

POWER THE FIGHT SELF-EMPLOYED CONSULTANCY OPPORTUNITY

REGISTERED PSYCHOLOGIST – 1 YEAR FIXED TERM CONTRACT, FULL TIME (OR 2 POSTS PART-TIME)

JOB DESCRIPTION AND PERSON SPECIFICATION

Location:

The role is based in South London. It is anticipated that some aspects of work will begin online initially before face to face work resumes as restrictions are lifted through 2021.

Salary: £60,000 per annum (self employed)

Introduction

Power The Fight was launched in 2019 in response to the UK's rapid increase in serious violence affecting young people and its disproportionate impact on vulnerable and minority communities. Power The Fight recognises this increase in violence as an urgent but complex public health crisis with multiple and inter-related causative factors including racial injustice, trauma, lack of early intervention, reduction in statutory services and social inequality, all of which have been or will be exacerbated by the social and economic impacts of Covid-19 (with a disproportionate impact on BAME communities). We promote and advocate for the mobilisation of communities to address these systemic issues, which we deliver via several distinct programmes:

- [specialised training](#)
- developing free online resources such as our [PowerTalks](#)
- engaging with local and national government bodies
- supporting a small number of bereaved families with short-term financial gifts and signposting for housing, debt management and counselling support

Power The Fight promotes the voices of vulnerable and minority communities by acting as the conduit between families impacted by violence affecting young people and decision and policy makers, to create co-designed and co-produced responses to violence and its causative factors. We work to dismantle the structures which disproportionately impact the most vulnerable in society, and to challenge the misconception that violence affecting young people is simply an issue of race, while simultaneously wrestling with the reasons why in some parts of the UK, violence does disproportionately take the lives of people from BAME backgrounds – particularly in London. This means we intentionally examine institutions such as the police, education, health and criminal justice systems through a racial lens, to address current race inequalities and unconscious biases in these organisations.

We recently launched a research report called [Therapeutic Intervention for Peace \(TIP\)](#), focused on **developing culturally competent therapeutic services** for families and peers affected by traumatic loss through youth violence. The research was supported by the Mayor of London's Violence Reduction Unit in recognition of the lack of appropriate provision currently offered in the aftermath of incidents, and the impact of this gap on individuals and communities from racial minority backgrounds.

Across our programmes, Power The Fight aims to develop replicable, evidenced models which can be scaled up to involve a wide range of partners across the UK, with the ultimate objective of empowering individuals and communities to end, and heal from, violence. We seek to address immediate needs whilst working with the authorities and building networks of diverse partnerships in order to catalyse

systemic change. Power The Fight was given a London Faith and Belief Community Awards in 2019 under the 'Peace and Reconciliation' category.

Whilst we have organisational links with the Christian church, Power The Fight works compassionately and with commitment to people of all faiths and none. Power The Fight is a member of the Contextual Safeguarding Network based at the University of Bedfordshire, and partners with other Network members including Abianda to deliver training and design community interventions.

Power The Fight has grown significantly over the past two years, and is now seeking to appoint a Registered Psychologist to work with Power The Fight's CEO and Clinical Lead on an exciting new partnership project in two secondary schools in the London Borough of Lewisham.

Therapeutic Intervention For Peace (TIP) Pilot in London Borough of Lewisham Schools

Power The Fight plans to partner with multiple London boroughs over three years to deliver TIP as a pilot programme comprising several services which will contribute towards decreasing rates of youth violence. We recognise that the Covid-19 crisis has exacerbated the pre-existing vulnerabilities which contribute to the likelihood of violence, making our work even more urgent.

Power The Fight aims to show the effectiveness of a culturally competent, co-designed therapeutic service on the mental health of BAME-majority communities, its potential for indirect social and economic benefits, and the possibility to interrupt cycles of youth violence, in order to evidence a model which can be adopted across the UK.

The TIP report was launched in September 2020 and Power The Fight's first small pilot therapeutic service began in Autumn 2020 at a secondary school in Lewisham, South East London, building on the report's recommendations. It was then expanded to two further schools in January 2021, one being an alternative provision centre in Lewisham.

Power The Fight is therefore seeking expressions of interest from culturally competent and qualified individuals for the consultancy role of Registered Psychologist to work across two schools in Lewisham (one being an alternative provision centre), to implement the TIP model, promote cultural competency and systemic change as recommended in the TIP Report, and support those aged 11-16 who would benefit from additional support to improve their mental health. We would also consider two part-time roles, one post covering each school.

The contract would be for 12 months initially with the possibility of extension if additional funding is secured. We are also open to a secondment arrangement with a partner organization.

