

<b>Job Title:</b>	Primary Care Therapist - Prison	<b>Job Category:</b>	Psychological Therapist
<b>Location:</b>	south London north east London	<b>Travel Required:</b>	Occasional
<b>Reports to:</b>	Prison Lead	<b>Position Type:</b>	Bank Worker

## Job Description

### MAIN JOB PURPOSE

The post-holder will work within Atrium's Primary Care Therapy Service (APCTS), based at the above prisons, which house male offenders who may be on remand or have been sentenced. The APCTS is a small team that is based within the Prison's Healthcare Wing and works throughout the prison providing psychological interventions to prisoners who are experiencing primary mental health problems, substance use problems, or are at risk of self-harm or suicide; their problems are frequently complex. The post-holder may be required to deliver both individual and group interventions using a range of models appropriate for the presenting problem of the client, including Cognitive Behavioural Therapy (CBT), Brief Solution Focused Therapy (BSFT) and Motivational Enhancement Therapy (MET). Other approaches may also be appropriate according to the needs of the clients. The post holder will work with men (over 18) from different ethical and cultural backgrounds. This can require the use of interpreters at times and post-holders should therefore be committed to equal opportunities. The post-holder should also be willing to work in an integrated way with other teams within the prison to ensure a joined up approach to service delivery is achieved.

Post-holders will be required to assess as well as treat clients and will use a stepped care approach to service delivery, including the guidance of individuals in the use of self-help interventions. They will be required to work within a multi disciplinary team of healthcare professionals to manage a case load and maintain client records and be prepared to work on his/her own on the prison wings. The post-holder may also be required to provide mentoring to trainees, and students or pre-registration counsellors.

#### **JOB SUMMARY**

- Contribute to the provision of a brief (up to 6 sessions) psychological therapy service to prisoners accessing the APCTS
- To assess clients and provide appropriate clinical therapeutic interventions and maintain associated records
- To perform in accordance with the regulating body Ethics and Guidelines, BACP, BPS and NHS and Prison Policy
- To utilise specialist knowledge of psychological frameworks and application of theories based on degree, post-graduate training and experience
- To contribute to the delivery of group based interventions if required
- To be willing to contribute to the development of group work material
- To liaise with healthcare, prison and external agency staff in order to provide a coherent and integrated service
- To be able to work independently within the prison environment
- To maintain a high degree of professionalism at all times
- To provide mentoring to trainees, other health professionals and colleagues
- To provide advice and guidance to other teams within the prison
- To be committed to uphold the reputation of Atrium and also uphold the philosophy of the prison estate
- To maintain appropriate CPD activities as appropriate for the role
- To participate in CPD activities provided by Atrium
- To deliver Guided Self Help to prisoners on the wings
- To undertake clinical supervision with the allocated Atrium Clinical Supervisor

## **Main duties and responsibilities**

### **1. CLINICAL**

- 1.1 To provide individual and group psychological therapy to adults within the prison who have primary mental health problems and those at risk of self-harm or suicide, using a broad range of evidence-based models including, but not limited to CBT approaches, BSFT and MET Therapy
  - i) To facilitate guided self-help to appropriate clients
  - ii) To plan, develop and facilitate group therapy sessions where required and to provide these sessions flexibly according to the needs of predominately remand prisons
  - iii) To provide short-term individual psychological therapy interventions consisting of up to 6 sessions
- 1.2 To accept referrals via agreed protocols within the service
- 1.3 To assess clients for suitability for service within a stepped care model, adhering to the department's referral protocols, and refer unsuitable clients on to the relevant service or back to the referral agent as necessary. To work with clients presenting with complex problems as appropriate.
- 1.4 To formulate, implement and evaluate therapy programmes for clients
- 1.5 To exercise independent clinical responsibility for all therapeutic interventions using reflective practice and making appropriate use of clinical Supervision
- 1.6 To plan, organise and manage own caseload within the general case management protocol of the service; prioritise referrals, provide appropriate interventions and liaison with other healthcare professionals including feedback to referrers on current waiting times.
- 1.7 To work closely with colleagues within the prison in order to ensure all clients receive an effective and timely service, prioritising those individuals who present a high risk of harm and making use of internal and external risk policies and procedures
- 1.8 To develop links with internal and external providers for the purpose of ensuring the delivery of a joined up service which reduces harm and produces positive outcomes for clients
- 1.9 To attend team, multi-disciplinary, and case conference meetings as appropriate

1.10 To keep timely, clear and coherent records of all clinical activity in line with service protocols

1.11 To work closely with other members of the team ensuring appropriate prioritising is in place

1.12 To engage effectively with the client group and to meet the needs of prison security

1.13 To organise the involvement of prison peer supporters if appropriate and provide them with the necessary support

1.14 To ensure that all clients leaving the programme have appropriate aftercare plans

1.15 To provide and participate in appropriate handovers at the beginning and end of the day to ensure the safety of staff and clients

1.16 To contribute and attend briefing and debriefing sessions as required

## 2. TRAINING AND SUPERVISION

2.1 To attend and fulfil all the requirements for in-service training and clinical supervision; clinical supervision will not necessarily take place within paid hours of work, however advance notice will be given for training

2.2 To maintain own CPD and correspondence records as required by your registered professional body and appropriate for the role

2.3 To apply evidence-based practice within service delivery and to stay up-to-date with developments in the field

## 3. PROFESSIONAL

3.1 To ensure the maintenance of standards of practice according to the employer and any regulating, professional and accrediting bodies (e.g. BPS, UKCP, BACP, FDAP) and keep up to date on new recommendations/guidelines set by the Department of Health and Home Office.

