

JOB DESCRIPTION

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| **JOB DETAILS** | |
| **Job Title** | Psychological Therapist/ Specialist Counsellor – Children & Young People |
| **Reports to** | Kate Hatchett |
| **Band** | Band 6 |
| **Department/Directorate** |  |

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| **JOB PURPOSE** |
| We are seeking a Psychological Therapist / Specialist Counsellor or equivalent to join our children and young people’s clinical therapy team.  The post holder will be part of the children and young people’s therapy service based at the Devon and Cornwall sexual assault referral centre (SARC) delivering evidence-based trauma therapy to young people aged 8-17, who are referred to SARC following sexual abuse or assault.  Professionally they will work in a non-judgemental and empathetic service and within the ethical framework of their professional / registering body (e.g. HPCP; BACP; UKCP, BABCP)  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.  The post holder will have extensive clinical knowledge of highly complex psychotherapy and sexual trauma counselling and have significant input into the delivery of specialist counselling services delivered to children and young people.  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 parents/ carers.  The post holder will able to implement evidence-based therapeutic interventions for children and young people, including trauma-focused CBT, supported by the service lead.  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.  Where necessary, the post holder will be able to demonstrate the ability to be creative, innovative and adaptable in the delivery of evidence-based therapies in order to best meet the individual need of the young person, whilst maintaining fidelity to the therapeutic model.  Some experience in delivering therapy to neuro-diverse children and young people and their parents/carers is also desirable.  The post holder will need experience in providing time-limited therapy for clients with a wide range of difficulties e.g. trauma and relationship issues.  The post holder will prioritise, assess, plan evaluate and deliver all relevant aspects of highly complex care to an agreed and expected professional standard and 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 as set out by their professional body. The post holder will engage in regular professional practice meetings with their professional lead.  In criminal cases the post-holder may be required to give evidence in court.  **K** |
| **whilst KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** |
| * 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. * Seek advocacy for vulnerable groups. * 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 The 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. * Deal with complaints in a calm courteous manner ensuring wherever possible complaints are dealt with efficiently in conjunction with the service manager. * Maintains links with other services and agencies |
| **KEY WORKING RELATIONSHIPS** |
| The post holder is required to deal effectively with staff of all levels throughout the Trust,  the wider Healthcare community, external organisations and the public. This will include  verbal, written and electronic media with:   * Lead Children’s Therapist * SARC Clinical Leads * SARC Management Team * SARC Paediatric Clinical team which includes Paediatricians, Forensic Doctors and Specialist Nurse. * Trust Safeguarding Leads * Police and CPS * Admin and Clerical staff * Mental health services * Voluntary sector * GPs * 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   |  |  | | --- | --- | | **Internal to the Trust** | **External to the Trust** | |  |  | |
| **ORGANISATIONAL CHART** |
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| **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.  Be accountable for own professional actions.  Demonstrate 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.  Be able to communicate with people with Special Needs, cultural and language difficulties and/or challenging behaviour and their families/carers.  Demonstrate high levels of empathy and reassurance in communication with all children, young people, their parents and carers. |
| **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.  Work 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. * Consider child protection and domestic abuse issues when engaging with clients and follow trust child protection, domestic abuse and Vulnerable Adult/Safeguarding policies * Undertake activities on a regular basis, working autonomously. * Able to independently support a patient journey from initial psychological therapies / counselling assessment to discharge. * Work highly autonomously in the provision of care, accessing regular and practice-specific clinical and management supervision. * Undertake regular CPD in accordance with registration body requirements * Demonstrate good time management and organisation skills with active listening skills. * Respect client’ needs for privacy and dignity ensuring this is addressed at all times. * Deliver specialist Evidence based psychological therapies / counselling SARC and clinical care to children and young people attending the service in line with NICE guidance. * Participate and work fully within the Clinical Governance Framework, including risk management, audit and evaluation. * Ensure quality of care is provided at all times in all clinics in conjunction with senior colleagues. * Undertakes activities on a regular basis, will support from Lead Therapist and Management Team. |
| **POLICY/SERVICE DEVELOPMENT** |
| Practice in accordance with the ethical framework of their professional body ie UKCP, BACP, BABCP HCPC  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 have 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. * Good 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** |
| Daily concentration on client 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.  Maintain a 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 support other staff in these issues in conjunction with Lead Therapist and Service Safeguarding Leads.  Provide initial information and support to children and young people who have reported being sexually assaulted, and take appropriate action |
| **WORKING CONDITIONS** |
| Ability to deal with challenging /hostile behaviour. |
| **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.  At the Royal Devon, we are committed to reducing our carbon emissions and minimising the impact of healthcare on the environment, as outlined in our Green Plan available on our website. We actively promote sustainable practices and encourage colleagues to explore and implement greener ways of working within their roles. |

PERSON SPECIFICATION

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| **Job Title** | Psychological Therapist / Highly Specialist Counsellor - Children & Young People |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING**    Degree level qualification  Registration with the relevant body (e.g. UKCP, BACP).  Specialist training to post graduate diploma level or equivalent in an evidence-based therapeutic approach  Qualifying diploma in Counselling, Family Therapy or other relevant psychological therapy.  Be accredited or working towards accreditation by recognised professional body i.e. BACP, UKCP, BABCP  Specialist training and / or experience in working with people who have experienced domestic or sexual abuse/ trauma.  Evidence of continuing professional development.  Training in using Trauma Focused CBT or willingness to train to use this model. | Y  Y  Y  Y  Y  Y  Y | Y |
| **KNOWLEDGE/SKILLS**    *Knowledge and understanding of PTSD and the underlying psychological mechanisms which 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.  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.  Knowledge of relevant support groups. | Y  Y  Y  Y  Y  Y  Y  Y | Y |
| **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. | Y  Y  Y  Y |  |
| **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. | Y  Y  Y  Y  Y  Y |  |
| **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. | **Y**  **Y**  **Y**  **Y** |  |

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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 |  |  |  | x |
| 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) | N |  |  |  | x |
| Heavy manual handling (>10kg) | N |  |  |  |  |
| Driving | Y |  |  | X |  |
| Food handling | N |  |  |  |  |
| Night working | N |  |  |  |  |
| Electrical work | N |  |  |  |  |
| Physical Effort | N |  |  |  |  |
| Mental Effort | Y |  |  | X |  |
| Emotional Effort | Y |  |  |  | X |
| Working in isolation | Y |  |  |  | X |
| Challenging behaviour | Y | X |  |  |  |