Purpose of the role

To work with one secondary school and/or one alternative provision centre to:

- Deliver therapeutic training to school staff which can be scaled up or down against therapeutic intensity.
- Support school staff in their work with more challenging cohorts e.g. those at risk of exclusion. This may include offering clinical supervision to senior school staff, and/or offering one-to-one therapeutic support to individual staff members.

- Ensure children and young people in both schools who have increased adverse childhood experiences (ACES), (especially where this cohort may have increased due to the coronavirus pandemic) are routinely mapped and provided with appropriate support.
- Ensure those children and young people identified receive an appropriate culturally competent intervention.
- Support the development of long-lasting, therapeutic relationships - not fixed-term formal interventions.
- Build understanding against the need/importance for informal, creative and formal therapies – ensuring they are both equally valued through creative group work.
- Help to build therapeutic service provision against a gender-specific approach e.g. broadening the scope beyond the understanding of trauma on boys and men to that of women and young girls, as well as the embedding and inclusion/recognition of women’s voices into the community supportive template response.
- Contribute to enabling children and young people and school staff from diverse backgrounds to flourish by working to create a psychologically safe environment.
- Provide clinical supervision and consultation to other Power The Fight therapeutic staff
- Work as an autonomous professional within relevant professional guidelines and codes of conduct, and guided by principles and policies or procedures of the service, and taking responsibility for interpreting policies within defined parameters.
- Agree outcomes/results with Clinical Lead and decide how they are best achieved.

Position in organisation

- Line managed by Power The Fight Clinical Lead

Key Areas of Responsibility:

1. Clinical and Client Care

- To ensure the systematic provision of a culturally competent psychology service to young people identified in either/both schools
- To ensure the provision of culturally competent psychological assessments, formulations, crisis and contingency plans, and interventions for young people in either/both schools
- To ensure the provision of culturally appropriate psychological interventions with carers or families of young people
- To work with school staff to assess and monitor risk and draw up appropriate risk management plans.
- To act as a care programme approach (CPA) co-ordinator where appropriate, taking responsibility for initiating, planning and reviewing care plans, CPA co-ordination and meetings.

2. Responsibilities for team or service clinical functioning

- To co-ordinate (and chair) meetings regarding provision for identified young people, and meetings regarding pathways for these clients into accessing psychological support in primary and secondary care.
- To be proactive in challenging discrimination and support the development of culturally competent services.
- To liaise as required with referrers, GPs and other professionals concerned with clients, in order to develop and review care plans.
- To utilise theory, evidence-based literature and research, to support evidence-based practice in individual work and work with other team members.

3. Policy and service development

- To identify any aspects of the service which could be improved and propose changes to practices or procedures that affect the service and may also affect other services.
- To initiate and implement service development projects, as agreed with Clinical Lead.
- To participate in the ongoing implementation of new initiatives (e.g. national guidelines) across relevant services.
- To assist in the consultation and engagement of service users in planning and delivering services

4. Care or management of resources

- To take care of, and use carefully, Power The Fight's equipment and physical resources.
- To ensure that the post-holder has sufficient resources by estimating future needs and requesting or ordering supplies as needed.

5. Management and supervision

- To provide clinical leadership to more junior Power The Fight therapists and other professionals, as appropriate.
- To assist in the allocation and/or clinical supervision of the work of more junior Power The Fight therapists.
- To contribute to the appraisal of more junior Power The Fight therapists, as appropriate.
- To contribute to the recruitment of more junior Power The Fight therapists, as appropriate.

6. Teaching and Training

- To undertake specialised training to other professions within either/both schools.
- To contribute to the development of the knowledge and skills base within the service by maintaining an active awareness of current developments in psychology and the emerging evidence-base for psychological treatments, and by implementing knowledge gained in practice.
- To disseminate research and service evaluation findings through presentations and published articles as requested, including Power The Fight's own evaluation processes

7. Record-keeping and Information Governance

- To ensure that all information generated by own work is recorded as required by Power The Fight policies and local procedures.
- To ensure the highest standards of clinical record keeping and report writing, according to professional guidelines, including electronic data entry, in those parts of the service for which the post-holder has leadership responsibility.

8. Research and development

- To initiate and implement the development of outcome measurement and assessment, and assist other staff in the implementation of same.

9. Maintaining professional standards and continuing professional development

- To receive regular clinical and professional supervision from a more senior therapist/psychologist.
- To ensure own Continuing Professional Development in line with own professional body requirements and the 'Standards for Continuing Professional Development' of own regulatory body.
- To maintain an up-to-date knowledge of current developments in professional and clinical practice and of relevant legislation and policies.
- To comply with 'Standards of Conduct, Performance and Ethics' and 'Standards of Proficiency', as outlined by own regulatory body and ensure professional development in line with these.
- To adhere to the Professional Practice Guidelines of own professional body and Power The Fight policies and procedures.
- To ensure that all staff for whom the post-holder has leadership responsibility, maintain professional standards and continuing professional development.

