



JOB DESCRIPTION

POSITION:	School Clinical Psychologist Band 7
REPORTS TO:	Therapy Lead, Heathermount School Head Teacher, Heathermount School
LOCATION:	Heathermount School

MAIN PURPOSE:

To work as part of a multidisciplinary team, providing specialist Clinical Psychology input within the school environment to address the emotional and behavioural needs of students with autism spectrum condition (ASC). To support and develop the staff team in their understanding of the emotional and behavioural needs of students with ASC. To liaise with external professionals and family members. To engage in relevant service evaluation and to advise other professionals as appropriate.

MAIN TASKS AND RESPONSIBILITIES

Clinical / Professional Practise

- To provide a specialist Clinical Psychology service within the school based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and behavioural assessments, self-report measures, rating scales, direct and indirect observations and consultations with students, teaching staff and family members and others involved in a student's care.
- To formulate and implement plans for the psychological treatment and/or management of students' mental health problems, based upon an appropriate conceptual framework and employing methods based upon current evidence-based best practice.
- To evaluate and make decisions about treatment options, taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes.
- To undertake a range of psychological therapeutic interventions, drawing on a range of psychological models and employing a range of modalities (individual, family, group) adapted and tailored to the needs of individual students and the context.
- To monitor the effectiveness of interventions and report back to the team.

- To exercise autonomous professional judgement and responsibility for the psychological management of students on their own caseload.
- To be responsible for providing a specialist psychological perspective in the multi-disciplinary assessment of students and their families.
- To consult with and provide specialist guidance to carers and families of individual students.
- To contribute highly specialist psychological advice to the multi-disciplinary formulation of appropriate therapeutic approaches or intervention plans, and to be involved in, or oversee specialist psychological aspects of their implementation in collaboration with other staff.
- To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to a student's formulation, diagnosis, and treatment plan.
- To support the development and implementation of Autism-focused Positive Behaviour Support within the school.
- To develop, alongside teaching staff, programmes within the school to support the psychological well-being and emotional resilience of students.
- As part of a multidisciplinary team, to undertake psychologically based risk assessment and risk management for individual students and to provide advice to other professions on psychological aspects of risk assessment and risk management.
- To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment of students, in accordance with Cavendish policies, and to monitor progress during the course of both uni- and multidisciplinary care.
- To develop and maintain good communication links with the NHS, Social Services and other agencies working in the area of ASC and related difficulties support and/or involved in supporting individual students and their families.
- To participate in generic team duties as agreed by the Clinical Lead and Head Teacher, as appropriate and according to the needs of the service.
- To be responsible for maintaining a high standard of clinical record keeping in accordance with Cavendish, professional and national standards for Health Care records.
- To communicate through a variety of methods (written, virtual, verbal) to a high standard, in a timely and appropriate manner, in line with confidentiality policies to ensure the delivery of a high-quality service.
- To undertake any other duties as may from time to time be specified by Cavendish, that is within the level and responsibility appropriate to the grade of post.
- To undertake any reasonable travelling requirements, in order to fulfil the tasks and responsibilities of the role.

Leadership

- To work flexibly and creatively as an autonomous clinical professional in a specialist area.
- To demonstrate leadership through modelling professional behaviours, conflict resolution, participation in meetings and service development.
- To develop excellent working relationships through a collaborative, multi/interdisciplinary model while respecting professional boundaries.
- To gather, collate and analyse information needed to solve a variety of clinical and professional problems.
- To develop networks with other local services to support referrals as well as act as a resource for signposting others.
- To participate in clinical governance and quality assurance, evaluating own work and that of others, acting as required.
- To be aware of equality and diversity characteristics of students, families, other professionals, and staff, and adapt to meet individual circumstances.

