

## JOB DESCRIPTION

<b>Job Title</b>	<b>Children and Young Person Lead (Senior Psychological Therapist)</b>
<b>Reports To</b>	Psychological Therapies Team (PTT) Manager and Head of Patient and Family Support
<b>Location</b>	St Peters Hospice (SPH) Brentry site and community locations covered by the hospice (Bristol, North Somerset, South Gloucester and when agreed, remote working.
<b>Department</b>	Patient and Family Support (PFS) Clinical Directorate
<b>Job Purpose</b>	<p>The CYP Lead will provide specialist psychological assessment and intervention to children and young people (CYP) experiencing bereavement and loss due to a parent or significant adult's illness and death within the hospice setting. This role will be pivotal in shaping the future of bereavement support for CYP, drawing on the latest evidence-based psychological interventions.</p> <p>To work with work with a caseload of complex cases across the hospice providing psychological therapy to individuals and groups, face to face and remotely.</p> <p>To work with adults, children and young people at the Brentry site, outpatient services and in the community.</p> <p>The Therapist will work within a multi-disciplinary team to ensure the holistic needs of patients, clients (including children and young people) are identified and met through the delivery of evidence based psychological interventions. As part of the Psychological Therapies Team (PTT), the Therapist will provide clinical supervision on a formal and informal basis to PTT volunteers and students and other clinical staff as required.</p>

	<p>To contribute to the learning and development of clinical staff and volunteers to support a psychologically informed approach to working with people effected by a life limiting illness.</p>
<b>Key Relationships</b>	<p>PTT Team Manager</p> <p>Head of Patient and Family Support</p> <p>Patient and Family Support Teams – Social Work Team, Spiritual Care Team</p> <p>Nursing, Medical and Allied Healthcare Professionals within SPH and the local Health and Social Care Community</p> <p>Learning &amp; Development Team</p> <p>Fundraising, Marketing and Comms Teams</p> <p>Volunteer Resources</p>
<b>Key Responsibilities</b>	<p><b>Clinical</b></p> <p>The post-holder will be a highly skilled autonomous practitioner, managing a complex caseload using clinical judgment, critical thinking, reflection and analysis to support their work with people effected by life limiting illness and bereavement.</p> <p>Conduct comprehensive psychological assessments of CYP, including clinical interviews, standardized assessments, and collateral information gathering.</p> <p>To plan, provide and develop specialist patient-centred psychological interventions for patients, clients (including children and young people) under the care of the hospice and/or effected by a life limiting illness and bereavement.</p> <p>Take a designated role in local service leadership and development e.g. education, Children and Young People, groupwork, condition specific specialism.</p> <p>As part of the PTT to accept, assess and plan interventions for patients and family members including the bereaved.</p>

To accept clinical responsibility for a caseload of referred patients, organising this effectively with regard to clinical priorities and best use of time.

To provide both 1:1 and group-based interventions, face to face and virtually.

To maintain accurate and timely records of client interventions within client notes.

To respect all materials produced in the therapy process and where appropriate record and store all materials in accordance with professional guidelines.

Maintain statistical data where required.

To participate in relevant clinical meetings regarding multi professional care planning and implementation.

To be an active member of the multi-disciplinary team and to participate in team meetings particularly in relation to own specialist area.

Work as an integrated and collaborative team member, respecting others' ways of working and holding in mind other assessment, treatment and support which may be being provided alongside psychological therapy input.

To communicate effectively and sensitively with all service users and team members.

To provide cover for colleagues as required and appropriate.

To take responsibilities in such a way as to minimise risk of harm to children, young people and adults and to safeguard and promote their welfare in accordance with current legislation, statutory guidance and hospice policies and procedures.

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To undertake safeguarding training and receive safeguarding supervision appropriate to their role.

To conform to the professional standards set by your regulatory professional body. You are required to ensure your registration to practice is current and you maintain continuous professional development.

To have access to and maintain confidentiality when dealing with confidential data on staff, patients and services within St Peter's Hospice. Failure to maintain confidentiality will lead to disciplinary action, which could ultimately lead to dismissal.

