Assistant Psychologist

£25,951 - £32,486

Youth Offending Service, Kingsmere

Working 36.5 hours per week

There is an opportunity for an Assistant Psychologist in the Sexually Harmful Behaviour (SHB) Team for a period of 12 months. This may be reviewed at the end of the initial period.

The sexually behaviour team is a key safeguarding team, hosted within the Birmingham Youth Offending Service, which undertakes specialised risk assessments and therapeutic interventions to prevent and reduce sexually harmful behaviour in partnership with key agencies including Youth Offending Services, Children’s Services, health services, Police, CPS, and schools.

The SHB Team works with children and young people from 7 to 17 years who display harmful sexual behaviour in addition to those who have received criminal convictions for committing sexual offences.

The team works with children and young people directly and provides support for families, carers and other professionals involved in working with the family.

The team provides training, consultation and support to other agencies in order to develop understanding in this area and increase skills and confidence in addressing sexually harmful behaviour. One aim of this model is to advise other professionals around how to address, respond to and manage harmful sexual behaviour in children and young people.

You must hold an Honours Degree in Psychology at 2:1 or above (accredited by the British Psychological Society and must be eligible for graduate registration with the BPS.

For informal enquiries please contact Dr Natasha Sabin on 0121 464 0600.

Ref: PE3302017

Closing date: Wednesday 15th November 2017

A Disclosure and Barring Service (DBS) formerly CRB check will be undertaken

“Right to work in the UK documentation will be fully checked for all applicants. All non UK and non EU applicants are required to apply for a Certificate of Sponsorship from Birmingham City Council and must be approved by the UK Border Agency (UKBA) before any employment offer can be confirmed.”
Children, Young People & Families

Job Description

Post: Assistant Psychologist  Salary/Grade: GR4
Division: CYPF Integrated Services  Section: Sexually Harmful Behaviour Team

1. **Job Purpose**

1.1 To assist in providing a therapeutic service, that is flexible in approach, to children and young people who have displayed harmful sexual behaviour which reflects their assessment needs in terms of individual identity, intellectual capacity and potential risks posed to themselves or others.

1.2 To assist with specialist forensic psychology support to children, young people, their families and other professionals including: contributing to specialist psychological assessment and therapy; advice and consultation to carers and other professionals / agencies working with children and young people who are looked after; supporting the teaching and training of carers and other professionals; and working collaboratively with other multi-disciplinary and inter-agency professionals/teams.

1.3 To utilise research skills for audit, policy, service development and research within the designated specialty and wider service.

1.4 All duties will be carried out under the supervision of a qualified Forensic Psychologist.

2. **Duties & Responsibilities**

**Clinical**

2.1 Through collaborative multi-disciplinary, multi-agency working, support the delivery of an effective sexually harmful behaviour service across the city, meeting the specialist, and often complex psychological needs of children and young people.

2.2 To contribute to and undertake psychological assessments (including risk assessments) of children and young people who display sexually harmful behaviour under the supervision of a qualified Forensic Psychologist. This involves scoring, analysis, interpretation and integration of complex data from a variety of sources, including: psychometric and neuropsychological tests, self-reported measures, rating scales, direct and indirect structured observations, semi-structured interviews with clients, family members and other professionals involved in their care (e.g. schools, social workers, voluntary sector), and reviews of complex background history reports and case files including histories of very significant child abuse and neglect.
2.3 To assist in the development of psychological formulations and intervention plans under the supervision of a qualified Forensic Psychologist.

2.4 To contribute to the planning, delivery and monitoring of psychological interventions with individuals, carers, families and/or groups within and across teams, under the direction and supervision of a qualified Forensic Psychologist as appropriate, to reduce psychological distress and promote psychological health and well-being.

2.5 To attend and contribute to any relevant departmental or other meetings as required, including multi-agency review meetings (e.g. LAC Reviews, MAPPA meetings etc), under direction of a qualified Forensic psychologist or other senior team member.

