

# TIP PSYCHOLOGIST / PSYCHOTHERAPIST

Job Description and Person Specification



**POWER  
THE  
FIGHT**

## HELP US MAKE A LASTING DIFFERENCE

Thank you for your interest at Power the Fight. We're delighted you're considering applying.

Launched in 2019, Power the Fight is an award-winning charity which tackles violence affecting young people. We create long-term solutions for sustainable change and act as a link between the community and policy makers.

Power the Fight exists 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 Black and minority ethnic communities).

Power The Fight was founded out of a deep belief in the value of human life and the importance of community. Our work is a response to a growing need for all parts of society to take responsibility for one another.

If you would like to read more about us, please [click here](#) to find out more.

While this is an exciting time for the charity, the issue of violence affecting young people is at a critical level across the UK. Now more than ever the organisation has to be ready to respond to ever growing needs of communities across the country. We believe that you are vital in helping us to achieve this.

Your role will help Power The Fight to sustain and enhance our efforts to create safer, stronger communities. We are confident that your contributions will be invaluable as we strive to make a lasting difference.

Please send your CV and no longer than a 2-sided A4 document on how you meet the person specification below to [recruitment@powertheright.org.uk](mailto:recruitment@powertheright.org.uk). This job post has a rolling deadline; therefore, we will review applications on an ongoing basis. For more information on this role, please email **Dr Ron Dodzro** at [ronald@powerthefight.org.uk](mailto:ronald@powerthefight.org.uk)

Best wishes,  
Ben Lindsay, CEO



## JOB DESCRIPTION

|                          |                                                                                                               |
|--------------------------|---------------------------------------------------------------------------------------------------------------|
| <b>JOB TITLE</b>         | TIP Psychologist/Psychotherapist                                                                              |
| <b>EMPLOYMENT STATUS</b> | Part Time                                                                                                     |
| <b>CONTRACT TYPE</b>     | Permanent, subject to funding                                                                                 |
| <b>HOURS</b>             | 21 hours - Monday to Friday with some evenings and weekends, as required                                      |
| <b>SALARY</b>            | £47,690-£52,710 1 FTE. As this role is part time, the 0.6 FTE salary is £28,614-£31,626                       |
| <b>REPORTS TO</b>        | Deputy CEO and Head of Training and Programmes                                                                |
| <b>LOCATION</b>          | Power the Fight Office and hybrid working between home and partner sites across London – some travel required |

## JOB OUTLINE

This role combines two functions previously delivered separately, across one or more secondary schools / alternative provision centres.

To provide culturally sensitive psychological support for young people aged 11-16 affected by youth violence, forming trusting relationships through which young people can access therapeutic support delivered by Power The Fight.

To design and deliver group reflective practice for teaching staff and other professionals working with young people affected by violence, to develop their learning and practice and to embed the TIP approach within the school.

To support parents and guardians of young people at risk of involvement in youth violence to access training and group reflective spaces, to develop their learning and practice.

To contribute directly to the design, planning and development of a co-designed culturally sensitive programme of therapeutic services which will support young people at risk of involvement in youth violence.

## PROJECT/S ALIGNED WITH THIS JOB POST

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.

This role focuses on the direct delivery of the TIP model within partner schools: therapeutic work with young people aged 11–16, alongside reflective practice for the teaching and wider school staff who support them.

## KEY RESPONSIBILITIES

- Clinical assessment and intervention: Provide culturally sensitive formulations and one-to-one interventions for young people grounded in evidence-based child and adolescent mental health practice.
- Risk and safeguarding: Assess and monitor risk, draw up risk management plans, and escalate safeguarding concerns immediately to the school's Designated Safeguarding Lead in line with Power The Fight's procedures.
- Reflective practice and staff support: Plan and deliver co-designed, culturally sensitive reflective practice sessions and psychologically safe spaces for school staff, supporting them to apply the TIP approach.
- Referral management and case documentation: Gather referral information from schools to ensure each young person's case is thoroughly understood and documented, carrying out direct work according to needs assessments and capacity.
- Anti-discriminatory and culturally responsive practice: Be proactive in challenging discrimination and support the development of culturally sensitive services across the project.
- Partnership working: Build and maintain strong relationships with schools, community organisations and professional agencies, providing specialist advice and introducing the TIP project to staff, young people and families.
- Evaluation, research and service development: Contribute to outcome measurement, service evaluation, audits and research; disseminate findings to the SLT, funders and stakeholders; and propose and implement service improvements.
- Professional standards and record-keeping: Maintain high-quality, GDPR-compliant clinical records and ensure compliance with HCPC/BPS standards, supervision requirements and CPD.

