DEVELOPMENT** |
| * Practice in accordance with the ethical framework of their professional body ie UKCP, BACP, HCPC, the British Association for Counselling and Psychotherapy. * Consider safeguarding issues when engaging with clients / patients and follow Trust safeguarding policies. * Participate in and promote the development of the SARC service including presenting performance service information to colleagues. * Working with Service Leads in the development of protocols, policies and guidelines for psychological therapies / counselling in relation to the development of the SARC service. * Ability to respond flexibly to changes/developments in service needs both within the short and long term visions. * Ensures own work areas are safe and fit for purpose each shift. * Adhere to health and safety procedures and work within local guidelines, reporting all incidents / accidents to appropriate personnel and acting on as appropriate. * Be aware of Health and Safety and security procedures at work and to report all incidents/accidents to a senior member of staff. |
| **FINANCIAL/PHYSICAL RESOURCES** |
| * Management of appropriate clinic resources. * Be aware of cost implications associated with the service and ensure effective use of all resources including staff, medical and surgical supplies and travel. |
| **HUMAN RESOURCES** |
| * Participate in the monitoring and evaluation of psychological therapies / counselling relationships via clinical supervision/. * Ensures own appraisals are completed and timely. * Engage in quarterly professional practice forum, and individual psychological therapies / counselling supervision as per trust policy. * Develop and maintain a working relationship with the psychological therapies / counselling therapists working in the SARC and the sexual health services. * Demonstrates good communication skills and has the ability to listen and respond appropriately in managing staff psychological therapies / counselling issues. |
| **INFORMATION RESOURCES** |
| * Ensure client psychological therapies / counselling records are maintained in accordance with BACP, HCPC, UKCP and professional trust policies. * Client contact psychological therapies / counselling records and notes are kept, stored and maintained in accordance with Northern Devon Healthcare NHS Trust information governance policy and regulatory body standards. * Ensures clear accurate record keeping. * Record and maintain performance information with regard to trauma psychological therapies / counselling to include activity information, waiting list and also patient outcome measures. * Provides written reports as Service needs require. |
| **RESEARCH AND DEVELOPMENT** |
| * Undertake and contribute to research, audits and surveys when required. * Evaluates services when required if there were to be a review of any clinical procedure or if new developments, in conjunction with Lead Therapist. * Participate with the multi-disciplinary team to review systems to improve the efficiency of the department and psychological therapies / counselling. |
| **PHYSICAL SKILLS** |
| * Manual handling, regularly moving and handling stock and equipment. * Standard car driving and keyboard skills and use of training equipment. * Listening and communication skills. |
| **PHYSICAL EFFORT** |
| * Combination of sitting, standing, walking and manual handling moving equipment and stores. * Frequent use of display screen. * Working hours according to service need. |
| **MENTAL EFFORT** |
| * Dealing with pressures of working effectively in highly complex situations with frequent interruptions. * Daily concentration on patient assessments, treatment plans, and on-going care. * Frequent intense concentration required during therapeutic work with clients. * Provide professional advice and support for colleagues including outside healthcare professionals. * Ability to respond flexibly to changes in service needs both short and long term. |
| **EMOTIONAL EFFORT** |
| Work in an environment subject to highly distressing and emotional situations.   * Non-judgemental approach when client’s request is in conflict with personal ethics. * Dealing with patient/parents fears and distress. * Frequent assertive and pro-active communication about distressing matters on client/patients’ behalf with outside agencies. * Ability to evaluate and act upon safeguarding issues with all age groups of those attending clinic and supports other staff in these issues in conjunction with Lead Therapist and Service Safeguarding Leads. * Provide initial information and support to patients who have reported being sexually assaulted, and take appropriate actions. |
| **WORKING CONDITIONS** |
| * Work in a potentially hostile environment and may be subject to occasional verbal aggression and very occasional physical threat. * Promote a healthy and safe environment for both patients and staff, adhering to all relevant health and safety legislation and reporting all incidents/accidents through the appropriate channels. |
| **OTHER RESPONSIBILITIES** |
| * Take part in regular performance appraisal. * Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling * Contribute to and work within a safe working environment * You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection * As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust’s disciplinary policy) up to and including dismissal. * You must also take responsibility for your workplace health and wellbeing: * When required, gain support from Occupational Health, Human Resources or other sources. * Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health. * Follow the Trust’s health and wellbeing vision of healthy body, healthy mind, healthy you. * Undertake a Display Screen Equipment assessment (DES) if appropriate to role. |
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| **DISCLOSURE AND BARRING SERVICE CHECKS** |
| This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check. |
| **GENERAL** |
| This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.  Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff. |

