

# TIP SCALE-UP PSYCHOLOGIST / PSYCHOTHERAPIST

Job description and person specification



**POWER  
THE  
FIGHT**

# JOB DESCRIPTION

## LOCATION

The role is based in South London with travel across the UK. We are open to hybrid working for this role.

## SALARY

£48,000-£54,000 pro rata

## 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 interrelated 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 codesigned 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.

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

## **THERAPEUTIC INTERVENTION FOR PEACE (TIP) PILOT IN LONDON BOROUGH OF SOUTHWARK**

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 has since been expanded to 5 further schools; an alternative provision in Lewisham, a secondary school in Greenwich and, as of September 2023, three secondary schools in Southwark.

Through the TIP Project, Power The Fight aims to show the effectiveness of a culturally sensitive, 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.

## **PURPOSE OF THE ROLE**

This role will work to scale up the TIP Project by engaging, training and supporting learning partners in different parts of the UK to apply TIP within their own contexts.

The role will work with the TIP Development Manager and the Scale-up Trainer to plan and implement the scaling up of the TIP Project, engaging the project's Learning Partners and train them to implement the TIP approach.

## **REPORTING LINE**

Line managed by the Deputy CEO Head of Training & programmes and clinically supervised by the Senior Psychologist.

## **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.
- To contribute to the Power The Fight alumni programme.
- To contribute to 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.
- Maintain good relationships and clear lines of communication with other professional agencies, providing specialist advice and support where appropriate

### **2. 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 contribute to the effective working of the team and to a psychotherapeutic framework for the Scale-up Project.
- To support the Learning Partners to provide accessible and culturally sensitive therapeutic support to their local communities.
- To provide Reflective Practise to the Learning Partners, supporting them to apply the TIP approach to their own work.
- To be proactive in challenging discrimination and to support the development of culturally sensitive services.
- 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 improvements or 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 Senior Psychologist.
- 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 supervision for the psychological work of other multi-disciplinary staff, when required.

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

- To develop and deliver a TIP training programme, alongside the Scale-up Team, to the Scale-up Learning Partners.
- 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 assist in the implement the development of outcome measurement and evaluation and assist other staff in the implementation of same.
- To initiate, undertake, support regular complex service evaluation, audits or research relevant to service needs.

#### **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 different parts of the UK to deliver the activities listed above to the Scale-up Learning Partners, as well as engaging with them remotely through online meetings and training.
- 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

- Clinical psychologist: Doctorate in Clinical Psychology or equivalent.
- Completed 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.
- Experience of working with issues of risk and safety
- Experience that supports working with, addressing issues of, diversity within local communities. This may have been gained through work, research, volunteering and/or lived experience.

### 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 junior 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 developing and carrying out research 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 assessments 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.

## **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.

## **EMPLOYEE BENEFITS**

### **Annual leave (not applicable for self-employed roles)**

25 days (pro rata for part time) plus 2 additional discretionary days at Christmas.

### **Employee Assistance Programme**

As a trauma-informed organisation we believe that our employees are our greatest asset. As part of this role you all employees have direct access to an Employee Assistance Programme, which is available 24/7, 365 days a year; a confidential external line to support you when you need it, over and above our internal support.



## **Pension**

Power the Fight offers an employer pension contribution (in addition to employee contributions); the equivalent of 8% of your gross annual salary, into a work-place pension appropriate scheme (applicable after successful completion of your probationary period).

## **Flexible working**

We have a flexible working policy that enables employees to work in way that meets their needs alongside our organisational needs.

## **Regular clinical supervision / reflective space**

At Power The Fight we believe that all staff, whether delivering face-to-face services or working in non-clinical roles, should have additional support and a confidential space to reflect and talk through the impact of their work on them. This role benefits from regular clinical supervision from a qualified Clinical Psychologist.

*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](mailto:recruitment@powerthefight.org.uk)*

**Power The Fight**

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*[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".