**JOB DESCRIPTION**

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| **Job Title:** | Integrative Counsellor |
| **Grade & Salary:** | **Salary £45,597**  PO5 SP 47 |
| **Hours of work:** | Monday to Friday (37.5h a week) - two evenings required as part of flexible working  This is a hybrid working role that offers remote working that includes working from home |
| **Line Management Reports:** | n/a |
| **Accountable to:** | Clinical Lead |
| **Functional Responsibility:** | KCW (Kensington, Chelsea and Westminster) Leadership Team |
| **Job Purpose:** | This Service will provide effective targeted clinical service to education staff in Kensington and Chelsea (K&C).  The service will be based on integrative counselling, providing a service that is responsive and flexible and helps school staff to feel properly supported. This service offer will align closely with other EWMH support available for education staff in RBKC e.g. Adult IAPT. It will seek to engage school staff who may not otherwise access the existing service offer.  1 year fixed term contract (until July 2023) |

**Job summary:** The post is unique in the borough of K&C and envisaged to place a clear focus on education staff wellbeing. The role would be delivered in such a way that it could be accessed by a wide range of professionals who require flexible and tailored support – the majority of which may not otherwise access the existing core offer available.

The pandemic has magnified the workplace inequalities facing key workers who have stayed in work throughout the crisis. These inequalities have implications for everything from personal finances to mental health and wellbeing.

There is currently a gap that in service provision for 1:1 support to staff from RBKC and Westminster schools and colleges.

The offer will deliver effective clinical service to provide 1:1 counselling and prevent schools staff getting off sick due to mental health needs and becoming more mentally unwell.

**Key responsibility**

To hold a caseload of both individual and group work, deliver CBT and integrative therapies, to provide consultation and training and to liaise where necessary with the wider network of care across the borough. To conduct assessments for a wide range of therapies in the service. To attend meetings in the service and interface with systems and teams across the borough. To maintain high standards of record keeping and governance. To manage risk and complexity and to communicate effectively.

**Clinical Responsibilities**

1. To have specialist theoretical and practical clinical knowledge of Cognitive Behavioural Therapy and at least one other model of Psychotherapy. To have basic knowledge, experience and training in clinical supervision and moderate knowledge, experience and training for staff.

2. To provide telephone, online and/or face-to-face triage assessments of new referrals, contact clients within a standard timeframe and signpost if appropriate to more specialist service.

3. To develop and maintain close professional therapeutic relationships with Service Users using advanced psychotherapy skills to bring about lasting psychological change.

4. To operate at all times from an inclusive values base, which recognises and respects diversity.

5. To gather a range of facts and contexts, relevant to the Service User’s clinical care. To analysis and weigh the relative importance of the factors to form an understanding of the Service User’s difficulties and relate these to the range of psychological and other treatment options available. To form a judgement between the relative utilities of the treatment options and the Service User’s preferences. (b) In an interactive dialogue communicate the options to the Service User updating the treatment frame in response to additional information provided by the Service User during the course of this dialogue.

6. To collate and analyse clinical data from Service Users, within the overall framework of the required data output of the service, to analyse this data with the intention of: (a) identifying and minimising risk, (b) optimising clinical effectiveness, (c) optimising service efficiency.

7. To be regularly available to accept referrals, provide consultation and to carry out urgent assessments.

8. To contribute to the clinical governance framework of the Service by identifying and acting on areas of concern

9. To assess Service Users, prepare a psychotherapy care plan and deliver specialist therapy to individuals and to groups of service users.

10. To hold own caseload and respond to Service User crises as appropriate.

11. Through supervision and any other relevant local pathways, escalate cases where the level of need or risk is beyond the scope of the role.

12. To use computer data entry systems (IAPTUS), record clinical input and outcome data. To collate this information and communicate it to the responsible clinician/service head.

13. To ensure that the needs of the Service Users are paramount, and be aware of and work within local and national Safeguarding Adults guidelines.

14. To attend and contributing to team meetings.

15. To work collaboratively with Service Users accessing the service to design and inform service development.

16. To deliver one off and group sessions to staff, including psycho education sessions online.

**Policy and Service Development**

1. To implement policies for own work area and propose methods of implementing policy or service changes that will impact across the service in line with clinical governance and service objectives to take account of the local context.

2. To make an active contribution to pursue the aims, objectives and overall strategy of the service thereby contributing to the development of clinical services. To help to develop standards underpinned by theory and research.

**Training and Development**

1. To keep up to date with appropriate legislation in line with organisational standards.

2. To attend regular supervision with relevant supervisors both clinical and professional.

3. To be responsible for personal development and education in line with statutory, mandatory and professional requirements.

**Clinical Governance**

1. To be aware of the up-to-date research and evidence relating to the care and treatment of people with emotional and behavioural problems and more serious mental health diagnoses.

2. To be involved in audit and monitoring of project.

3. To work within professional and ethical frameworks established by national bodies such.

**Performance Management**

1. To ensure documentation and care plans are comprehensive and of the highest standard in line with organizational policy.

2. To record relevant information as consistent with organisational record keeping policy.

3. To collate and report on clinical information across specific area(s).

4. To provide clinical information as required for input into organizational electronic information systems.

5. To be responsible for monitoring and recording and reporting on clinical work and communicating complex clinical information to a variety of recipients e.g. service users, and other professionals orally and in writing

6. To provide service related information to senior managers and staff to aid day-to-day service management and future planning.

**PERSON SPECIFICATION**

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| **Element** | **Description** | **Essential/**  **desirable** |
| **Qualifications** | Hold a current HCPC registration as a Clinical/Counselling Psychologist and/or BABCP accreditation as a CBT Therapist | E |
| Post-graduate doctoral degree in clinical/counselling psychology and/or relevant post-graduate qualification in CBT | E |
| Formal qualification in another model of psychotherapy | D |
| **Experience** | Significant experience working with a wide range of psychological problems within therapy in NHS setting. | E |
| Experience of working with patients from moderate to complex mental health conditions in number of settings. | D |
| Experience of working within a collaborative multi-disciplinary team to deliver services. | E |
| Experience of combining or integrating more than one therapeutic model in treatment. | E |
| Experience of working and liaising with a wide variety of agencies and stakeholders | E |
| Experience of delivering longer term (over 20 sessions) structured CBT interventions in a psychological therapies service. | D |
| Experience delivering therapy through an interpreter. | D |
| Experience of working with other vulnerable groups. | D |
| Experience of providing group treatments. | D |
| Experience of monitoring and recording outcome measures. | E |
| **Knowledge** | Specialist clinical skills within specific therapeutic modalities | E |
| Knowledge of generic and specialist psychological assessments and range of therapeutic interventions required for people with mental health problems. | E |
| Highly developed knowledge of adult safeguarding. | E |
| Knowledge of adapting standard models using individualised formulations. | E |
| Comprehensive knowledge of CBT including the standard CBT treatment models for common mental disorders, and treatment outcomes and methods. | E |
| **Skills/aptitude** | Excellent verbal and written communication skills relevant to a wide range of audiences.  Ability to engage patients with different language and cultural needs. | E |
| Ability to work evenings and occasional weekend sessions and across the borough. | E |
| Able to work effectively across organisational boundaries | E |
| Skilled in emergency and crisis assessments | E |
| Ability to make an assessment of risk and to record and communicate it appropriately | E |
| Ability to take appropriate action to mitigate or manage risk | E |
| Excellent time management and organisational skills | E |
| Able to travel to meet the requirements of the post | E |
|  | Proven commitment to continuous professional development. | D |