PERSON SPECIFICATION

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| **Job Title** | Psychological Therapist / Specialist Counsellor for Children and Young People |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING** |  |  |
| Core degree level qualification in e.g. Nursing Social Work, Occupational Therapy or other equivalent profession. | 🗸 |  |
| Registration with the relevant body (e.g. NMC,HCPC,BACP) | 🗸 |  |
| Specialist training in post graduate diploma level or equivalent in an evidence based therapeutic approach. |  | 🗸 |
| Training in using Trauma Focused CBT or willingness to train to use this model. | 🗸 |  |
| Qualifying diploma in Counselling, Family Therapy or other psychological therapy. | 🗸 |  |
| Membership of and accreditation by recognised professional body i.e. BACP, UKCP | 🗸 |  |
| Specialist training and/or experience in working with people who have experienced domestic or sexual trauma. | 🗸 |  |
| Evidence of continuing profession development. | 🗸 |  |
| **KNOWLEDGE/SKILLS** |  |  |
| Knowledge and understanding of PTSD and the underlying psychological mechanisms with maintain it. | 🗸 |  |
| Knowledge and understanding of the use of evidence-based therapies and routine outcome measurement and enthusiasm for implementing them | 🗸 |  |
| Knowledge of current issues regarding psychological therapies / counselling and criminal Justice agencies. | 🗸 |  |
| Knowledge of relevant support groups. |  | 🗸 |
| Sound knowledge of confidentiality and legal issues relating to psychological therapies / counselling, SARC and safeguarding. | 🗸 |  |
| Excellent interpersonal skills, ie communication, negotiation and diplomacy. | 🗸 |  |
| Good organisational skills, ability to prioritise. | 🗸 |  |
| In depth knowledge and ability to act and respond to safeguarding issues for all age groups. | 🗸 |  |
| Good numerical, literacy, IT, internet, facilitation, presentation, training, record keeping and report writing skills. | 🗸 |  |
| **EXPERIENCE** |  |  |
| Experience of working effectively and collaboratively with a wide range of partner agencies, multi-agency liaison / working. | 🗸 |  |
| Experience of delivering services to and for young people and an understanding of current issues relating to young people. | 🗸 |  |
| Experience of working with a highly complex client caseload | 🗸 |  |
| Experience in use of specialist psychological therapies / highly specialist counselling skills. | 🗸 |  |
| **PERSONAL ATTRIBUTES** |  |  |
| Ability to communicate effectively and sensitively with clinic users, in person and on the telephone and e-mail | 🗸 |  |
| Ability to demonstrate discretion, confidentiality and anti-discriminatory practice in all aspects of work. | 🗸 |  |
| Ability and confidence to use own initiative and work independently. | 🗸 |  |
| Ability to deal with challenging / hostile behaviour. | 🗸 |  |
| Good negotiation skills. | 🗸 |  |
| Ability to cope with the emotional demands of the post in terms of communicating with distressed patients. | 🗸 |  |
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| **Other Requirements** |  |  |
| The post holder must demonstrate a positive commitment to uphold Diversity and Equality Policies approved by the Trust. | 🗸 |  |
| Flexible working re-working in a range of clinical settings and environments and shift patterns. | 🗸 |  |
| Ability to travel within the community, including outreach clinics, and able to meet the travel requirement of the post. | 🗸 |  |
| Able to demonstrate high levels of motivation and commitment to the role and team with a strong determination to succeed. | 🗸 |  |

Complete the table below as appropriate

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|  | | **FREQUENCY**  **(Rare/ Occasional/ Moderate/ Frequent)** | | | |
| **WORKING CONDITIONS/HAZARDS** | | **R** | **O** | **M** | **F** |
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| **Hazards/ Risks requiring Immunisation Screening** | |  |  |  |  |
| Laboratory specimens | N |  |  |  |  |
| Contact with patients | Y |  |  |  |  |
| Exposure Prone Procedures | N |  |  |  |  |
| Blood/body fluids | N |  |  |  |  |
| Laboratory specimens | N |  |  |  |  |
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| **Hazard/Risks requiring Respiratory Health Surveillance** |  |  |  |  |  |
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| Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate) | N |  |  |  |  |
| Respiratory sensitisers (e.g isocyanates) | N |  |  |  |  |
| Chlorine based cleaning solutions  (e.g. Chlorclean, Actichlor, Tristel) | N |  |  |  |  |
| Animals | N |  |  |  |  |
| Cytotoxic drugs | N |  |  |  |  |
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| **Risks requiring Other Health Surveillance** | |  |  |  |  |
| Radiation (>6mSv) | N |  |  |  |  |
| Laser (Class 3R, 3B, 4) | N |  |  |  |  |
| Dusty environment (>4mg/m3) | N |  |  |  |  |
| Noise (over 80dBA) | N |  |  |  |  |
| Hand held vibration tools (=>2.5 m/s2) | N |  |  |  |  |
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| **Other General Hazards/ Risks** | |  |  |  |  |
| VDU use ( > 1 hour daily) | Y |  |  |  | 🗸 |
| Heavy manual handling (>10kg) | N |  |  |  |  |
| Driving | N |  |  |  |  |
| Food handling | N |  |  |  |  |
| Night working | N |  |  |  |  |
| Electrical work | N |  |  |  |  |
| Physical Effort | N |  |  |  |  |
| Mental Effort | Y |  | 🗸 |  |  |
| Emotional Effort | Y/N |  |  |  | 🗸 |
| Working in isolation | Y/N | 🗸 |  |  |  |
| Challenging behaviour | Y/N | 🗸 |  |  |  |