



NIGHTINGALE HOSPITAL
LONDON

FLORENCE
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Join our team and make a

difference

Clinical Psychologist: Job description

Job Title: Clinical/Counselling Psychologist – Eating Disorders

Location: Nightingale Hospital, 11-19 Lisson Grove, Marylebone, London NW1 6SH

Department: Therapy

Salary: Band 8a Clinical/Counselling Psychologist £57,000 - £62,000 inclusive of London Allowance

Working hours: 37.5 hrs / 5 days

About us

Nightingale Hospital is the only private mental health hospital in Central London, with over 30 years' experience in delivering specialised, evidence-based treatments in day patient and inpatient settings. Our dedicated team of specialists are committed to the diagnosis and treatment of all types of mental health conditions, including eating disorders and addictions. Conveniently located, we are a two-minute walk from Marylebone main line and Underground stations, and within a ten-minute walk of Baker Street and Edgware Road Underground stations.

The eating disorders unit is a 9-bed inpatient unit, with up to 5-day patients attending. We have a specialist team which supports an innovative group program which combines psychology, skill driven and wellbeing groups to meet the needs of our patients in line with NICE guidelines.

We are owned by international medical group, Orpea delivering the full spectrum of psychiatric care, high quality care home and rehabilitation services across the globe.

About the role: Clinical/Counselling Psychologist

We are looking for a compassionate, approachable and enthusiastic clinical/counselling psychologist to join our team within the eating disorders service. The postholder will provide specialist psychology therapy service and evidence-based treatment across inpatient and day program services for patients receiving eating disorder treatment at the Nightingale Hospital.

The successful candidate will manage a caseload of patients, deliver group sessions to patients and their families as part of the therapy program and will work as a member of the multidisciplinary team. The therapy team currently consists of a specialist eating disorder therapist, specialist dietitian, occupational therapist and EDU Therapy Lead.

Position in organisation

- Reports to the EDU Lead Therapist
- Liaises with other therapists, nurses, consultants, and the wider MDT to provide a high standard of care.

Key tasks/Scope of the role

1. Main Duties
2. Communication
3. Quality
4. Training & Development
5. Health & Safety
6. Other

Duties and responsibilities

1. Main Duties

- 1.1 To provide specialist and comprehensive psychological assessments for adult inpatients and day patients receiving treatment at the Nightingale Hospital in order to develop, deliver and recommend interventions as appropriate. This involves supporting patients assessed as high physical and psychiatric risk
- 1.2 Provide individual and group therapy to patients, providing a high standard of care and demonstrating best and innovative practice in line with NICE recommended and evidence-based psychological therapy e.g. CBT-ED, MANTRA or SSCM
- 1.3 To plan and deliver psychoeducation groups and process groups
- 1.4 Willingness to participate in the delivery of presentations to a wide audience on topics related to Eating Disorders
- 1.5 Demonstrate flexibility with regard to various demands in order to meet patients' needs
- 1.6 To evaluate and make decisions about treatment options, accounting for theoretical and therapeutic modalities and complex factors which may shape the historical and developmental processes of individuals and their families
- 1.7 To undertake risk assessment and risk management for patients and to provide advice to other professions on psychological aspects of risk assessment and risk management
- 1.8 To facilitate the involvement and support of carers and or family members in treatment programs as indicated, including carer support groups
- 1.9 To assist the EDU team on the strategic development of the therapy program and to implement new therapy modalities and new modes of delivery to meet patients' needs at any time
- 1.10 To work autonomously within the eating disorders team with little or no daily supervision
- 1.11 To liaise closely with the multidisciplinary team and to be actively involved in ward round when required, clinical team meetings and community meetings
- 1.12 To provide feedback on therapy and assessments to nursing staff and other allied health team members on a daily basis and as required
- 1.13 To attend and contribute to multidisciplinary meetings
- 1.14 To maintain and contribute to the standards of professional care, ethics, policies, procedures and service development

