

# SENIOR CLINICAL PSYCHOLOGIST

£51,000 pa FTE, pro rata £40,000 for 4 days



**POWER  
THE  
FIGHT**



# JOB DESCRIPTION

## JOB TITLE

Senior Clinical Psychologist – The contract will be for an initial period of 12 months.

## LOCATION

The role is based in South London (Lewisham).

## SALARY

£51,000 pa FTE, pro rata £40,000 for 4 days

## 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. 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 Black and minority ethnic 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, Head of Training & Programmes and Clinical Lead on a partnership project in secondary schools and community-based organisations in the London Boroughs of Lewisham and Greenwich.

## **THERAPEUTIC INTERVENTION FOR PEACE (TIP) PROGRAMME 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 Black and minority ethnic 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. We also regularly receive enquiries from community-based organisations who are interested in implementing the TIP model and principles within their contexts.

Power The Fight is therefore seeking expressions of interest from culturally competent and qualified individuals for the role of Registered Psychologist to work across three schools and at least one partner community-based organisation in Lewisham and Greenwich, 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. The role will incorporate supervision of other TIP practitioners across the project.

The contract would be for 12 months initially, with the possibility of extension if additional funding is secured. There may also be opportunities to reshape and develop the role after 12 months given the rapid growth of Power the Fight and the development of our projects and work.

## **POSITION IN ORGANISATION**

Line managed and supervised by Power The Fight Clinical Lead.

## **PURPOSE OF THE ROLE**

- To provide psychological assessment and culturally sensitive therapeutic interventions with young people in three schools and at least one community-based organisation based in South London.
- Ensure children and young people in all partner organisations 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.
- Support the development of long-lasting, therapeutic relationships - not fixed-term formal interventions.
- To support partner staff in their work with more challenging cohorts e.g. those at risk of exclusion.
- Contribute to enabling children, young people and staff from diverse backgrounds to flourish by working to create a psychologically safe environment.
- Provide clinical supervision, consultation and training to Power The Fight TIP team and other professionals.
- Agree outcomes/results with Clinical Lead and decide how they are best achieved.
- To undertake service evaluation, audit, and research. Alongside PTF Clinical Lead and Research Lead, develop outcome measurement and assessment across the project in partnership with the TIP team.
- To work as an autonomous professional within BPS and HCPC guidelines and codes of conduct and guided by principles and policies or procedures of Power The Fight, taking responsibility for interpreting policies within defined parameters.
- Lead the continued co-development of the TIP project with young people and partner staff.
- Develop young people's participation in Power The Fight services and organisation .
- Alongside PTF Clinical Lead, develop our 'school model' and potentially support the development of this approach in other boroughs.
- Alongside PTF Clinical Lead, develop potential new initiatives related to training partners in the Police.

## **KEY AREAS OF RESPONSIBILITY**

### **1. Clinical and Client Care**

- To provide culturally sensitive psychological assessments, formulations and interventions for young people based on a good knowledge of child and adolescent mental health disorders and evidence-based practice.
- To ensure the provision of culturally appropriate psychological interventions with carers or families of young people.
- To assess and monitor risk and draw up appropriate risk management plans.
- To work with school and community-based organisational staff teams.
- With senior colleagues, evaluate and review the therapeutic strategic outcomes for the teams and set aims and objectives and the monitor practice to assure quality standards of care.
- To supervise casework across the team and contribute on the performance of team members at appraisal.
- To provide clinical supervision to members of the team, which includes assisting them in planning their workload and revising care plans for young people.
- Ensure that team members follow systems of safe practice and that operational policies are adhered to.

### **2. Responsibilities for Team or Service Clinical Functioning**

- To contribute to the effective working of the team and to a psychotherapeutic framework for the service.
- To contribute to the team's delivery of accessible and culturally sensitive therapeutic support to diverse local communities.
- To ensure that the team have a good quality learning environment.
- 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 as needed.
- To be proactive in challenging discrimination and to support the development of culturally sensitive services.
- To maintain good relationships and clear lines of communication with other professional agencies and departments, providing advice and support where appropriate.
- To liaise as required with referrers, GPs and other professionals concerned with clients, in order to contribute to care plans as needed.
- 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 implement policies and procedures in own area of work.
- 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 which meet the needs of local communities.

