



**BRANDON CENTRE FOR COUNSELLING AND PSYCHOTHERAPY  
FOR YOUNG PEOPLE**

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**A. OUTLINE OF POST AND PRINCIPAL CONTRACT TERMS**

<b>Job Title</b>	<b>Specialist Clinical or Counselling Psychologist / Child &amp; Adolescent Psychotherapist / Adult Psychotherapist</b>
<b>Grade</b>	<b>Band 7 equivalent</b>
<b>Contract</b>	<b>6 months fixed term (with the possibility of extending subject to funding)</b>
<b>Hours</b>	<b>17.5 hours (Includes attendance at team meetings on Tuesdays from 10.30am to 1.30pm, to work Thursdays 2.00pm – 8.00pm &amp; Fridays 9.00am – 3.30pm at the Drum in Islington)</b>
<b>Locations</b>	<b>The Brandon Centre, 26 Prince of Wales Road, London, NW5 3LG The Drum, 167 Whitecross Street, London, EC1Y 8JT</b>
<b>Reports to</b>	<b>Clinical leads of the psychotherapy service</b>
<b>Accountability</b>	<b>The post holder shall be accountable to the Council of Management of the Brandon Centre through the Clinical Leads of the Psychotherapy Service</b>
<b>Salary:</b>	<b>£ 39,332 FTE pro-rata</b>

**B. JOB SUMMARY**

The main functions of the post-holder are: to provide specialised assessment and therapeutic intervention for young people aged 14 to 21 with a range of emotional and psychological problems; to provide consultation to parents/carers concerned about their adolescent children; and to provide consultation on young people's psychological care to referrers and other professionals involved in the lives of the young people. The post-holder will participate in monitoring and evaluation activities in relation to the Brandon Centre's service and make use of feedback and outcome measures in their work with young people. The majority of the work will be direct clinical work with young people at our Drum service in Islington.



## **C. BRANDON CENTRE OVERVIEW**

The principal objective of the Brandon Centre, since it was founded in 1968, has been to provide a professional, accessible and flexible service which responds to the psychological, medical, sexual and social needs of young people aged 12- 24 years (please note that our age-range in Islington is 14-21).

Services include:

- individual counselling and psychotherapy for young people, using a range of evidence based therapies
- contraception and sexual health services
- systemic integrative therapy for families
- parent management programmes
- consulting to other charities working with young people

## **D. PRINCIPAL DUTIES AND RESPONSIBILITIES**

### **Clinical tasks**

1. To provide highly developed and specialised assessments of the psychological and emotional wellbeing for 14 to 21 year olds who access the service.
2. To provide assessments of young people based upon the appropriate use, interpretation and integration of complex data from a variety of sources including self-report measures, rating scales, observations, and guided clinical inquiry methods with young people, and where appropriate, family members and others involved in the young person's care.
3. To make decisions about treatment options for young people, taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the young person. This will include the recognition and understanding of the impact race, religion, age, disability, gender, class, culture, ethnicity and sexual orientation on the young person.
4. To provide continuing psychotherapy or decide on appropriate intervention, either through referring to another professional in the service or if necessary making referral to an appropriate agency.
5. To undertake risk assessment and risk management for individual clients and to provide both general and specialist advice for other professionals on psychological aspects of risk assessment and management.
6. To provide consultation to parents of young people as clinically appropriate.
7. To provide expertise and specialist psychological advice, guidance and consultation to other professionals contributing directly to young person's formulation and treatment plan.
8. To maintain clinical records and to keep all client information confidential in accordance with statutory and professional standards. Whenever there is the possibility that the confidentiality of these records might be affected to discuss with their manager.
9. To liaise with GPs, referrers and other professional workers as appropriate, with



the consent of the young person.

10. To provide reports and communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans.
11. To participate in weekly case discussions with the multidisciplinary team in the psychotherapy service.
12. To manage and prioritise own caseload in relation to the needs of the service.

### **Monitoring and evaluation**

1. To participate in the monitoring and evaluation activities in the service.
2. To become familiar with the range of feedback and outcome measures used in the service, and to integrate them into clinical practice.

### **Supervision, training and teaching**

1. To engage in regular clinical supervision and support with case management from the service lead and other senior colleagues, where appropriate.
2. To use supervision as required by the post-holder's respective professional body regulations and the requirements of the service.
3. To gain highly specialist experience and skills relevant to the post and/or the service as agreed with the service lead.
4. Depending on experience, to contribute to the supervision of qualified colleagues and trainees who are on placement at the Centre.

### **IT responsibilities**

1. To use computers to write reports and record data.
2. To use email to communicate with other professionals as required.
3. To use the database to record feedback and outcome measures and understand graphical presentation of data for patient outcomes.
4. To be aware of and use password protection and data protection when recording or sending identifiable information within or across services.

### **General responsibilities for all Brandon Centre staff**

All employees of the Brandon Centre are required to observe legislation, Brandon Centre Policies, standards and guidelines relating to confidentiality, information governance, risk management, safeguarding children, safeguarding adults, equal opportunities, data protection, freedom of information, health and safety, infection control, and the Health and Social Care Act 2008 (previously known as the Hygiene Code).

