



AUTISM ANGLIA

Job Description

Job Title:	LEAD CLINICAL PSYCHOLOGIST
Location:	Eight Ash Green, Colchester, Essex
Reporting to:	Kate Hancock, CEO
Responsible for:	Diagnostic Service Manager/Administrator Assistant/Trainee/Clinical Psychologists (as required dependent on experience)
Hours of Work:	up to 35 hours per week
Salary:	£43,753 up to £53,168 (pro rata), dependent on experience

Autism Anglia is a well-established charity providing direct provision for people within the Autistic Spectrum from pre-school to adults. We provide a range of services to enable people with autism to live as independently as possible and experience choice and inclusion in society. The ethos of our work is based on the following five key themes.

- To provide skills and strategies to people with ASC
- To always adopt a personalised approach
- To have a shared understanding of a person and their strengths and needs
- To have power with rather than power over a person with ASC
- To see people with ASC as independent and valued citizens

Main Purpose of Post

To be a key member of Autism Anglia's Multi-Disciplinary Team within School Services alongside acting as the Clinical Lead for our Autism Diagnostic Service. As part of the Multi-Disciplinary Team (Speech and Language Therapists, Occupational Therapists and Clinical Psychologists), you will provide autism diagnostic assessments alongside Clinical Psychology input to the pupils within Autism Anglia's Children's Services based at Doucecroft School.

Your main duties will include:

- Autism diagnostic assessments using gold standard assessments of ADOS and ADI-R
- Leading the Diagnostic team in pre and post diagnostic support, service development, alongside managerial roles
- Working alongside the Therapy Team to assess and formulate the psychological needs of new and existing pupils within the school
- Delivering individual and group therapy, where required
- Delivering training and consultation to the wider professional team

Specific Responsibilities

Clinical

- To act as Clinical Lead for the Autism Anglia Diagnostic Service, including service development, management and pre and post diagnostic support.
- To offer autism diagnostic assessments as part of the Diagnostic Service informed by the use of standardised tools, such as the ADI-R and ADOS 2. This will involve detailed report writing, psychological formulation, feedbacks and follow up sessions with the individual/family.
- To develop and facilitate post diagnostic support workshops or training when required
- Provide a clinical psychology service to the people we support by taking an active role in relation to the clinical work of the MDT both within the Diagnostic Services and School services. This will include regular attendance at MDT meetings alongside report writing where appropriate.
- To offer psychological assessment to people with autism, their support staff and families as part of a MDT. This may involve diagnostic and neuropsychometric assessment of functioning where required, alongside interviews, observations and discussions with staff/family.
- Formulate a shared understanding of the individual's strengths and needs within the MDT and develop recommendations for diagnostic reports, goal plans, support plans and interventions based on this understanding (involving the person we support and their families where appropriate)
- Make use of a range of clinical approaches with a focus where appropriate on Consultation.
- Use psychological formulation to guide psychological therapy, or other interventions, based on a range of evidence-based models, including the use of cognitive behavioural therapy
- Appropriately share psychological formulation work with families and staff team. This could be through workshops, training, meetings and written communication.
- Understand the impact of psychopharmacological and other clinical interventions on the people we support.
- To be able to practice as an autonomous professional, exercising own professional judgement, drawing on psychological knowledge and skills to inform practice.
- To be able to critically evaluate risks and their implications.
- Maintaining Clinical Psychology notes and records including all communications, referrals and contact with families, staff, individuals and professionals ensuring that notes are accurate, non-judgemental, factual and up to date.
- Use psychological formulation where appropriate to understand staff dynamics in liaison with management.
- Be able to reflect on and review practice, considering alternative ways of working
- Make and use opportunities to influence others to improve working practice in relation to psychological approaches and evidence based practice for people with autism.

- To obtain feedback from the people we support, their families, staff and colleagues on the usefulness of your work.
- To be familiar with all of Autism Anglia's policies and procedures. Additionally to be familiar with the MDT's agreed procedures and processes.
- Understand the organisational context and dynamics for your practice as a Clinical Psychologist.
- To work closely with external agencies to ensure continuity of care and person centred planning, in accordance with GDPR and confidentiality.

CPD, Training and Supervision:

- To receive regular clinical supervision, either within Autism Anglia or external dependent on experience, in accordance to HCPC/BPS guidelines. This can vary from weekly to monthly.
- Ensure HCPC and professional body requirements inform actions and decision-making as an independent Practitioner Psychologist.
- Maintain appropriate CPD in accordance with job role and requirements and HCPC registration requirements eg attending autism special interest groups, autism specific training etc.
- Where required, to use psychological formulation to inform clinical supervision of staff members in liaison with the MDT.
- Provide supervision and management to the Diagnostic Service Manager and Administrator, alongside Assistant Psychologists/Trainee/Clinical Psychologists/Volunteers and other members of the MDT where required, dependent on experience.
- Influence the positive practice of supervision across the organisation, including reflective practice and debriefs in liaison with the MDT.
- Contribute to the development and implementation of staff training as informed by psychological formulation. This will include planning, designing and delivering teaching and training taking into account the needs and goals of the participants.
- Where possible, to liaise with the University of Essex and/or University of East Anglia to offer supervised placements and/or training to Clinical Psychology trainees.
- Engage in and/or encourage and support others to engage in relevant autism specific research or academic projects as required.
- To keep abreast of psychological research and practice.

Strategic:

- Build positive relationships with relevant external systems and colleagues as agreed with Leadership team.
- Contribute to activities in the region in relation to sharing good practice.
- Ensure that organisation, locality awareness and financial considerations and restrictions inform decisions and actions. Contribute to the development, evaluation and monitoring of the team's operational policies and procedures.

- Work to enhance and communicate quality and value for money of services provided.
- Inform and join in organisation-wide clinical governance, quality improvement and evidence-based practice initiatives.
- Act in accordance with relevant legislation and national guidelines including those relating to safeguarding children and adults.

General:

- To be able to assure the quality of practice e.g. evidence informed practice and audit
- To be aware of the impact of culture, equality and diversity on practice
- Be aware of the need to take a risk assessment approach to service delivery and record appropriately.
- To be familiar with all of Autism Anglia's policies and procedures. Additionally to be familiar with the MDT's agreed procedures and processes.
- Ensure the respect, dignity and right to privacy of the people we support, their families and staff as far as possible. This will include informing people about the limits of confidentiality during psychological therapy.

NOTE: The job description reflects the present requirements of the post. As duties and responsibilities change and develop the job description will be reviewed and be subject to amendment in consultation with the post holder.

PERSON SPECIFICATION

Essential:

- Doctorate in Clinical Psychology
- HCPC registration as a Practitioner Psychologist
- Experience of diagnosing children and/or with Autism Spectrum Disorder
- Experience of working with people with Autism Spectrum Disorder and/or Learning Disability
- Knowledge of psychological theory and practice relating to autism
- The ability to relate to people with autism, their relatives, staff and other professionals
- The ability to provide high quality professional advice and detailed reports of a high standard
- Good interpersonal skills and a commitment to teamwork
- Willingness and desire to develop knowledge of autism

Desirable:

- Autism diagnosis training (ADOS, ADI, AAA, Disco)
- Training and experience in supervision and management
- Experience of service development
- Experience of working in partnership with other agencies including education, health and social care and the voluntary sector

