


SENIOR CLINICAL PSYCHOLOGIST

Job description and person specification



**POWER
THE
FIGHT**

 **COMMUNITY
FUND**

JOB DESCRIPTION

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 global majority 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 exacerbated by the social and economic impacts of Covid-19 and the cost-of-living crisis.

We promote and advocate for the mobilisation of communities to address these systemic issues, which we currently deliver via three distinct programmes:

- Supporting young people and families
- Training and resourcing communities
- Advocating for systems change

Power The Fight promotes the voices of affected 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 marginalised 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 global majority 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.

In 2020 we launched a research report called [Therapeutic Intervention for Peace \(TIP\)](#), focused on developing culturally sensitive therapeutic services for families and peers affected by traumatic loss through 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 global majority 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 authorities and building networks of diverse partnerships to catalyse systemic change. Power The Fight was the Charity Times' Charity Of The Year in 2023.

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 Durham, and partners with other Network members to deliver training and design community interventions.

Power The Fight has grown significantly over the past four years, and is now seeking to appoint a Senior Clinical Psychologist to lead our Therapeutic Intervention for Peace Programme (TIP), ensuring excellent delivery for young people across three South London schools as well as contributing to the strategic development of TIP beyond South London.

THERAPEUTIC INTERVENTION FOR PEACE (TIP)

Power The Fight plans to partner with multiple schools, statutory and community organisations over the coming two years to deliver TIP as an evidence-based programme comprising several workstreams which will contribute towards decreasing rates of violence affecting young people.

Power The Fight aims to continue to demonstrate the effectiveness of a culturally sensitive, co-designed therapeutic service on the mental health of global majority communities, its potential for indirect social and economic benefits, and the possibility to interrupt cycles of violence, to scale up the implementation of the TIP model 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 three further schools in 2021 and 2022, one being an alternative provision centre in Lewisham. TIP is currently delivered in three secondary schools in Southwark.

Power The Fight is seeking expressions of interest from culturally sensitive and qualified individuals for the role of Senior Clinical Psychologist, to oversee the implementation of TIP in individual schools and contribute to TIP's strategic development beyond South London, with the aim of scaling TIP's learning across the UK (through training and consultancy) to promote cultural sensitivity and systemic change as recommended in the TIP Report.

The contract would be for 24 months initially with the possibility of extension if additional funding is secured.

JOB TITLE	Senior Clinical Psychologist (8B)
SALARY	£64,000 - £66,000 per annum (based on 8B NHS banding)
RESPONSIBLE TO	CEO - this will include an annual appraisal
HOURS PER WEEK	3 days per week
LOCATION	South East London with occasional travel within the UK
LINE MANAGES	Clinical Psychologist Counsellor TIP Delivery Manager

PURPOSE OF THE ROLE

This role will play a pivotal role in providing high-quality, culturally sensitive and trauma informed services. They will develop, coordinate and ensure the systemic provision of highly specialist mental health assessment including risk identification and follow up and interventions to young people, their families and wider systems. The post holder will oversee the development, improvement and scale-up of the TIP service, support partnership working and work with the Senior Leadership Team to develop Power The Fight's strategic direction and influence.

Key aspects of the roles are as follows:

- To ensure service quality through clinical leadership, breadth of clinical knowledge and skilled practice in specialist psychological assessments and intervention to children and young people with mental health and or complex needs.
- To 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.
- To know and use theories to improve on evidence-based practice in assessments and interventions in own clinical practice and across services.
- To provide, consistently, skilled clinical judgements in clinical work with clients and staff in the service.
- To take a lead role in providing highly specialist assessment and intervention and support training and supervising others.
- To participate in the leadership of Power The Fight through working closely with senior colleagues to supervise staff and implement new ways of working using best practice and relevant guidelines.