### **Confidentiality and data protection**

All Brandon Centre employees are required to ensure that personal data and personal information concerning service users and staff is protected at all times, to maintain confidentiality in accordance with the Brandon Centre's policy on confidentiality and information governance, and data protection legislation.

Staff are required to obtain, process and/or use personal information in a fair and lawful way, to hold personal information only for the specific registered purpose, and to only share or disclose data to authorised persons or organisations following the strict guidelines and principles as outlined in Brandon Centre policies as instructed.



All Brandon Centre employees are expected to sign a confidentiality agreement on taking up their post at the Centre.

### **Safeguarding of children and adults**

All staff have a responsibility to safeguard and promote the welfare of all children and adults that they come into contact with during the course of their work at the Brandon Centre. The post holder will receive the appropriate level of training, both at induction and on an on-going basis. She/he is responsible for ensuring that they are familiar with, understand and always work within the safeguarding policies of the organisation.

### **Health records, record keeping and record management**

All staff have an obligation to ensure that patient records (both paper and electronic) are maintained in accordance with Brandon centre policies, to facilitate clinical care and effective administration, and to ensure that confidentiality is protected at all times. All staff are advised to compile records on the assumption that they are accessible to patients in line with the Access to Health Records Act 1990.

### **Equality and Diversity**

The Brandon Centre is committed to equality in employment and service delivery. Its Equal Opportunities Policy aims to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, race, colour, religion, marital status, sexuality, age or disability and is not placed at a disadvantage by conditions or requirements which cannot be shown to be justified. All those working for Brandon Centre are expected to actively promote equality and diversity in all aspects of their work.

### **Health and Safety**

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974), and to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

### **Infection Control**

The post holder will ensure compliance with the Brandon Centre's Infection Prevention and Control policies and procedures, and the Health and Social Care Act 2008, ensuring that the risk of healthcare associated infection to service users and staff is minimised.

### **Waste disposal**

All staff must ensure that waste produced within the Centre is disposed of in such ways that control risk to health or safety of staff and the public alike in accordance with relevant legislation and procedures contained within the policy.

### **Smoke free environment**

There is a no smoking policy in operation in the Brandon Centre. In accordance with this policy smoking is positively discouraged and is not permitted on the premises.



**To be noted:**

**This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties in discussion with the manager.**

**This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.**



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**PERSON SPECIFICATION:** Specialist clinical or counselling psychologist/child & adolescent psychotherapist/adult psychotherapist

<b>Qualification/Training/Education</b>	<b>Essential/ Desirable</b>	<b>How Tested</b>
1) UK recognised postgraduate training in clinical or counselling psychology, child & adolescent psychotherapy, adult psychotherapy qualified to doctorate level or with equivalent experience.	E	Application form/Interview and references
2) Registered as clinical/counselling psychologist with the HCPC, or child & adolescent psychotherapist registered with ACP, or registration with relevant professional body for adult psychotherapists	E	Application form/Interview and References /Registration certificates
3) Additional formal training since qualification in a recognised psychological therapy.	D	Application form/Interview and references /Certificates
<b>Experience</b>		
1) Clinical experience providing psychological therapy with adolescents and young people with a range of mental health difficulties in a community setting.	E	Application form/Interview and references
2) Experience of working with adolescents and young people as a youth worker or social worker, or in a similar capacity, which involves supporting young people who experience personal, familial, educational or social difficulties.	D	
3) Post qualification experience at Band 7 or above (specialist level) in a community setting that offers services to adolescents and young people.	D	
4) Experience of specialist psychological / psychotherapeutic assessment and treatment of adolescents and young people with a wide range of mental health problems, of varying severity and complexity.	E	



5) Understanding and sensitivity to working in a multi-cultural community.	E	
6) Experience of working in a multi-disciplinary team.	D	
7) Experience of service monitoring and evaluation.	D	
<b>Skills &amp; Knowledge</b>	<b>Essential/ Desirable</b>	<b>How Tested</b>
1) Awareness of issues and interest in the provision of psychological therapies with adolescents and young people in community settings.	E	Application form/Interview and references
2) Skills in the use of complex methods of psychological assessment intervention and management.	E	
3) An ability to conduct risk assessment with adolescents and young people and develop risk management plans.	E	
4) An ability to formulate and provide treatment within at least one model of psychological therapy and to adapt the model to work with adolescents and young people.	E	
5) An ability to administer and interpret psychometric and self-report data from young people and others, and to use this information alongside other clinical information to inform formulation and intervention.	E	Application form/Interview and references /Certificates
6) Well developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to adolescents/young people, carers and professionals involved in their care.	E	
7) An awareness of relevant legislation and its implications for clinical practice.	E	
8) Skills in providing consultation/training to other professional and non-professional groups.	D	
9) Completion of formal training or courses in	D	



conducting specialist psychological assessments (including risk assessment and risk management).		
<b>Other requirements</b>		
1) Able to prioritise, work independently and on own initiative.	E	Application form/Interview and references
2) Ability to work well under pressure and/or in times of crisis.	E	
3) Flexibility, creativity, and preparedness to be innovative in a developing organisation.	E	
4) Ability to be reliable, co-operative and consistent both as an independent clinician and in team settings.	E	
5) Ability to demonstrate commitment to own personal & professional development.	E	
6) Computer literate.	E	