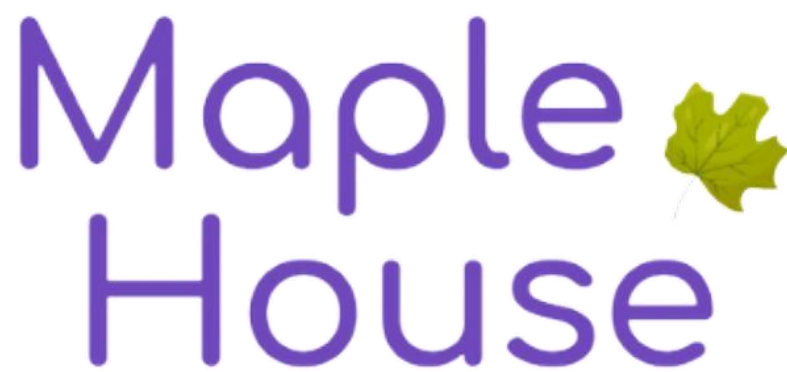


# Clinical Psychologist

## Job Description & Person Specification



growth • learning • therapies



**Approved by:** Jayson Rawlings

**Last reviewed on:** September 2024

**Next review due by:** September 2025

**Title:** Clinical/Counselling/Forensic Psychologist

**Salary:** Maple House Pay Scale (£52,432 - £81,360 Actual Pay)

**Hours/Basis:** 40 hours per week - 40 weeks (negotiable)

**Contract type:** Full time

**Reporting to:** Headteacher

### **Purpose & Objective**

We are seeking to appoint an outstanding professional who believes they can contribute to our school community in the role of Clinical Psychologist. Our Clinical Psychologist will contribute to the development and implementation of autism and neurodevelopmental support and intervention including diagnostic assessments, formulation, recommendations, guidance, advice and workshop programmes for children and for those who work around them.

Our Clinical Psychologist will lead our dedicated MDT at Maple House School. Our aim is to change young people's lives, change the way education supports young people with SEN and offer a unique educational provision through the provision of child-centred practical and emotional services and redefining best practice.

### **Key Responsibilities and Duties**

- Lead and contribute to MDT discussions around psychological and diagnostic formulation, taking into account theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the child or family group.
- Conduct psychological assessments for students with SEN including ASD and co-occurring needs to help support their individual needs.
- Develop and implement evidence-based interventions to support students' emotional and behavioural well-being.
- Provide one-on-one and/or group therapy as appropriate.
- Advocate for the involvement of children and families, where appropriate, in decisions made about them including wider service development and future program planning and delivery.
- Contribute to multi-disciplinary team meetings and reviews to ensure the holistic development of each child.
- Offer guidance and support to staff on psychological matters related to the needs of the children at MHS.
- Prepare comprehensive psychological reports and communicate the findings to others as required, for example parents, children and team colleagues, adapting communication to the needs of others as appropriate.

- Provide specialist psychological advice, consultation, and training to other professionals contributing directly to formulation, diagnosis, intervention planning and ongoing support.
- Contribute to the development, evaluation and monitoring of the team's policies, procedures and services, through the deployment of professional skills in research, service evaluation and audit, working in conjunction with the Research Department.
- Undertake and participate in service development projects as required, working with colleagues to strive for continuous improvement in service provision.
- Provide clinical supervision, and where appropriate line management oversight, for Assistant Psychologists, Trainee Psychologists and other professionals as delegated.
- Contribute to risk assessment and developing risk management plans, including providing consultation to other professionals on psychological aspects of risk assessment and management.
- Coordinate, where appropriate, the assessment and intervention for children and young people, taking responsibility for planning and reviewing progress with children, their carers, referring agents and others involved in their network of care.
- Develop and deliver training sessions and workshops to children, young people, families and staff/professionals in other settings.
- Contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programs, as appropriate – applying and disseminating knowledge gained to improve practice.
- Maintain the highest standards of record keeping including electronic data entry, recording and report writing.
- Take responsibility in the exercise of professional governance in accordance with professional codes of practice of the HCPC and British Psychological Society and local policies and procedures.
- Ensure all record keeping is in line with local, professional, organisational and national guidelines
- Maintain up to date knowledge of legislation, national and local policies and issues in relation to the specific client group.

### **All Staff:**

#### Reflection and Innovation

- Champions best practice and securing brilliant outcomes for all students regardless of background.
- Continually reflects and assesses progress towards targets, and explores creative strategies, to strengthen the impact of provision.
- Develops strong relationships with colleagues in local and national networks to improve academic and social outcomes for all students.