### **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 direct reports and other professionals, as appropriate.
- To assist in the allocation and/or clinical supervision of the work of direct reports.
- To contribute to the appraisal of direct reports, as appropriate.
- To support the recruitment and retention of therapists.
- To provide supervision for the psychological work of other multi-disciplinary staff, when required.

### **6. Teaching and Training**

- To deliver specialised training to other professions within partner schools and community-based organisations.
- To contribute to the development, knowledge and skills base within the organisation by maintaining an active awareness of current developments in psychology and the emerging evidence-base for psychological treatments, 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 that all clinical recording and reporting is up to date and of the highest standards, according to professional requirement standards. Ensure that all information and therapeutic activity is collected and entered on databases by all team members.

## **8. Research and Development**

- To initiate and implement the development of outcome measurement and assessment and assist other staff in the implementation of same.
- To initiate, undertake, support and supervise regular complex service evaluation and audits.

## **9. Maintaining Professional Standards and Continuing Professional Development**

- To receive regular clinical and professional supervision from a designated therapist/psychologist according to HCPC and Power The Fight guidelines.
- To ensure own Continuing Professional Development in line with BPS and Power The Fight's Personal Development Plan requirements and the HCPC 'Standards for Continuing Professional Development'.
- To maintain an up-to-date knowledge of current developments in professional and clinical practice and of relevant legislation and policies.
- To comply with HCPC 'Standards of Conduct, Performance and Ethics' and 'Standards of Proficiency', and ensure professional development in line with these.
- To adhere to the BPS's Professional Practice Guidelines and Power The Fight's policies and procedures.
- To ensure that all direct reports maintain professional standards and continuing professional development.

## **10. General**

- To travel to schools, partner organisations, psychology meetings etc. as appropriate and across the Boroughs when required and as per any Government health guidelines.
- To be aware of risks relating to aggressive and challenging behaviour amongst the client group, and follow school, partner organisation 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

### QUALIFICATIONS AND PROFESSIONAL REGISTRATION

Clinical psychologist: Doctorate in Clinical Psychology or equivalent.

Complete training course in clinical supervision.

Registered with the HCPC as Practitioner Psychologist, and evidence of continuing professional development as required by the HCPC, if applicable.

### KNOWLEDGE

Knowledge of theory and practice of specialised psychological assessments and interventions for young people with mental health difficulties.

Knowledge of the impact mental health difficulties and youth violence on young people, including the impact on their families and wider context.

Theoretical knowledge of psychopathology and the evidence base for relevant treatment.

Knowledge of legislation in relation to the client group and mental health issues, child and adult protection and equalities.

Doctoral level knowledge of psychological research methodology and complex statistical analysis.

## EXPERIENCE

Experience of specialist psychological assessment and treatment of young people with a range of psychological needs of a complex nature.

Experience of supervising assistant and trainee psychologists having completed the relevant training.

Experience of supervising and offering consultations to other professionals.

Post qualification experience that supports working with, and addressing issues of, diversity within local communities.

Experience of carrying out post-doctoral research, audit or service evaluation projects.

## SKILLS

To deliver psychological therapy across cultural and other differences.

To select and administer specialist psychological assessments, interpreting and integrating complex data that require analysis, interpretation and comparison, drawn from several sources.

To communicate skilfully and sensitively 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 for meetings with relevant professionals and agencies.

To plan allocation of tasks to team members.

To be skilled in the administration of psychometric tests.

Well-developed IT skills including entry and analysis of research data.

Skills in providing teaching and training to other professional groups.

## ABILITIES

Ability to work effectively within a multi-disciplinary team and contributing to effective team functioning.

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.

Ability to manage emotionally stressful situations such as working with victims 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.

**Power The Fight**

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UK Registered Charity No. 1181143

*[powerthefight.co.uk](http://powerthefight.co.uk)*

**POWER  
THE  
FIGHT**

The logo consists of the words 'POWER', 'THE', and 'FIGHT' stacked vertically in a bold, white, sans-serif font. A white horizontal line is positioned below the word 'FIGHT'.