

Community Learning Disabilities Practitioner Psychologist

Location:	Community Team for People with Learning Disabilities, BSW
Business Unit:	Learning Disabilities, Autism and Neurodivergence Services, BSW
Responsible to:	Service Manager, LDAN
Band:	8b
Hours:	37.5 (Monday to Friday, excluding bank holidays)
Base:	BSW – To be agreed

Main Purpose of the Job

We are looking for a highly experienced and enthusiastic individual to join our community team for people with learning disabilities.

We work closely with psychiatry, and the wider multi-disciplinary community team. Working in a learning disability service means that you will draw on expertise from a range of theoretical orientations and interventions. Referrals are varied in nature and include cognitive assessments; trauma work; neurodevelopmental and neuropsychiatric conditions (including autism spectrum disorders); dementia and neuro degenerative conditions; comorbid mental health difficulties including risk of harm to self or others. We will actively support you to develop any specialist interests you have in any of these domains.

As part of the team, you would provide highly specialist psychological assessment including neuropsychological and functional assessment, clinical formulations, therapeutic interventions drawing on multiple theoretical models, wider service support to prevent and reduce the incidence and impact of psychosocial/mental health difficulties. As well as direct work with people with learning disabilities, their families and service providers, you would provide consultation, at both an operational and strategic level, as well as clinical supervision and training for colleagues and trainees. You will be expected to provide direction and leadership to the wider organisation on the planning and development of learning disabilities psychology services within the organisation.

The importance of support and supervision for psychology staff is prioritised. There are opportunities for joint working and being part of a wider network for Psychologists through various forums. You will be supported by a friendly and innovative team who meet regularly.

Main Responsibilities and Duties

Clinical Responsibilities

1. Maintain and develop a high-quality psychology and therapeutic service across BSW, in collaboration with the team's psychologists.
2. Undertake highly specialist assessments, including neuropsychological assessments, risk assessments, and assessments of suitability for specialist psychological therapies, with clients and their carers (as appropriate).
3. Provide advanced, specialist psychological treatment using highly developed skills and evidence-based models (e.g., CBT, EMDR, DBT, PBS).
4. Offer specialist consultancy, advice, and clinical supervision to qualified psychology staff and colleagues from other professional backgrounds.
5. Use psychological formulation to support collaborative understanding of clients' difficulties and to guide treatment and/or management plans.
6. Deliver a range of psychological interventions for individuals, carers, and groups, drawing on multiple models and refining formulations as needed while maintaining appropriate hypotheses.
7. Support local MDTs to ensure psychological expertise informs holistic and specialist care planning.
8. Provide at least one specialist evidence-based psychological intervention in line with service needs.
9. Offer highly specialist consultation to teams across the area regarding formulation and psychological management of clients.
10. Apply advanced psychological knowledge and skills to enhance the effectiveness of interventions delivered by the wider team for clients, carers, and the broader system.
11. Contribute to the development and delivery of training within the organisation.
12. Participate in clinical and caseload supervision as required by the service.
13. Maintain accurate clinical records and monitor workload using agreed systems.
14. Enter required data accurately and in a timely manner, in line with organisational procedures.

Management Responsibilities

1. Undertake management tasks delegated by the senior management team (LDAN Service Managers and Lead), including but not limited to caseload management, supervision, appraisal, and service development.
2. Provide leadership within the BSW LDAN Psychology Service, contributing to the ongoing development and quality of provision.

3. Carry out delegated day-to-day operational management of more junior staff.
4. Provide delegated caseload supervision to designated staff members.
5. Represent the service at specialist meetings as requested.
6. Coordinate small-scale projects as required.

Professional Responsibilities

1. Adhere to HCPC policies, standards, and procedures.
2. Fully observe the BPS Code of Ethics and Conduct (2009), BPS Practice Guidelines (2017), DCP Generic Professional Practice Guidelines (2008), and DCoP Professional Practice Guidelines (2005).
3. Be aware of, adhere to, and—where appropriate—contribute to the development, review, and implementation of psychology policies and procedures (accessible via Quest).
4. Chair, facilitate, and participate in local psychology meetings and HCRG meetings as appropriate.
5. Maintain and enhance high standards of psychological practice through continuing professional development and active collaboration/networking with psychology colleagues.
6. Participate in and facilitate annual appraisals.
7. Participate in and facilitate clinical supervision processes.

