REFLECTIVE PRACTICE PRACTITIONER

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 the 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@powerthefight.org.uk**. This job post has a rolling deadline; therefore, we will review applications on a ongoing basis. For more information on this role, please email **Dr Ron Dodzro** at **ronald@powerthefight.org.uk**

Best wishes,
Ben Lindsay, CEO



JOB DESCRIPTION

JOB TITLE	Reflective Practice Practitioner
EMPLOYMENT STATUS	Part Time (0.6 FTE, 3 days per week)
CONTRACT TYPE	Permanent
HOURS	21 hours per week
SALARY	£47,690-£52,710 1 FTE. As this role is part time, the 0.6 FTE salary is £28,614-£31,626
REPORTS TO	Senior Clinical Psychologist
LOCATION	Power the Fight Office and hybrid working between home and partner sites across London – some travel required

JOB OUTLINE

This role will provide reflective practice, clinical supervision, and psychological consultation across multiple organisations and sectors working with young people, families, and communities impacted by violence, trauma, and structural inequality.

The postholder will use psychological theory and trauma-informed principles to create psychologically safe spaces for professionals, promoting staff wellbeing, resilience, and reflective capacity. This role will embed psychologically-informed practice across education, youth, faith, and community settings, strengthening organisational capacity to work effectively and compassionately with those affected by community 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.

Since January 2025, we have been working on the TIP Scale-Up Project through which we have partnered with 3 VCS organisations in different areas of the UK. These Learning Partner organisation will be trained and supported to deliver their own versions of TIP and collect evidence on the impact of their work over the next two years.

KEY RESPONSIBILITIES

1. Reflective Practice and Supervision

- Deliver high-quality reflective practice and clinical supervision to staff across partner organisations (e.g. schools, youth services, faith groups, and community projects).
- Facilitate psychologically safe spaces for reflection, learning, and emotional processing.
- Support teams to recognise the psychological impact of their work and strengthen resilience and trauma-informed approaches.
- Provide supervision that maintains professional, ethical, and cultural competence in line with HCPC and BPS guidelines.

2. Psychological Consultation and Organisational Support

- Offer consultation to leaders and managers to enhance trauma-informed organisational culture.
- Advise on systemic responses to trauma, safeguarding, and racial inequality within services.
- Contribute to service design and policy development that reflects evidence-based and culturally sensitive practice.

3. Training and Development

- Co-develop and deliver workshops, seminars, and training sessions to promote reflective practice and psychological thinking.
- Support the evaluation and ongoing improvement of Power the Fight's reflective practice programme.
- Contribute to research, presentations, and publications demonstrating the impact of trauma-informed reflective spaces.
- When required, to provide culturally sensitive psychological assessments, formulations and interventions for young people and develop risk management plans where they are required.
- When required, to support the provision of culturally appropriate psychological interventions with carers/families of young people, school staff, Youth Practitioners and TIP Alumni.

- Contribute to clinical supervision of members of the team, which includes assisting them in planning their workload and revising care plans for young people.
- Support the Senior Psychologist to monitor and evaluate the effectiveness of this project, in line with the project's objectives.

4. Research and Evaluation

- Contribute to data collection, analysis, and evaluation of reflective practice outcomes.
- Apply psychological theory and research to inform service development and practice improvement.
- Support the dissemination of learning through written reports, case studies, and conferences.

5. Professional and Ethical Standards

- Receive regular clinical supervision and maintain registration with HCPC and BPS.
- Commit to ongoing professional development in line with HCPC's CPD standards.
- Promote Power the Fight's values of equity, compassion, cultural sensitivity, and anti-racism.

OTHER DUTIES

1. An ability to effectively utilise IT packages including Word, Outlook, Excel etc.
2. Attend regular supervision 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 OR DESIRABLE	DEMONSTRATED IN APPLICATION (A) OR INTERVIEW (I)?
QUALIFICATIONS		
Clinical psychologist: Doctorate in Clinical Psychology or equivalent.	Essential	A
Completed training course in clinical supervision.	Essential	A
Registered with the HCPC as Practitioner Psychologist, and evidence of continuing professional development as required by the HCPC, if applicable.	Essential	A
KNOWLEDGE		
Knowledge of theory and practice of specialised psychological assessments and interventions for young people with mental health difficulties.	Essential	A
Knowledge of the impact mental health difficulties and youth violence on young people, including the impact on their families and wider context.	Essential	I
Theoretical knowledge of psychopathology and the evidence base for relevant treatment.	Essential	I
Knowledge of legislation in relation to the client group and mental health issues, child and adult protection and equalities.	Essential	I

KNOWLEDGE		
Doctoral level knowledge of psychological research methodology and complex statistical analysis.	Essential	A
Knowledge of issues impacting frontline workers and their psychological needs.	Essential	I
EXPERIENCE		
Experience of specialist psychological assessment and treatment of young people with a range of psychological needs of a complex nature.	Essential	A
Substantial post-qualification experience providing reflective practice and clinical supervision to multi-disciplinary teams.	Essential	A, I
Experience contributing to organisational learning or service development projects.	Desirable	A
Experience supporting professionals working with trauma, violence, or high-risk contexts.	Desirable	I
Experience of working with issues of risk and safety.	Essential	A, I
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.	Essential	A

SKILLS		
To deliver psychological therapy across cultural and other differences.	Essential	A
To communicate skilfully and sensitively complex and sensitive information with individuals and organisations, overcoming barriers to communication including sensory, and emotional difficulties, cultural differences and hostility to or rejection of information.	Essential	A, I
To be skilled in the administration of psychometric tests.	Essential	A
Well-developed IT skills including entry and analysis of research data.	Essential	I
Skills in providing teaching and training to other professional groups.	Essential	A
ABILITIES		
Ability to work effectively within a multi-disciplinary team and contributing to effective team functioning.	Essential	I
Ability to identify and employ mechanisms of clinical governance as appropriate.	Essential	I
Ability to develop and use complex multi-media materials for presentations in public, professional and academic meetings.	Essential	I
Ability to facilitate groups with sensitivity to power, culture, and identity.	Essential	A, I
Ability to hold hope and foster resilience in teams working under pressure.	Essential	I

Power The Fight
The Trampery Peckham,
95a Rye Lane, SE15 4ST

UK Registered Charity No. 1181143
powerthefight.co.uk

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