2.6 To develop and prepare materials for specific interventions (including teaching/training and group therapy materials) as required by the team.

2.7 To gather and organise information about national and local services, organisations and resources in the local area which may be of benefit to children and young referred to the service (e.g. voluntary and community organisations etc).

2.8 To produce and maintain service information leaflets and clinically relevant literature / information packs for service users as required, and to deliver psycho-education to service users under the supervision of a Forensic Psychologist as appropriate.

2.9 To administer, analyse and report on outcome and service user experience measures with children, young people, carers, families and supporting professionals to inform planning, delivery and efficacy of services.

2.10 To work independently on a day to day basis, within professional guidelines and the overall framework of BCC policies and procedures once goals have been agreed and reviewed in weekly supervision.

2.11 To communicate, in a skilled and sensitive manner, to clients, family, carers and others as appropriate, information that may be sensitive, complex, contentious, or distressing concerning the assessment, formulation and treatment plans of clients. This includes those who may have significant emotional/psychological health needs, learning difficulties/disabilities and/or other barriers to understanding.

2.12 To maintain a high standard of clinical record keeping and report writing in accordance with BPS professional codes of practice, and BCC record keeping policies and procedures.

2.13 Observe professional codes of practice and ethical guidelines and maintain a high level of professionalism at all times.

2.14 To be aware of and comply with all relevant departmental and BCC policies and procedures, including maintaining a working knowledge of safeguarding issues, policies and procedures and issues of confidentiality.

2.15 To undertake all work sensitively to the needs of the child/young person, family and/or carer(s) from a wide range or racial, cultural and religious backgrounds and with sensitivity to issues of disability, sexuality, class and age.
3. **Supervision**

3.1 To receive regular clinical professional supervision from a qualified Forensic Psychologist within the service in accordance with good practise professional guidelines and the BCC Supervision Policy.

3.2 In addition to the above, take part in group or peer supervision opportunities as required.

4. **Teaching, Training & Development**

4.1 To undertake mandatory and statutory training as required by BCC policy.

4.2 To contribute and commit to undertaking an annual appraisal and development review.

4.3 To undertake relevant CPD and personal development activities to contribute to the development and maintenance of professional standards, and to develop skills and competencies to assist in the delivery of effective services.

4.4 To maintain a CPD log.

4.5 To maintain an up to date knowledge of legislation, best practice guidelines, local & national policies relating to children and young people who engage in harmful sexual behaviour and psychological well-being.

4.6 To gain experience, skills and training relevant to working with children and young people who display harmful sexual behaviour in line with professional guidelines on CPD.

4.7 To contribute to teaching, training and/or workshops to carers or other multi-agency professionals, where appropriate, depending on service needs.

5. **Information, Research & Service Evaluation**

5.1 To assist in clinical related administration, conduct of audits, collection of statistics, and the development of audit and/or research projects, teaching and project work.

5.2 To use a computer and relevant IT packages as necessary for clinical work, including: literature searches, word processing, developing & maintaining training packs and information leaflets, inputting data, maintaining databases, emailing, report writing and other tasks necessary for the efficient running of the service and/or training needs.

5.3 To provide clinical information as required for input into electronic information/data systems.

5.4 To contribute to monitoring, recording and reporting on clinical work and communicate complex clinical information to a variety of recipients e.g. service users, families, carers and other professionals, both in writing and in person.

5.5 To assist in the design, data collection, analysis and reporting of audit, service evaluation and clinically relevant literature reviews and/or research projects to inform clinical practice and service development, and ensure services are informed by the best available evidence base.

5.6 To utilise NICE guidance, theory, evidence based literature and research to support evidence based practice in individual work and work with other team members.

5.7 To work flexibly, in response to service user needs as agreed with their line manager and/or supervising Forensic Psychologist.
6. **General**

6.1 This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties, which fall within the grade of the job, in discussion with their line manager and/or supervising Forensic Psychologist.