Clinical Governance

1. Support Service Managers in the development and implementation of effective clinical governance across the psychology service.
2. Participate in clinical governance processes to ensure a safe, effective, and responsive service that incorporates Service User feedback.
3. Lead, support, and participate in multidisciplinary clinical audit activities.
4. Liaise with other disciplines and external agencies to ensure that best practice is shared and embedded.
5. Promote the use of effective, evidence-based interventions across the service.

Service / Policy Development

1. Participate in and lead management meetings and service development projects as delegated by Service Managers.
2. Work collaboratively with specialist staff and partner agencies to expand the range of specialist psychological interventions available to individuals, families, and groups across the area.
3. Propose amendments to policies and procedures within multidisciplinary teams, where appropriate.

4. Advise managers on service developments, emerging needs, and opportunities for improvement.

Research and Development

1. Initiate and engage in research activities aligned with service priorities, where appropriate.
 2. Participate in audit and service evaluation projects to assess the effectiveness of current service delivery and inform future developments.
 3. Provide advice, support, and consultation to colleagues from other disciplines undertaking research within the service area.
 4. Promote and embed a culture of evidence-based practice across all parts of the service.
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Budget Responsibilities

No budget responsibility.

Responsibilities for People or Training

1. Provide supervision for clinical and counselling psychology trainees from regional training programmes and other institutions, as appropriate.
2. Deliver training, supervision, and consultation in psychological approaches to multidisciplinary team members, including joint assessment, formulation, and intervention planning.
3. Provide expert lectures, seminars, and workshops as needed both locally and across the service business unit.
4. Contribute to teaching on doctoral clinical psychology programmes where appropriate.
5. Support the development of a psychologically informed framework of understanding and care across service settings through teaching, training, consultation, and supervision.
6. Provide training and supervision to Assistant Psychologists.
7. Participate in peer supervision arrangements for psychologists within the area.
8. Collaborate with colleagues to develop and deliver training courses, workshops, and supervision groups to enhance psychological skills across the workforce.
9. Contribute to the teaching of students and trainees in psychology, medicine, nursing, and other health-care disciplines.
10. Agree and maintain a personal development plan with the line manager and professional lead for the service.

Other Factors

- The post is community-based, requiring work across various locations, including external visits to clients in their homes or day services, and may involve driving long distances within rural and semi-rural areas.
- The post holder must be comfortable working alone, as this is an essential aspect of the role.
- The post holder must be able to work flexibly, responding proactively and reactively to situations that arise on a daily basis.
- The post requires sustained concentration, including daily assessment and management of risk in a variety of settings.
- The role is based in open-plan office environments where some level of disruption or distraction should be expected.
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Key Working Relationships

You will work closely with the following colleagues and services across the area:

- Clinical and Counselling Psychologists, and other psychological therapy staff
- Team Leaders and multidisciplinary team members across local services
- Colleagues in adjacent services, including mental health, social care, and wider partner agencies, to support collaborative and integrated working

Most Challenging Parts of the Role

- Providing support and guidance to staff working in highly demanding and emotionally challenging environments
- Balancing multiple professional roles, including therapist, consultant, supervisor, and trainer
- Managing high and varied demand for psychological support and interventions across the BSW service

Our Values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care

- Inspire
- Understand
- Communicate

Think

- Challenge
- Improve
- Learn

Do

- Accountability
- Involve
- Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice, NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information Governance Responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets

- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with our relevant policies.
- Reporting information governance incidents and near misses on DATIX or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professionals

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to always observe strict fire and security precautions.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

care.think.do.
WE CHANGE LIVES BY TRANSFORMING HEALTH AND CARE.

HCRG Care Services Ltd, company number 7557877 registered in England and Wales at
The Heath Business and Technical Park, Runcorn, Cheshire WA7 4QX
Send any correspondence to the address at the top of this letter
For our Privacy Notices, please see our service website

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a "non-smoking" policy. Employees cannot smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company's intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy, and it is the responsibility of each employee to contribute to its success.