## OTHER DUTIES

1. An ability to effectively utilise IT packages including Word, Outlook, Excel etc.
2. Attend regular supervision, reflective practice and training as agreed. Maintain knowledge in subject area in line with personal and service needs with support from your line manager within a framework of an appraisal.
3. Ability to adhere to Power the Fight's Health & Safety, HR and operational policies.
4. Undertake any other appropriate duties as requested by your manager. If these duties are extensive and of a higher job description, the terms and conditions of the post maybe varied in negotiation with your line manager.

## PERSON SPECIFICATION

| CRITERIA                                                                                                                                                                                                   | ESSENTIAL<br>OR DESIRABLE | DEMONSTRATED<br>IN APPLICATION (A)<br>OR INTERVIEW (I)? |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|---------------------------------------------------------|
| Clinical psychologist:<br>Doctorate in Clinical<br>Psychology or equivalent.                                                                                                                               | Essential                 | A, I                                                    |
| Completed training course in<br>clinical supervision.                                                                                                                                                      | Essential                 | A, I                                                    |
| Registered with the HCPC<br>as Practitioner Psychologist,<br>and evidence of continuing<br>professional development as<br>required by the HCPC,<br>if applicable.                                          | Essential                 | A, I                                                    |
| Experience of working with<br>issues of risk and safety.                                                                                                                                                   | Essential                 | A, I                                                    |
| Experience that supports<br>working with, addressing<br>issues of, diversity within<br>local communities. This may<br>have been gained through<br>work, research, volunteering<br>and/or lived experience. | Essential                 | A, I                                                    |
| Knowledge of theory and<br>practice of specialised<br>psychological assessments<br>and interventions for young<br>people with mental health<br>difficulties.                                               | Essential                 | A, I                                                    |
| Knowledge of the impact<br>mental health difficulties<br>and youth violence on<br>young people, including the<br>impact on their families and<br>wider context.                                            | Essential                 | A, I                                                    |
| Theoretical knowledge of<br>psychopathology and the<br>evidence base for relevant<br>treatment.                                                                                                            | Essential                 | A, I                                                    |
| Knowledge of legislation in<br>relation to the client group<br>and mental health issues,<br>child and adult protection<br>and equalities.                                                                  | Essential                 | A, I                                                    |

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|-------------------------------------------------------------------------------------------------------------------------------------------------|-----------|------|
| Doctoral level knowledge of psychological research methodology and complex statistical analysis.                                                | Essential | A, I |
| A basic knowledge of current guidelines and policies of working with young people, including in education settings.                             | Essential | A, I |
| Experience of specialist psychological assessment and treatment of young people with a range of psychological needs of a complex nature.        | Essential | A, I |
| Experience of supervising assistant and junior psychologists having completed the relevant training.                                            | Essential | A, I |
| Experience of supervising and offering consultations to other professionals.                                                                    | Essential | A, I |
| Experience of working in the youth or education sector.                                                                                         | Essential | A, I |
| Experience of delivering reflective practice or group facilitation for professionals, and of facilitating groups for young people and families. | Essential | A, I |
| Post qualification experience that supports working with, and addressing issues of, diversity within local communities.                         | Essential | A, I |
| Experience of developing and carrying out research projects.                                                                                    | Essential | A, I |
| To deliver psychological therapy across cultural and other differences.                                                                         | Essential | A, I |

|                                                                                                                                                                                                                                                                                                                                            |           |      |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|------|
| To select and administer specialist psychological assessments, interpreting and integrating complex data that require analysis, interpretation and comparison, drawn from several sources.                                                                                                                                                 | Essential | A, I |
| 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, particularly in written communication with school staff and parents. | Essential | A, I |
| To plan and schedule assessments and interventions for individual clients and groups and carers, and for meetings with relevant professionals and agencies.                                                                                                                                                                                | Essential | A, I |
| To plan allocation of tasks to team members.                                                                                                                                                                                                                                                                                               | Essential | A, I |
| To be skilled in the administration of psychometric tests.                                                                                                                                                                                                                                                                                 | Essential | A, I |
| Well-developed IT skills including entry and analysis of research data.                                                                                                                                                                                                                                                                    | Essential | A, I |
| Skills in providing teaching and training to other professional groups.                                                                                                                                                                                                                                                                    | Essential | A, I |
| Ability to work effectively within a multi-disciplinary team and contributing to effective team functioning.                                                                                                                                                                                                                               | Essential | A, I |
| Ability to identify and employ mechanisms of clinical governance as appropriate.                                                                                                                                                                                                                                                           | Essential | A, I |



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| Ability to develop and use complex multi-media materials for presentations in public, professional and academic meetings.                                                     | Essential | A, I |
| 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. | Essential | A, I |
| Ability to manage verbal aggression and hostility directed at self.                                                                                                           | Essential | A, I |
| Experience of working in the NHS or charitable sector.                                                                                                                        | Desirable | A, I |
| Fluency in one or more languages in addition to English.                                                                                                                      | Desirable | A, I |

**Power The Fight**

The Trampery Peckham,  
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UK Registered Charity No. 1181143  
*powerthefight.co.uk*

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