- To lead on service developments, including the scale-up of TIP and present these initiatives at interagency and national workshops and conferences,
- To provide professional leadership to peers and junior colleagues.
- To support partner staff in their work with more challenging cohorts e.g. those at risk of exclusion.
- To contribute to enabling children, young people and staff from diverse backgrounds to flourish by working to create a psychologically safe environment.
- To foster partnership and collaborative working with external agencies.
- To contribute to the consultation and training of Power The Fight TIP team and other professionals.
- To undertake service evaluation, audit, and research alongside the research Lead, develop outcome measurement and assessment across the project in partnership with the TIP team.
- To work as an autonomous professional within professional bodies guidelines, requirements and codes of conduct and guided by principles and policies or procedures of Power The Fight, taking responsibility for interpreting policies within defined parameters.
- Develop young people's participation in Power The Fight services and organisation.
- To provide leadership and management of Power The Fight wide case load young people, families and professionals which would mean working in collaboration with other agencies.

REPORTING LINE

Line managed and supervised by the CEO.

KEY AREAS OF RESPONSIBILITY

1. Clinical Service Responsibility

- To take overall management responsibility for service delivery and some operational matters.
- With other senior colleagues, provide leadership within TIP programme and maintain the quality of care through effective multi-professional practice and integrated interagency work.
- Ensure that all risks are managed in accordance with good practice, PTF guidance, policies and procedures.
- Provide senior clinical leadership/consultation to colleagues.
- To be responsible for the co-ordination and management of the TIP team in providing a safe, effective and therapeutic teams ensuring the delivery of high-quality interventions.
- Explore, introduce and evaluate systems to improve the performance of the service using performance management data to identify successes and challenges.

- Quality assures, through regular audits, that appropriate culturally sensitive, evidence-based practice and practice-based evidence is in use and that appropriate care pathways are available through all processes of the service and that outcome measures are analysed and regularly reported on.
- Identify and develop therapeutic skills of staff working in the service, through case and practice supervision in general, assessments, care plans and interventions.
- Provide consistently skilled clinical judgements on clients seen by other staff in the service and provide formal consultation, training, and advice to professionals in other agencies.
- To take an active role in service development in line with service and national guidance and stakeholder views.
- Contribute to the recruitment of a safe and proficient workforce.

2. Client Care

- To oversee the provision of 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 and education staff.
- To assess and monitor risk and draw up appropriate risk management plans.
- Ensure safeguarding issues are managed effectively.
- To work with school and community-based organisational staff teams.
- Provide oversight and contribute to the Power The Fight alumni programme.
- To contribute to supervision of 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.
- Maintain good relationships and clear lines of communication with colleagues, other professional agencies, providing specialist advice and support where appropriate.

3. Contributing to team or service clinical functioning

- 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 take responsibility for clinical governance across the service. Ensure that audits are conducted and that information gathered is used to implement service improvements.
- To contribute to the effective working of the team and to a psychotherapeutic framework for the service.
- Champion systems of service user and carer involvement and creatively employ their experiences in adapting 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.
- Contribute to the management of practice and service risks.
- To be proactive in challenging discrimination and to support the development of culturally sensitive services.
- 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.
- With senior colleagues, address complaints and incidents with external agencies.

4. 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 improvements or changes to practices or procedures that affect the service and may also affect other services.
- To initiate and implement service development projects, including the scale-up of the TIP project.
- 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.

5. 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.

6. Management and supervision

- 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.

7. Teaching and Training

- To deliver occasional 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 contribute to the implementation and monitoring of practice development which ensures that the practice is evidence-based and supports TIP objectives and progresses Power The Fight's strategic aims.
- To disseminate research and service evaluation findings through presentations and published articles as requested, including Power The Fight's own evaluation processes.

8. 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.

9. Research and development

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

10. Maintaining professional standards and continuing professional development

- To receive regular clinical and professional supervision from a designated therapist/psychologist according to registration bodies and Power The Fight guidelines.
- To ensure own Continuing Professional Development (CPD) in line with professional bodies and indicators attached to this post and Power The Fight's Personal Development Plan requirements.
- 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 contribute to the CPD of colleagues and junior staff through appraisal and appraisal reviews as required.
- To contribute to the implementation and monitoring of practice development which ensures that the practice is evidence-based and supports service plan objectives and progresses Power The Fight's strategic aims.
- To ensure that all direct reports maintain professional standards and continuing professional development.