To keep up to date on all matters relating to Hospice procedure and policy.

### **Service Innovation**

Lead on the development and implementation of innovative bereavement support programs for CYP, including group-based interventions, digital resources, and peer support initiatives.

Collaborate with other team members to develop and refine clinical pathways and protocols for CYP bereavement care.

Conduct audits and evaluations to monitor the effectiveness of services and identify areas for improvement.

### **Research and Knowledge Dissemination**

Undertake research projects to advance the understanding of child bereavement and the effectiveness of psychological interventions.

Publish research findings in peer-reviewed journals and present at conferences.

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Develop and deliver training programs on child bereavement and loss for staff, volunteers, and the wider community.

### **Management and leadership**

In the absence of the Team Manager, to provide leadership and day to day management of the PTT service.

To provide leadership and if required, line management to junior and unqualified PTT staff, trainee therapists, PTT volunteers.

### **Communication**

Develop and maintain communication with people about difficult matters and/or in demanding situations.

Adapt communication methods considering culture, background, and preferred way of communicating.

Demonstrate an understanding of the need to involve clients in decision making, offering them informed choices, and respecting their views.  
Provide feedback to others on their communication where appropriate.  
Contribute fully to multi-disciplinary working within the hospice team and liaise with health care professionals in the community building effective working relationships.

Contribute to the work of other hospice services when appropriate.

### **Personal and People Development**

Be subject to regular annual staff performance, be committed to continuing professional development and maintain evidence of this development review.

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To actively participate in own supervision and the appraisal process.

To participate in ongoing audit and if required, research programmes.

Be aware of current research on therapy interventions in palliative care and introduce new models/ideas into the service as appropriate.

To develop psychological support within St Peters, including raising awareness about approaches used.

To promote the contribution of psychological support in palliative care.

Attend appropriate meetings both internal and external.

Apply evidence to patient care.

Use strategies to develop own resilience.

Use reflection to support practice improvement, this maybe with colleagues and/or be engaging with clinical supervision.

Identifies development needs for others.

Enables opportunities for others to apply their developing knowledge and skills.

Actively provides learning and development opportunities to others including supervising new staff and clinical placements.

Actively contributes to the evaluation of the effectiveness of others' learning/development opportunities and relates this to others.

If line managing, to ensure all employees managed have annual appraisals and personal development plans in place and comply with mandatory

training.

### **Contribute to Improving Quality**

Be expected to produce work of a high standard and to always promote quality.

To ensure all relevant standards/ guidance regarding proficiency, conduct, performance and ethics and other relevant guidelines are adhered to.

To introduce/maintain evidence-based practice within the service.  
Adhere to relevant local/ national guidelines for practice.

Participate and lead in evaluation, audit, and practice development activities of PTT and as part of a multi professional team.

Promote and contribute to measuring quality and outcomes.

### **Monitor and maintain health & safety and security of yourself and others**

Be required to participate in the assessment of risk and thereby contribute towards clinical and corporate governance agenda as appropriate.

Familiarise yourself with matters relating to health and safety management as they affect you personally and/or the Hospice, reporting any potential risks to life or property immediately in accordance with the Hospice's Health and Safety policy and procedures.

Refrain from smoking in any area of the Hospice premises not designated a smoking area.

Look for potential risks to yourself and others in work activities, environment and processes including issues around lone working.

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Work in a way that shows understanding and complies with legislation and hospice policies.

Report actual or potential problems that may put health, security or safety at risk, follow the strict guidelines around information governance.

Work within the guidance policy for the protection of vulnerable adults.

Demonstrate a sound understanding of Clinical Governance including compliance with Health & Safety Policies such as annual training in Manual Handling, CPR, Fire Safety and Risk Management and apply your learning to the work situation.

### **Equality & Diversity**

Uphold St Peters Hospice policies and its commitment to Equal Opportunities for all present and potential members of staff and patients. Therefore, St Peters Hospice expects all employees and volunteers to understand, support, and apply this policy through their working practices which requires all individuals to be treated with respect, dignity, courtesy, fairness and consideration.