- Inspires and influences others to believe in the fundamental importance of education in young people's lives and to promote the value of education

### **Other duties and responsibilities**

All staff are expected to:

- follow the School's Safeguarding policy and procedures, to ensure the well-being of all students in their care is their highest priority.
- actively support the ethos of the School.
- contribute to the day-to-day running of the School and follow its policies and procedures.
- contribute to the extra-curricular provision in the School.
- take an active role in ensuring the realisation of the School Development Plan.
- lead by example and embody the ethos of the School.
- undertake any other duty deemed reasonable by the Headteacher

### **Community**

Promote and model excellent relationships with parents and carers through our community offer. Ensure the relationships are based on mutually supportive partnerships to improve pupils' learning, engagement, and achievement. Develop the students interactions and exposure to the community. Support the schools commitment to a community school and make links with community events, projects and opportunities. Develop relationships with local schools, both mainstream and specialist to promote positive opportunities for students

### **Person Specification (Knowledge, Experience and Skills)**

- Doctoral level training or equivalent in clinical, counselling or forensic psychology, including specific models of psychometrics and neuropsychology and two or more distinct psychological therapies.
- Evidence of registration with the HCPC.
- Experience of undertaking standardised psychometric assessments, informal observations and combining complex information to make informed clinical judgements
- Knowledge and experience of conducting cognitive and neuropsychological assessments with children
- Experience in the assessment and diagnosis of autism (desirable)
- Experience of working with a variety of client groups including children, young people and families, with a variety of different needs (e.g. autism, developmental disabilities, intellectual disabilities, complex needs) and reflecting a range of clinical need and risk.

- Skills in psychological formulation and implementing appropriate interventions/strategies
- Experience of working in an MDT
- Experience of the application of psychology in different cultural contexts.
- Knowledge of a range of neurodevelopmental conditions, and an awareness of the shift towards neuro-affirmative practice
- High level knowledge of the theory and practice of at least two specialised psychological therapies
- Knowledge of relevant legislation and operating frameworks, e. g. Children's Act 2004, Mental Capacity Act 2005
- Ability to manage risk and a good understanding of safeguarding procedures in the context of safeguarding and child protection legislation.
- Knowledge and commitment to standards in relation to other relevant legislation including Information Governance, Health & Safety etc.
- Strong organisational and time management skills, with the ability to cope in pressured situations.
- Excellent interpersonal, communication, observation and reporting skills. Ability to engage a wide range of children, families, staff and other stakeholders and foster good collaborative team relationships.
- Ability to work flexibly and adapt approaches as required, with an openness to learning and improving practice
- A commitment to respect and uphold the rights of others, while promoting quality of life for children and their families.
- A personal commitment to the organisation's vision, values and principles.
- This role is seeking someone that exemplifies the vision of the school and the values including Kind, Safe, Respectful and Hardworking.

### **Desirable**

- Additional qualifications in research, training, supervision and/or other specific areas of clinical practice
- Knowledge and experience of working within CQC/OFSTED regulatory frameworks

### **Professional development**

- Take part in the school's appraisal procedures
- Participating in arrangements for further training and professional development as appropriate, including undertaking training and professional development which aim to meet needs identified in appraisal objectives or in appraisal statements.
- Complete yearly PRICE, Positive Behaviour Support Training successfully.

- Where appropriate, take part in the appraisal and professional development of others
- Maintain professional registration and ensure compliance with relevant professional standards required for your role (e.g. HCPC, BPS).

### **Personal and professional conduct**

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

### **REVIEW AND AMENDMENT**

This job description is normally subject to annual review. It may be amended at the request of the Head Teacher or the post holder but only after full consultation with the post holder. It will be signed if agreement is reached.

### **COMPLAINTS**

If, following review and amendment, agreement is not reached, the appropriate procedures as adopted by the governing body/executive team should be used for the settling of any disputes.

**The Clinical Psychologist will be required to safeguard and promote the welfare of children and young people and follow school policies and the staff code of conduct. All staff are required to report all safeguarding concerns to the DSL and record these on MyConcern in line with the schools Child Protection Policy.**

**Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.**

## Working time

The Clinical Psychologist shall be available for work for 39 weeks in any given year of which 38 weeks shall be on which she/he may be required to support pupils in the role of Clinical Psychologist, in addition to carry out other duties.

The Clinical Psychologist shall, in addition work such additional hours as may be needed to be enable her/him to effectively discharge her/his professional duties, including record keeping, authoring psychological reports on pupils and the preparation of interventions, resources/materials and intervention programmes.

The job description will be reviewed on an annual basis. In addition, it may be amended at any time, after consultation with you. The teacher should sign both copies of this job description, one to be retained and one for the head teacher

**The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.**

**This role is subject to references and an enhanced DBS check.**

### Declaration

I \_\_\_\_\_ (Insert Full Name) have received, reviewed and fully understand the job description for the Clinical Psychologist position at Maple House School.

I further understand that I am responsible for the satisfactory execution of the essential functions described there in under any and all conditions described.

Employee Name (Please print full name) \_\_\_\_\_

Employee Signature \_\_\_\_\_ Dated \_\_\_\_\_

Headteacher/line manager \_\_\_\_\_ Dated \_\_\_\_\_