

## Highly Specialist Psychologist Community Diversity and Inclusion Lead

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Company: East London NHS Foundation Trust

Location: London

Category: life-physical-and-social-science

### Job summary

This post is the WTE B8b London Pathways Partnership Community Diversity and Inclusion Lead. The postholder will work across London Community Pathways services to promote the diversity and inclusion of staff and service participants.

The post holder will chair the monthly London Community Pathways Diversity group, overseeing the diversity plan and delivering its priority objectives. The diversity and inclusion lead will coordinate the data and research aims to understand ethnicity trends relating to access, retention and completion of services; improve the quality of interventions by understanding and addressing barriers to access and to improve retention; and will help to increase the confidence and competence of the workforce in culturally aware attitudes and behaviours related to ethnicity and protected characteristics.

The postholder will ensure all diversity and inclusion workstreams incorporate lived experience perspectives.

### Main duties of the job

#### Key Responsibilities

To chair the monthly LPP Community Pathways diversity meeting

Responsible for the ToR for the Community Pathways diversity group

Responsible for reviewing, updating and oversight of delivery of the London Community Pathways diversity plan

Responsible for delivery of the key priorities for the London Community diversity plan

Liaison with key stakeholders to deliver the London Community Pathways diversity plan, including Probation Service London, Commissioners and OPD partners, Together for Mental Wellbeing, Women in Prison and Penrose

To address diversity and inclusion and promote the needs of groups with protected characteristics across all London Community Pathway Services

To contribute towards the promotion of equal treatment and proportional representation of staff of from diverse groups

To set up systems for monitoring the equal progression of people on probation from protected groups throughout the service

To set up systems for monitoring the outcomes of staff from diverse groups on the London Community pathway

Ensure that all staff members of the Community Pathway have access to support to enhance their work from a diversity perspective

Ensure the development and articulation of best practice in catering for diversity of people on probation and staff on the Community Pathway .

## **About us**

Our mission is to make a positive difference to people's lives by improving the quality of life for all we serve. Our values are: We Care, We Respect, We are Inclusive - so we are looking for people who live and breathe these qualities when supporting service users and carers, and in their relationships with colleagues in the Trust and our partner organisations.

Job description

## **Job responsibilities**

Kindly refer to the job description and person specification that is attached to the vacancy profile.

Person Specification

## **Education/ Qualification/ Training**

### **Essential**

Doctoral level training in clinical/forensic psychology, including specific models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct

psychological therapies and lifespan developments as accredited by the BPS. Registration with the Health Professions Council as a Clinical/Forensic Psychologist.

Registration with the HCPC as a Practitioner Psychologist, and evidence of continuing professional development as required by the HCPC

Completion of further post-doctoral/post-qualification specialist training including training in clinical supervision

Accredited training in structured professional judgement approaches to risk assessment (including but not limited to the HCR20)

Trained in an evidence-based treatment for personality disorder

## **Experience**

### **Essential**

Significant experience of inter-agency working with forensic mental health, probation and/or prison services, including consultation to these services

Experience of developing and delivering training and of clinical supervision

Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration

Understanding of specialist psychological treatment for personality disorder

Understanding and experience of formulation for complex high risk service users with significant personality difficulties

## **Knowledge and Skills**

### **Essential**

Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration

Understanding of specialist psychological treatment for personality disorder

Understanding and experience of formulation for complex high risk service users with significant personality difficulties

High level knowledge of the theory and practice of at least two specialised psychological therapies and two assessment methodologies

An extensive understanding of Crimina

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