Evidence Research and Development

- To remain informed of and critically evaluate current research to support evidence-based practice in own professional work and to contribute this perspective in the multi/interdisciplinary team.
- To contribute to project management of complex audit, for service development.
- To coordinate administration of agreed outcome measures.
- With approval via the relevant process, initiate and conduct psychologically based research relevant to the care of students with ASC, as agreed with the Clinical Lead.
- To advise other professions, as required, on research design and method.

Facilitation of Learning

- To support the culture where everyone is encouraged to learn from their mistakes through giving and receiving constructive feedback.
- To teach psychology to other professions and trainees of other professions in collaboration with other professional tutors and teachers.
- To consult with and advise colleagues from other professions on psychological assessment and treatment methods.
- To teach, advise and consult with carers and families on psychological elements of ASC related problems.
- To participate in the specialist training of other psychologists in collaboration with other senior psychologists, as appropriate.
- To supervise, appraise and participate in the management of assistant psychologists and clinical psychologists.

Personal Development, Supervision and Training

- To be accountable for own practice and take every reasonable opportunity to continuously maintain and improve own knowledge, expertise, professional competence and support continual learning and development, to ensure up to date knowledge relevant to the role.
- To use reflective practice, identify own learning needs through proactive participation in clinical supervision, and demonstrate commitment to recording of continuous professional development.
- To participate in regular training sessions, both formal and informal, on a variety of topics relevant to the role in agreement with the Therapy Lead.
- To participate in regular support and supervision from line management
- To attend and implement all mandatory training provided by Cavendish and be aware of other learning opportunities.
- To develop a job plan with the line manager/clinical supervisor to support the delivery of the role.
- To attend and participate in regular team and other meetings, both internal and external
- To work within the limits of your own competence and seek advice and support when needed.
- To undertake any other duties as may from time to time be specified by the school, that is within the level and responsibility appropriate to the grade of post.
- To undertake any reasonable travelling requirements, to fulfil the tasks and responsibilities of the role.

Policies and Procedures

- The post holder will be expected, at all times, to be familiar and comply with the written policies, procedures and guidelines for good practice, issued by Cavendish and Heathermount School.
- Ensure the Health & Safety policy and procedures are adhered to at all times.
- Take personal responsibility for your own health and safety and report incidents and potential hazards as necessary.

Emotional, Physical and Mental Effort

- You will be required to effectively manage your time to balance the demands of this role in an environment that can have unpredictable work patterns during your working time, changing priorities and frequent interruptions. You should be able to quickly and effectively adapt your working practices to meet the needs of the students and staff you are working with.
- As a result of their Autism and/or comorbid difficulties, some students may exhibit challenging behaviours such as swearing, disengagement, shutdown, and aggression. You will need to be able to manage these behaviours with compassion and professionalism. At Heathermount we

aim to de-escalate situations and you will only be required to use appropriate physical intervention techniques if the risk to the student or others is deemed unsafe. You will be trained in our physical intervention approach.

Child Protection

All employees have a duty for safeguarding and promoting the welfare of children and young persons. Staff must be aware of the school's procedures for raising concerns about children's welfare and must report any concerns to the Designated Safeguarding Lead without delay. Staff must also ensure they complete the appropriate level of safeguarding children training identified by the school as relevant to their role.

Values, Ethics and Confidentiality

To maintain your registration with all relevant regulatory bodies.

To adhere to the British Psychology Association Code of Ethics and Professional Conduct, Health Care Professions Council, and the professional guidance framework of the school.

When working for Heathermount School all employees are required to work responsibly and be accountable for their actions, upholding dignity and the rights and health and wellbeing of our Students and their Colleagues. This is achieved by ensuring that the school's values and behaviours are demonstrated in everything we do, and this creates the culture of the school.

To be aware of Equality Diversity & Inclusion characteristics and ensure that these are considered appropriately throughout all work undertaken.

All staff are required to respect the confidentiality of all matters they may learn relating to their employment, other members of staff and the public.

This job description is intended to be a dynamic document, subject to agreed alteration and development in line with the evolution of the role.

Staff members name: _____

Signature: _____

Date: _____