2. Communication

- 2.1 Maintain a high level of verbal and written communication within the scope of the position and a polite and approachable manner when communicating with patients, their families and colleagues
- 2.2 To use compassionate and non-stigmatising language, in line with a health at every size approach
- 2.3 To work as a member of a multi-disciplinary team contributing to discussions and decisions regarding patient care and reporting progress/observations from individual therapy and group program participation
- 2.4 To liaise with and establish robust communication networks with all multi-disciplinary team members involved in the patients care, providing written reports when appropriate
- 2.5 To attend regularly and actively participate in a variety of meetings both clinical (e.g. daily MDT handover or allocated weekly ward rounds) and professional offering verbal reports on treatment interventions and service developments as appropriate.
- 2.6 To communicate effectively, demonstrating high level skills in order to deliver a timely response to complex clinical issues and overcome barriers of multi-disciplinary working
- 2.7 External liaison with other professionals in relation to the position as needed
- 2.8 Managing any concerns or issues arising regarding the therapy program and communicate these with the multidisciplinary team and/or escalate concerns to the Therapy Lead and/or Therapy Services Manager
- 2.9 Creating an atmosphere within the therapy department that allows open and honest dialogue for development and improvement by the users as well as the therapy team

3. Quality

- 3.1 Knowledge and understanding of Nightingale Hospital values
- 3.2 To maintain accurate and timely clinical records via the electronic system Caresys, in accordance with the guidelines of Nightingale Hospital branding, of a high standard as required by regulators
- 3.3 All administrative tasks and requests relating to the service are completed in a timely and professional manner
- 3.4 Strict confidentiality in all undertakings in relation to the position must be adhered to at all times
- 3.5 To participate in any quality audits and projects undertaken by the hospital/therapy department and demonstrate best and innovative practice
- 3.6 Build and implement evaluation measures for the inpatient and day patient group therapy programme

4. Training and Development

- 4.1 Responsibility for ensuring completion of mandatory training, including e-learning and breakaway training offered by Nightingale Hospital
- 4.2 Regular performance reviews and annual appraisal with the EDU Therapy Lead
- 4.3 Identification of any skill deficits which will require some training and support
- 4.4 Participate in external clinical supervision and internal peer supervision/reflective practice
- 4.5 Commitment to personal and professional development
- 4.6 To supervise psychology students and be involved with student training if appropriate
- 4.7 To provide in-service training and updates for the MDT as needed
- 4.8 To engage in the development and implementation of psychology services and new practice as appropriate within the service lines

5. Health and Safety

- 5.1 Report any health and safety issues to the Hospital Director that impact on the immediate work environment or patient areas at Nightingale Hospital.
- 5.2 Be aware of any health and safety policies and procedures relating to the job and use of equipment.
- 5.3 Knowledge of risk assessment and risk management practice in relation to mental health.
- 5.4 Be aware of the fire procedure relating to the area and carry the fire alarm key

6. Other

- 6.1 To recognise the importance of patient care and present a positive, courteous and helpful attitude when dealing with users of the Hospital's services.
- 6.2 To present a professional and efficient image at all times.
- 6.3 To be responsible for reading, understanding and complying with all relevant policies and procedures.
- 6.4 To undertake additional duties, as and when required, as directed by your line manager.

Who we're looking for

	Essential	Desirable
Education and qualifications	<ul style="list-style-type: none"> ✓ Doctorate in Counselling/Clinical Psychology or equivalent ✓ Registration with the Health & Care Professions Council (HCPC) ✓ Evidence of continuing professional development 	<ul style="list-style-type: none"> ✓ Further specialism and training in MANTRA, CBT-E, body image and/or DBT ✓ Clinical supervisory skills
Work experience	<ul style="list-style-type: none"> ✓ Evidence and experience of working within an eating disorder service ✓ Evidence and experience of working within a mental health service ✓ Experience of working autonomously and cooperatively within a multidisciplinary team ✓ Experience working with individuals and groups with a range of complex presentations in an inpatient and/or day patient setting ✓ Demonstratable skills and experience in relation to conducting clinical assessments, including the management of risk ✓ Experience in the development of psychology services 	<ul style="list-style-type: none"> ✓ Prior experience within a private healthcare environment ✓ At least two years' experience working in and eating disorders unit or day care service ✓ Evidence of participation in audit/quality improvement ✓ Experience running a carer support group
Skills, knowledge and aptitude	<ul style="list-style-type: none"> ✓ Knowledge of professional code of conduct for the HCPC and applies this in practice ✓ Ability to communicate information sensitively and compassionately without judgement and in a positive manner with colleagues, patients and visitors ✓ To be proficient in all forms of communication ✓ Ability to work autonomously and set priorities ✓ Ability to balance team working with independent initiative ✓ Ability to organise and respond to complex information ✓ Commitment to lifelong learning ✓ Commitment to client centred, non-discriminatory practice ✓ Well-developed aptitude for self-awareness and demonstrable self-reflective practice ✓ Ability to identify and manage stressful situations and accept direction ✓ Fully IT literate (e.g. electronic databases/file systems; email and other electronic communication) ✓ Professional manner 	<ul style="list-style-type: none"> ✓ Ability to deliver presentations or promotions to other professionals
Impact on others	<ul style="list-style-type: none"> ✓ High level of self-confidence, compassionate and approachable ✓ Ability to maintain therapeutic boundaries with patients 	
Requirements	<ul style="list-style-type: none"> ✓ Good time-keeping skills ✓ Ability to work well under pressure ✓ Ability to act appropriately in distressing or emotional circumstances ✓ Ability to work flexibly to meet the needs of the business 	