3.2 To have expertise in a specific area of psychological therapies such as a particular evidence based practice model or client group appropriate to the service specification

3.3 To ensure that client confidentiality is protected at all times in compliance with Prison policies

3.4 To be aware of and keep up to date with advances in evidence based practice

3.5 To ensure clear development objectives are identified, discussed and reviewed with senior

therapists on a regular basis as part of continuing professional development

- 3.6 To attend clinical/managerial supervision on a regular basis as agreed with manager outside normal working hours
- 3.7 To participate in individual performance review and respond to agreed objectives
- 3.8 To keep up to date all records in relation to CPD and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/developments
- 3.9 To attend relevant conferences/workshops in line with identified professional objectives
- 3.10 To maintain the highest degree of professionalism in relation to personal conduct and the reputation of the service at all times

#### 4. RESEARCH AND DEVELOPMENT

- 4.1 To complete all requirements relating to data collection within the service
- 4.2 To assist in the evaluation of the service by contributing to data collection and analysis and to participate in research as required (e.g. completion of outcomes monitoring tools such as CORE)
- 4.3 To contribute to the development of best practice within the service
- 4.4 To ensure that regular service user feedback is obtained incorporated into the development of the service and that clients are encouraged to provide such feedback and to participate in service user groups as appropriate

#### 5. CLINICAL GOVERNANCE

- 5.1 To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the post holders professional and service managers
- 5.2 To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Mental Health, Primary Care and Prison Services
- 5.3 To be aware of, and comply with, policies, procedures and service standards of the employer, the prison and the NHS as appropriate
- 5.4 All employees have a duty and responsibility for their own health and safety and the health and

safety of colleagues, clients and the general public

5.5 All employees have a responsibility and a legal obligation to ensure that information processed for both clients and staff is kept accurate, confidential, secure and in line with Data Protection Act (1998) and security and confidentiality policies

5.6 It is the responsibility of all staff that they do not abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties

5.7 All staff to provide their own professional liability insurance – certificate copies to be provided

## 6. GENERAL

6.1 This job description will be reviewed regularly in the light of changing service requirements and any such changes

6.2 This job description does not provide an exhaustive list of duties and responsibilities, and the post holder may be required to undertake duties which fall within the grade of the job, in discussion with the manager

6.3 This job description provides a number of duties and responsibilities that may be required, however due to the changing nature of contracts and service delivery these may change or not be available – e.g. delivery of group work

## **PERSON SPECIFICATION**

### **ESSENTIAL QUALIFICATIONS AND EDUCATION REQUIREMENTS**

- Recognised professional qualification for the delivery of psychological therapies
- Registered/Accredited practitioner with appropriate professional or regulating body (BPS, HCPC, BACP, UKCP, FDAP)
- Training in a specialist therapeutic model such as CBT, MET, SBNT
- Proven experience in the management of high risk clients

### **DESIRABLE QUALIFICATIONS AND EDUCATION REQUIREMENTS**

- *Advanced qualification in the delivery of psychological therapies to specialist populations*
- *Qualification in specialist area such as substance use, offending populations, CBT, MET, SBNT, self-harm, suicide management*

### **ESSENTIAL EXPERIENCE, KNOWLEDGE AND SKILLS**

- Forensic experience including the knowledge and understanding of the requirements of working with prison populations
- Ability and experience of working with complex clients including those who self-harm or present a suicide risk
- Ability to make use of clinical supervision (evidenced by supervisor's statement)
- Ability to maintain confidentiality appropriate to the setting
- Competency in working within a recognised theoretical framework
- Ability to work within a time limit
- Experience of working with primary care clients within the criminal justice sector
- Knowledge of approaches to managing self-harm and suicidal ideation and anger issues
- Advanced and effective verbal and written communication skills
- Ability and experience of working as part of a multi disciplinary team
- Experience of delivering group work
- Knowledge of CBT, MET, ITEP
- Knowledge of stepped care approaches
- Willingness to use CBT, MET, and other brief therapy approaches as main models of delivery

- Commitment to evidence-based practice and use of these in service delivery
- Ability to work in a high-security environment and to conduct treatment flexibly, including delivery therapy on the wings as well as in the healthcare block
- Ability and willingness to work an early morning or evening a week
- Experience of using outcome monitoring tools
- High standard of record-keeping

***DESIRABLE EXPERIENCE AND SKILLS***

- *Ability to offer mentoring to trainees*
- *Experience of contributing to service evaluation*
- *Experience of facilitating guided self-help*
- *Experience of working with clients who self-harm or present a suicide risk*
- *Experience of working with criminal justice clients*

**ADDITIONAL REQUIREMENTS**

- To be willing to undergo maximum security checks including an enhanced DBS check and prison security clearance