



## JOB DESCRIPTION

<b>Job Title:</b>	Psychologist (Educational, Clinical or Forensic)
<b>Salary:</b>	Witherslack Scale
<b>Locality:</b>	Clinical Services
<b>Responsible to:</b>	Regional Director (Clinical) and Clinical Director
<b>Liaison with:</b>	Clinical MDT, Education and Residential Care Colleagues, Parents, Carers and External agencies.

### Psychologist

As a Psychologist within Witherslack Group you will join a highly experienced Multidisciplinary Clinical Services Team comprising Psychologists, Speech and Language Therapists, Occupational Therapists and Creative/Talking Therapists. You will be part of a regional clinical team working with children and young people to provide high quality assessment and intervention, identifying and addressing areas of social, emotional, mental health and cognitive need. You will also be involved in the development of MDT therapeutic plans of support that will meet EHCP requirements and address identified needs to support educational attainment and access to learning.

The post holder will be based primarily in an education setting but will also offer support within our residential settings. They will work alongside the Multidisciplinary Clinical Team, residential and educational staff, to support the Witherslack Group Therapeutic Practice Model with a focus on complex trauma, neurodiversity and Special Educational Needs. You will be involved in the provision of training and guidance to the team around the children and young people. Working with external agencies and parent/carers is a significant part of supporting children and young people and as part of the Clinical Services Team you will work closely with CAMHS, Social Care and parents where necessary.

Children and young people we live and learn with, can, at times be hard to reach and can exhibit challenging behaviours. As a Psychologist you will utilise your skills in building relationships and engaging children and young people in assessments and interventions. We support and promote alternative ways of working that are unique to that individual child or young person so you will be encouraged to think 'outside the box' and to bring a flexible and creative approach to your work.

### Responsibilities

- Ensure the needs and views of our children and young people are at the heart of everything we do: offering evidence based, holistic and child-centred assessments and interventions across the Three Waves of Intervention and in line with the WG Therapeutic Focus Model.

- To undertake high quality clinical assessments of children and young people and develop formulations of therapeutic need. To write reports as part of a multidisciplinary team or individually to reflect assessment, progress and outcomes as required.
- To work closely with our children and young people ensuring personalised adaptable plans of support, communicating, reviewing and celebrating children and young people's success and achievement with them.
- To develop evidence based programmes of intervention and to formally evaluate the impact and outcomes of such interventions.
- To role model to all children and young people, education and care colleagues how to promote positive mental health, self-esteem, and relationships.
- To develop professional relationships with home and school staff.
- Organise and facilitate internal child focused meetings in partnership with the Homes Therapists, ensuring appropriate staff are invited.
- To deliver training to education or care staff teams in relation to supporting our children and young people.
- To promote and facilitate reflective practice.
- To safeguard and promote the welfare of children and young people at all times and to follow Group policy and procedures in this area. All staff have a key role and responsibility in this area.
- To participate in the Group's Staff Development Programme.
- To work with the Regional Director (Clinical) in helping to promote and develop our service links and work flexibly as may be required by the needs of the service and carry out any other reasonable duties as required.
- To induct, supervise and line manage Assistant Psychologists working in your settings.
- To keep accurate and contemporaneous online records following professional and Witherslack guidelines and in accordance with legal requirements for maintaining confidentiality and data protection.
- To complete administrative requirements in a timely manner. These include evidencing that you are meeting EHCP requirements, liaison and completion of MDT reports and updating WG-EHCP targets.
- To attend monthly, clinical and line management supervision. To complete progress reviews monthly in the first 6 months and then termly. Supervision and line management will be provided by a Senior Psychologist who you will report directly to.

The post holder will follow an ongoing programme of induction that supports new employees to develop their role in Witherslack Group. This is supported by regular probation meetings over a six month period. Continuing professional development is encouraged and supported.

### **Safeguarding**

This post is subject to an Enhanced Disclosure check.

*Witherslack Group is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As part of the selection process we will undertake checks to ensure that you do not pose of risk of harm to children and young people.*

*The post-holder will be expected to contribute to safeguarding children and young people and promoting their welfare of children in accordance with the agreed Child Protection Policy for the setting. Any issues or concerns are reported to their Designated Safeguarding Lead or any Deputy Safeguarding Lead. In the Children's homes, where the Designated Safeguarding Lead or the deputy Designated Safeguarding Lead is not available, and then it would be reported to the senior on duty.*

**Signed:** SignedByEmployee **Date:** DateStamp#

## Psychologist Person Specification

	<b>Essential</b>	<b>Desirable</b>	<b>Method of Assessment</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• A recognised postgraduate qualification in Educational, Clinical or Forensic Psychology</li> <li>• Registration with HCPC as a Practitioner Psychologist</li> <li>• Experience of working with people with a range of needs including developmental trauma; neurodiversity and Special Educational Needs</li> </ul>	<ul style="list-style-type: none"> <li>• Additional qualifications or specialist training that reflects the needs of the children and young people we live and learn with at Witherslack Group</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul>
<b>Skills, Knowledge, Experience</b>	<ul style="list-style-type: none"> <li>• Proven ability to communicate effectively with children and young people; their families and professional colleagues</li> <li>• Experience of producing high quality psychological assessment, formulation and evidence based intervention</li> <li>• Awareness of Child Protection and Safeguarding procedures</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in a multi-disciplinary team</li> <li>• Understanding &amp; experience of school &amp; education systems</li> <li>• Experience of working in a challenging environment</li> <li>• Experience of supervision and line management</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Reference</li> <li>• Interview</li> </ul>

**Personal Qualities**

- Excellent social/professional and communication skills
- Good organisational skills, time management and ability to work under pressure
- Ability to work collaboratively as part of a multi-disciplinary team
- Ability to work in a highly charged environment, demonstrating resiliency and compassion.
- High level of motivation and commitment to supporting our young people, staff teams and clinical services.
- Ability to prioritise work/caseload and the general demands of day to day working.
- Ability to travel between locations
- Full UK driving licence

- Application form
- Reference
- Interview