6.2 This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.

6.3 The post holder is expected to comply with all relevant policies, procedures and guidelines, including those relating to Equal Opportunities, Health & Safety and Confidentiality of Information.

7. **Special Conditions**

- This vacancy is exempt from the Rehabilitation of Offenders Act
- A Criminal Records Bureau/ISA checks will be undertaken

**Birmingham City Council** is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Observance of the **City Council's Equal Opportunities Policy** will be required.
**Directorate for People**  
**Person Specification**

**Job Title:** Assistant Psychologist  
**Grade:** GR4  
**Division:** CYPF Integrated Services  
**Section:** Sexually Harmful Behaviour Team

**Method of Assessment (M.O.A.)** A.F. = Application Form; I = Interview; T. = Test or Exercise; C. = Certificate; P. = Presentation.

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<th>CRITERIA</th>
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| **Training & Qualifications** | • Honours Degree in Psychology at 2:1 or above (accredited by the British Psychological Society)  
• Eligible for graduate registration with the BPS. | AF/C  
AF/C |
| **Experience**  
(Relevant work and other experience) | 1. Can demonstrate relevant clinical experience working with young people (minimum 1 year under the supervision of a qualified Practitioner Psychologist).  
2. Experience of assisting with or undertaking psychological assessments (including psychometric tests, direct and indirect assessment, observations) scoring & interpreting results under supervision.  
3. Experience of assisting with or implementing psychological interventions under supervision.  
4. Experience of working within a multi-disciplinary or other team setting and liaising with other professionals/agencies.  
5. Experience of contributing to / undertaking audit, clinical outcome and/or research activity. | AF/I  
AF/I  
AF/I  
AF/I  
AF/I |
| **Skills & Ability**  
e.g. written communication skills, dealing with the public etc. | 1. An ability to apply existing psychological knowledge to a psychological well-being context.  
2. Ability to engage and interact effectively with children, young people and families/carers.  
3. An ability to sustain empathy and personal engagement with individuals experiencing emotional/mental health difficulties and/or challenging behaviours.  
4. High level communication skills (verbal & written) including an ability to communicate and work in settings in which the atmosphere might be highly emotive.  
5. High level interpersonal skills and ability to interact and work effectively with clients, colleagues, partner agencies, and as part of a team.  
6. Experience and skills in dealing with and communicating highly sensitive and/or confidential information. | AF/I  
AF/I  
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AF/I |
7. Able to assimilate complex information and use reflective/analytic thinking, applying psychological perspectives in assessment, formulation & therapeutic interventions with children and families/carers.

8. Ability to maintain a high degree of professionalism, and make appropriate decisions in the face of highly emotive and distressing issues (including significant child abuse & neglect), stress and conflict, possible verbal abuse, and the threat of physical abuse.

9. An ability to maintain concentration and focus despite varied pressures and interruptions.

10. An ability to remain calm under pressure.

11. Ability to work independently, reliably and consistently with work agreed and managed at regular intervals.

12. Planning, organising and self-management skills.

13. Be able to use supervision appropriately, and be aware of own limitations.

14. A commitment to work in ways which support equality and diversity and treat everyone with appropriate respect and dignity.

15. Degree level knowledge of research methodology, research design (including qualitative and quantitative data analysis).

16. Computer, IT & keyboard skills, including ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.

17. Willingness & ability to travel effectively and in a timely way across multiple locations across the city for meetings and/or clinical sessions.

18. Ability to transport psychological tests, other equipment and materials/resources between sites as required.

19. Understanding of safeguarding and child protection procedures and practice of application.

20. Able to apply and work within policies, procedures and practices laid down by Birmingham City Council.

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<td>• Ability to exercise appropriate levels of self-care and to monitor own state, recognising when it is necessary to take active steps to maintain fitness to practice.</td>
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<td>• Motivated towards personal and professional development, including willingness to participate in further training.</td>
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Birmingham City Council is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

All staff are expected to understand and be committed to Equal Opportunities in employment and service delivery.