10. General

- To travel to schools, home visits, psychology meetings etc. as appropriate and across the Borough when required and as per evolving Government guidelines related to Covid-19.
- To be aware of risk relating to aggressive and challenging behaviour amongst the client group, and follow school and Power The Fight policies relating to its management.
- To respond appropriately and professionally to emotionally distressing situations (e.g. self-harm, suicide, abuse) and to support others involved in such situations.

Person Specification:

Essential Qualifications and Professional Registration	Desirable Qualifications and Professional Registration
<ul style="list-style-type: none">• Doctoral level qualification in clinical or counselling psychology or equivalent, and registered with the HCPC as Practitioner Psychologist	<ul style="list-style-type: none">• Additional training in CBT through formal post-qualification training (PG Diploma or equivalent), OR a combination of specialist short courses, OR an evidenced portfolio of supervised practice– based learning in a specialist area of clinical practice, assessed by an experienced clinical supervisor to be of equal level to a Postgraduate Diploma.
	<ul style="list-style-type: none">• Completed training course in clinical supervision.
Essential Knowledge	
<ul style="list-style-type: none">• Advanced theoretical knowledge of a wide range of mental health difficulties (e.g. substance misuse, eating disorders, PTSD, OCD, anxiety, depression) and the evidence base and protocols for the relevant psychological interventions.• Advanced knowledge of psychological assessment and clinical psychometrics.• Knowledge of legislation in relation to the client group and mental health issues, child and adult protection, and equalities.• Knowledge of factors affecting acceptability and accessibility of mental health care.	
Essential Experience	Desirable Experience
<ul style="list-style-type: none">• Experience of specialist psychological assessment and treatment of clients with a range of psychological needs of a complex nature.• Experience of providing teaching and training to psychologists or other professional groups.• Post-qualification experience that supports working with, and addressing issues of, diversity within local communities.• Experience of proposing and implementing service development projects within own service area.	<ul style="list-style-type: none">• Experience of supervising more junior therapists/psychologists having completed the relevant training• Record of publications in either peer reviewed, academic or professional journals/books

Essential Skills	
<ul style="list-style-type: none"> • To deliver psychological therapy across cultural and other differences. • High levels of cultural competency, an understanding and commitment to equal opportunities, anti-racist and anti-discriminatory practices • To select and administer specialist psychological assessments, interpreting and integrating complex data that require analysis, interpretation and comparison, drawn from several sources, on which expert opinion may differ. • To skilfully and sensitively communicate complex and sensitive information with clients, carers and colleagues overcoming barriers to communication including sensory, and emotional difficulties, cultural differences and hostility to, or rejection of information. • To plan and schedule assessment and interventions for individual clients and groups and carers, and to organise meetings such as CPAs and case reviews, and joint activities with staff of partner agencies. • To be expert in the skilled administration of psychometric tests, including skilled manipulation of test materials; and to be able to supervise others in administration of psychometric tests where appropriate. • Well-developed IT skills including entry and analysis of research data. • Skills in providing teaching and training to other professional groups. • Excellent organisational and time management skills 	
Essential Abilities	
<ul style="list-style-type: none"> • Ability to identify and employ mechanisms of clinical governance as appropriate. • Ability to develop and use complex multi-media materials for presentations in public, professional and academic meetings. 	

<ul style="list-style-type: none"> • Ability to maintain concentration and to remain in restricted positions for long periods during observations, assessments and psychological interventions, and to deal with unexpected interruptions or changes during these. • Ability to manage emotionally stressful situations such as working with survivors of abuse or trauma, or with people who engage in severe self-harming or aggressive behaviour. • Ability to manage verbal aggression and hostility directed at self. • Confidence, ability to take initiative and display strong leadership skills • Ability to work effectively within a multi-disciplinary team, contributing to effective team functioning and holding team roles. • Ability to form good working relationship with partner staff at all levels 	
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Respect for all

It should be noted that due to the charity's commitment to work equally with those of all faiths and none and organisations and individuals of all political persuasions, it is vital that the successful applicant demonstrates the ability to value and give respect to others regardless of their faith, political affiliation or any other aspect of diversity.

This role has a 3 month probationary period and is subject to an Enhanced DBS check.

If you are interested in the role described above, please send your CV and a covering letter (with details of two referees) to Lisa Harrison, Power The Fight Projects Manager – lisa@powerthefight.org.uk