11. General

- To travel to schools, partner organisations, psychology meetings etc. as appropriate and 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

ESSENTIAL QUALIFICATIONS & PROFESSIONAL EXPERIENCE	DESIRABLE QUALIFICATIONS & PROFESSIONAL EXPERIENCE
<p>Doctoral level qualification in Clinical/ Counselling Psychology.</p> <p>Completed training course in clinical supervision.</p> <p>Registered with the HCPC as Practitioner Psychologist, and evidence of continuing professional development as required by the HCPC.</p>	<p>Evidence of further training in evidence-based interventions.</p>
ESSENTIAL KNOWLEDGE	DESIRABLE KNOWLEDGE
<p>Doctoral knowledge of psychological research, methodology and complex statistical analysis.</p>	
<p>Evidence of current relevant continuing professional development as recommended by HCPC and/or BPS.</p>	
<p>Advanced knowledge of theory, evidence-based and practice-based mental health care particularly those with complex needs.</p>	
<p>Knowledge of psychological assessment and clinical psychometrics.</p>	
<p>Knowledge of legislation in relation to the client group and mental health issues, child and adult protection, and equalities.</p>	
<p>High level of knowledge of clinical governance frameworks</p>	

Knowledge of factors affecting acceptability and accessibility of mental health care, of racial diversity issues and factors affecting access to mental health care and support.	
ESSENTIAL EXPERIENCE	DESIRABLE EXPERIENCE
Experience of highly specialist psychological assessments and interventions for young people with a wide range of needs, complex in nature e.g. complex trauma/mood disorder	Experience of working from a trauma-informed framework
Evidence of risk management and care planning for children and young people with complex needs	Experience of working with schools
Experience of clinical leadership and providing clinical support for practitioners across disciplines including recruitment and appraisal.	Experience of service design and implementation
Experience leading or supporting service development initiatives.	
Experience of consulting with and supervising other staff (including psychologists, multi-disciplinary and third sector professionals)	
Experience of providing teaching and training to professional groups.	
Experience of carrying out research, audit, or evaluation projects.	
Experience of addressing issues of diversity	

Experience of multi-agency collaboration and integrated working (e.g. with third sector agencies).	
ESSENTIAL SKILLS & ABILITIES	DESIRABLE SKILLS & ABILITIES
Ability to oversee the delivery of therapeutic interventions across cultural and other differences.	Record of publications in either peer-reviewed, academic or professional journals/books
Skills in the use of methods of specialist psychological assessments and interventions – integrating complex data that require analysis, interpretation and comparison, drawn from several sources, on which expert opinion may differ.	
Ability to identify and employ mechanisms of risk management and governance as appropriate.	
Ability to lead and deliver change programmes/service improvement.	
Ability to facilitate constructive challenge within and across organisation.	
Ability to manage tensions and conflicts	
Ability to manage emotionally stressful situations.	
Ability to lead and work effectively in a multi-disciplinary team, contributing to effective team functioning.	
Friendly and professional, able to form good working relationship with partner staff at all levels	

Excellent communication skills, able to skilfully and sensitively communicate complex and sensitive information with young people, parents/carers, partner staff and colleagues, overcoming barriers to communication including sensory and emotional difficulties, cultural differences and hostility to, or rejection of information.	
Ability to develop and use complex multi-media materials	
High levels of cultural sensitivity, an understanding and commitment to equal opportunities, anti-racist and anti-discriminatory practices	
Ability to identify and employ well developed IT skills including entry and analysis of data	
Skills in providing teaching and training to other professional groups.	
Able to build relationships with a range of stakeholders; both professional and those that may themselves be in distress, vulnerable or at risk because of violence or related difficulties	
Methodical and careful approach to work	
Excellent organisation and time management skills	
Confident, able to take initiative and display strong leadership	
Strong problem-solving skills	

Commitment to the specific aims and values of the charity, and to working in accordance with its Christian principles and its desire to work with those of all ethnicities, all faiths or none at all and of all political persuasions.	
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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 recruitment@powerthefight.org.uk

Power The Fight

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UK Registered Charity No. 1181143
powerthefight.co.uk

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