Ensure all employees, within the therapy team understand, support and apply the Equal Opportunities policy through their working practice; this requires all individuals to be treated with respect, dignity, courtesy, fairness and consideration.

Challenge bias, prejudice and intolerance if appropriate or bring it to the attention of a manager.

Be aware of the impact of your behaviour on others.

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Demonstrate sensitivity and respect for people from different religious and cultural backgrounds, sexual orientations, genders, and anyone else with different characteristics.

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### **Equality Statement**

St Peter's Hospice expects all staff and volunteers to act in a way that is consistent with organisational procedures and the law relating to equality, diversity and rights and to treat everyone with whom they come into contact equitably, with respect and without discriminating.

They should recognise and appreciate that people, both colleagues and service users, are different and act in ways that are consistent with their needs and preferences. They should ensure that the practices and processes operated in their areas of work are fair and provide equitable treatment for all and they should take effective action to deal with any discrimination or unfair treatment of which they become aware.

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### **St Peter's Hospice Values**

**Excellence** - to strive to be the best we can, listen, learn and innovate

**Compassion** - to show understanding and care in everything that we do

**Respect** - to value everyone and embrace the value of our differences

**Passion** - to be proud of our work and the impact we have

**Collaboration** - to work as one team - built on shared goals and effective relationships

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### **Health and Safety**

Under the provisions of the Health & Safety at Work Act 1974, it is the duty of every employee

i) to take reasonable care of themselves and others at work

ii) to co-operate with the Hospice as far as is necessary to enable them to carry out their legal duty.

iii) Not to intentionally or recklessly interfere with anything provided including personal protective equipment for health and safety or welfare at work.

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### **Rehabilitation of Offenders**

The Hospice promotes equality of opportunity for all individuals with the right mix of talent, skills and potential and welcomes applications from a wide range of candidates, including those with criminal records.

We undertake not to discriminate unfairly against anyone who has previous criminal convictions and having a criminal record will not necessarily be a bar to employment with the Hospice.

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### **Scope of Job Description**

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This job description reflects the immediate requirements and objectives of the post. It is not an exhaustive list of the duties but gives a general indication of work undertaken which may vary in detail in the light of changing demands and priorities. Substantive changes will be carried out in consultation with the post holder.

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## PERSON SPECIFICATION

### Note:

Please use the 'Evidenced by' column to indicate where the criteria should be demonstrated  
A= Application Form, I = Interview, A/I = Application & Interview. **This column is optional**

Criteria	Essential	Desirable	Evidenced by
<b>Qualifications</b>			
Relevant post graduate professional qualification e.g. Counsellor; Arts Therapist, Psychotherapist, Psychological practitioner.	X		Application
Practitioner must be qualified to work with adults and children.	X		Application
Membership of a relevant professional body such as BPS, BACP, BAMT, BAAT, HCPC.	X		Application
Master's degree		X	Application
Supervision Qualification		X	Application
Area or areas of specialism relevant to role such as, pain management, working with dementia or trauma informed therapy.		X	Application
<b>Knowledge &amp; Experience</b>			
Working in a multi-disciplinary team	X		
Working in an organisation	X		
Working with loss/ bereavement		X	
Delivering supervision		X	
Experience of working in a healthcare setting	X		
Experience at Band 7 level or equivalent.	X		
Experience in supervising in a palliative care setting		X	
Knowledge of relevant legislation and policies both locally and nationally	X		
<b>Skills</b>			
High level of communication and interpersonal skills	X		
Computer literate	X		
Assessment and formulation of care planning	X		
Ability to plan, prioritise and manage own caseload; excellent time management	X		
Experience of presenting to or teaching groups		X	
Ability to undertake research and/or interpret research in an area of specialist care		X	
<b>Personal Attributes</b>			
An understanding and empathy for the work of the Hospice	x		I
Driving license and own transport	x		A