Nightingale Hospital reserves the right to vary these duties from time to time or require the job holder to undertake additional duties within their general scope of qualifications, skills and experience.

Company benefits

To reward the hard work of our fantastic colleagues, we offer an excellent benefits package as per the below:

- Competitive salaries + an additional London allowance of £4,000 per annum added to all permanent posts (pro-rata for part-time roles)*
- Negotiable relocation allowance
- 25 days' annual leave (increasing up to 30 with long service), plus bank holidays
- A 'refer a nurse scheme' paying £2000 per successful recruit
- Opportunities for continuing professional development (CPD) and training
- Generous company pension scheme with [The People's Pension](#)
- 100% of NMC registration renewal paid (subject to meeting the criteria)
- Travel loan scheme
- Annual staff bonus (discretionary)
- On-site restaurant with subsidised staff meals at breakfast, lunch, and dinner
- Employee Assistance Programme
- Access to [Perkbox](#) Medical, which provides 24-hour access to a private GP service
- An extensive [Perkbox](#) staff benefits package, offering a comprehensive range of discounts and access to well-being apps
- Free life assurance cover (4x salary)
- Free eye tests and contribution towards the cost of glasses (if required)
- Long service recognition*
- Enhanced maternity/paternity pay*
- Long-term disability insurance*

***Subject to T&Cs**

Requirements for all staff

Health and safety: It is the responsibility of all employees to work together to achieve a safe environment, and to take reasonable care of themselves and others. Of particular importance is reporting all potential risks, incidents and complaints. Specific individual responsibilities for health and safety will be outlined under key responsibilities for the post.

Equality and diversity: It is the responsibility of all employees to support the vision of promoting a positive approach to diversity and equality of opportunity, to eliminate discrimination and disadvantage in service delivery and employment. All employees have the right to be treated with dignity and respect at work, and the Hospital will do all it can to ensure this happens through the implementation of and compliance with Equality & Diversity Policies.

Confidentiality: In the course of your employment employees will have access to confidential information of a personal and/or clinical nature, including information relating to the hospital patients, employees and other parties. Such information must not be used for the employees' personal benefit, nor disclosed to other persons without consent of the party concerned unless required by law to do so. This applies both during and after the termination of employment. Any breach of confidentiality during employment may be regarded as serious misconduct and could lead to summary dismissal.

Performance appraisal and development: The hospital is committed to providing a high-quality service through the effective management and development of its employees. All employees should be dedicated to providing a quality service and Performance Appraisal is of assistance to both employees and managers in allowing comparison between the standards achieved with the standards expected. Appropriate measures can be agreed, and any deficiencies rectified through identification and delivery of personal development needs. In addition to the continuous cycle of performance management, of a formal and informal nature, all employees will receive a formal appraisal of their work, development needs and a review of their thoughts and aspirations on an annual basis.

Statutory and mandatory training: It is the responsibility of the individual employee to ensure that all required statutory and mandatory training is undertaken as necessary.

Safeguarding children and vulnerable adults: This is a regulated position and the post holder will be subject to an enhanced Disclosure & Barring Service check upon appointment, and every 5 years thereafter.

