



## **JOB DESCRIPTION**

### **Assistant Psychologist**

As an Assistant 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. Working under the direction of a qualified Psychologist 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 emotional or 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.

The post holder will be based in a care and / or education setting and will work alongside the Multidisciplinary Clinical Team, residential and educational staff, to support trauma informed practice and a therapeutic milieu. You may be involved in supporting the provision of training and guidance to the team. 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 an Assistant Psychologist you will develop your skills in building relationships and engaging children and young people in assessments and interventions under the direction of a qualified psychologist. 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**

#### **All tasks will be carried out under the direction and guidance of the onsite qualified psychologist**

- 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 under the direction of a qualified Psychologist. 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 administrate internal child focused meetings, ensuring appropriate staff are invited.
- To support your clinical colleagues delivering identified training to education or care staff teams in relation to supporting our children and young people
- Witherslack Group is committed to the safeguarding and promotion of the welfare of all children and young people in our care. All staff have a key role and responsibility in this area.
- To safeguard and promote the welfare of young people at all times and to follow Group policy and procedures 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 attend monthly, clinical and line management supervision. To complete progress reviews monthly in the first 6 months and then termly. Supervision will be provided by a Senior Psychologist.

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#

**Assistant 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 degree in Psychology or equivalent as recognised by the BPS for graduate membership and at the grade required for access to the doctoral courses in Psychology</li> <li>• Experience in working with young people who have developmental trauma and / or Neurodevelopmental needs e.g. SEMH, ASD and ADHD and Learning Disabilities</li> </ul>	<ul style="list-style-type: none"> <li>• Work within the degree relating to children/ young people and/or mental health and/or autism</li> <li>• Additional training that reflects the needs of the young people we live and learn with at Witherslack Group</li> <li>• Additional/other experience of working with children and young people</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> </ul>
<b>Skills, Knowledge, Experience</b>	<ul style="list-style-type: none"> <li>• Proven ability to communicate effectively with children and young people</li> <li>• Awareness of Child Protection and Safeguarding procedures</li> <li>• Good organisational skills and an ability to work independently &amp; demonstrate initiative</li> <li>• A wish to train, in the future, as a practitioner psychologist.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in a multi-disciplinary team, inputting into reports carrying out formulations and consultations</li> <li>• Understanding &amp; experience of school &amp; education systems/ CAMHS teams</li> <li>• Understanding &amp; experience of working in children’s residential setting</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Reference</li> <li>• Interview</li> </ul>

<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Excellent social/professional and communication skills</li> <li>• Good organisational skills, time management and ability to work under pressure</li> <li>• Ability to work in a highly charged environment, demonstrating resiliency and compassion</li> <li>• Ability to prioritise work/caseload and the general demands of day to day working.</li> <li>• Ability to travel between locations</li> <li>• Full UK driving licence</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to work as a member of a team</li> <li>• Ability to connect and develop relationships with the young people we live and learn with</li> <li>• Readiness to seek help &amp; support to manage professional issues and problems</li> <li>• High level of motivation and commitment to supporting our young people, staff teams and clinical services.</li> </ul>	<ul style="list-style-type: none"> <li>• Reference</li> <li>• Interview</li> </ul>
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