Flexibility

This job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time in the light of changing circumstances, in discussion with the post holder. This role profile is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.

Supplementary Information

This job description should be read alongside the Supplementary Information provided for applicants with the advertisement and alongside the Employee Handbook for current staff members.

Community Learning Disabilities Practitioner Psychologist – Person Specification

The following criteria will be assessed from information provided on your completed application form, during the shortlisting and assessment process, and by your references.

Criteria	Essential	Desirable
Education, Qualifications and Training	<ul style="list-style-type: none"> • Doctoral Clinical Psychology qualification or Equivalent including Counselling Psychology qualification • Eligible for Chartered Psychologist status • HCPC Registered Practitioner Psychologist • Post qualification and further specialist training in specified specialist intervention. 	<ul style="list-style-type: none"> • Supervision Training
Experience & Knowledge	<ul style="list-style-type: none"> • Training others in Learning Disabilities/MH services topics • Substantial post qualification experience working with people with learning disabilities • Experience of working alongside multidisciplinary colleagues • Clinical supervision/ consultation with other professionals • Extensive knowledge and experience of evidence based therapeutic interventions with people with learning disabilities • Psychological assessment and formulation skills and knowledge • Advanced theoretical and practical knowledge in the specialism. Ability to use this knowledge to think systemically/organisationally • Experience of risk assessment and management • Knowledge of relevant Legislation e.g. MH Act • Experience of delivery of training • Experience of lecture/teaching/training psychologist and other professions • Supervision experience with other professionals • Relevant R&D or clinical audit work post qualification • Clinical supervision of clinical psychology/counselling psychology trainees. • Clinical audit work relevant to role 	

<p style="text-align: center;">Skills</p>	<ul style="list-style-type: none"> • Effective team player with good communication skills. • Ability to work effectively and flexibly as an integral member of a team. • Good communication and liaison skills • Well organised with good administration skills • Empathy/engagement skills with the client group • Ability to cope with workload pressure/prioritise workload • Ability to work independently • Self-awareness and emotional resilience • Empathy for individuals who have experienced mental health difficulties and ability to cope with behaviour which may be challenging at times. • Ability to cope with the stress of working with a difficult, potentially hostile, emotionally and behaviourally disturbed client group • Advanced skills at engaging with/communicating sensitively to clients who exhibit severe problems of interpersonal relating. • Skills in personal supervision. • The ability to continue to provide a high degree of professionalism in highly constrained conditions. • Capacity for intense concentration and prolonged mental effort. • Able to communicate effectively across different levels of the organisation. • Recognition and acceptance of exposure to potentially risky, violent, hostile situations. • Ability to reflect on own practice and others • A good standard of written and spoken English is required to be able to undertake the relevant duties. • Good time management skills • Ability to work in open plan environments • Ability to use computer spreadsheets for data analysis • Ability to cope with the stress of working with a difficult, potentially hostile, emotionally and behaviourally disturbed client group • Self-awareness and emotional resilience 	<ul style="list-style-type: none"> • Service development and/or project work
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	<ul style="list-style-type: none"> • Advanced skills at engaging with/communicating sensitively to clients who exhibit severe problems of interpersonal relating. • Able to communicate effectively across different levels of the organisation. • Required to regularly and frequently sit for an extended period in a restricted position (during neuropsychological assessment, assessment and therapy). • Recognition and acceptance of exposure to potentially risky, violent and hostile situations 	
<p>Other Job-Related Requirements</p>	<ul style="list-style-type: none"> • This role requires you to cover the Bath and North East Somerset, Swindon and Wiltshire ICB area maintaining a presence via hybrid working. • This role will support Swindon area in particular in the early stages of the post. • Willing to work in other areas of HCRG as and when required to do so. • To possess a current, valid driving licence and to be a competent driver. • Access to a car for work • Be conversant with current professional issues in relation to learning disabilities and knowledge of changing trends within health and social care. • Good time management skills. 	