We are committed to safeguarding children, young people and vulnerable adults within our care. Employees are accountable to ensure that they know how to respond when they are concerned for the safety of a child, young person or vulnerable adult. We will support employees in this process by providing training, support and advice. The hospital has a safeguarding lead who can be contacted for guidance and can provide safeguarding supervision. The hospital works in partnership with key agencies to protect children, young people and vulnerable adults. For children, employees should be aware of their responsibilities detailed in the '4 Local Safeguarding Children Boards Child Protection Procedures' and for vulnerable adults in the Safeguarding Adults Policy.

Infection Prevention Control: The hospital has designated the prevention and control of infection and the full implantation of the Code of Practice (2008) as a core component in the organisations clinical governance, managing risk and patient safety programmes. All employees are expected to follow consistently high standards in the prevention and control of infection, especially with reference to hand hygiene, adherence to dress/uniform code and for clinical staff all procedures involving aseptic technique, be aware of and follow Infection Control guidelines and procedures relevant to their work, participate in mandatory training and annual updates. Protecting patients from infection is everyone's responsibility.

Rehabilitation of Offenders Act 1974: This post is subject to an exception order under the provisions of the Rehabilitation of Offenders Act 1974. This stipulates that all previous convictions, including those that are 'spent' must be declared. Previous convictions will not necessarily preclude an individual from employment but must be declared in writing at the appropriate stage during the recruitment process.

Data protection: As an employer, the hospital needs to keep information about all employees for purposes connected with their employment. The type of information held includes information for payroll purposes, references, contact names and addresses and records relating to employment. These uses are covered by our notification with the Information Commissioners Office under the Data Protection Act 1998.

The information which is held will be for management and administrative use only, but the hospital may need to disclose some information we hold about employees to relevant third parties (e.g. Inland Revenue).

Records management and quality: Employees are legally responsible for all records that they gather, create or use as part of their work and they remain the property of the hospital. This includes patient, financial, personal and administrative records, whether paper based or on computers. All such records are considered public records and employees have a legal duty of confidence to all service users. Employees should consult the Records Management Policy and ask for guidance from their manager if they have any doubt about the correct management of records with which they work. All employees have a responsibility to ensure information quality standards are maintained.

Information security: Under the provisions of the Data Protection Act, it is the responsibility of each member of staff to ensure that all personal data relating to patients and members of staff, whether held in manual or electronic format, is kept secure at all times. Computer passwords must not be shared either between systems or users. E-mail messages, any files stored on the networks or on equipment and usage of the Internet, and computer systems, irrespective of whether these related to personal use. Access and usage of computers must be in accordance with hospital policies. Safe haven procedures are to be used for all electronic transfers of personal data. This is in order to

protect patients and staff, and the hospital's reputation and to ensure that it complies with the law and other relevant guidelines.

Smoke-free policy: The hospital operates a Smoke-free policy, except in designated areas. This means that smoking is not permitted anywhere within owned or leased premises, including within grounds unless designated as a smoking area. In the interests of promoting responsible healthcare, all staff are to refrain from smoking when off-site in uniform or wearing an identifying badge in any public place. The policy also applies to all staff employed at any location they may work, whether within or external to the premises. The policy contains further details including support facilities.

COVID-19 update: At Nightingale Hospital we are committed to ensuring the safety of our staff and have taken various measures to allow everyone to continue to operate both effectively and efficiently, whilst still remaining safe. All procedures have been evaluated and retrospectively restrictions have been implemented in line with the Hospitals Infection Control Protocol and general government guidelines regarding virus transfer and social distancing during the pandemic. All work areas have been risk assessed and have been shared with respective departments. This has led to the implementation where necessary of Perspex screens between desks and the use of masks/visors in majority of places around the hospital.

Nightingale Hospital is an Equal Opportunities Employer and ensures equality of opportunity in recruitment, promotion, pay, benefits and training by adopting and following practices that are free from unfair or unlawful discrimination.

All appointments are subject to receipt of a satisfactory Disclosure & Barring Service (DBS) Certificate and pre-employment checks.

I confirm that I agree to the details of this job description as outlined above:

Full name:

Date:

Signed: