

## Job Description

<b>Job Title:</b>	<b>Cognitive Behavioural Therapist</b>
<b>Band:</b>	<b>Band 7</b>
<b>Locality:</b>	<b>Specialist Services</b>
<b>Service:</b>	<b>Eating Disorders</b>
<b>Base:</b>	<b>Eating Disorder Service – The Bay- Lancaster, Morecambe, Kendal &amp; Barrow</b>
<b>AfC Ref:</b>	
<b>Hours of work:</b>	<b>37.5 hours per week</b>

### Reporting Arrangements:

**Managerially accountable to: Consultant Clinical Psychologist/ Clinical Lead (Service Wide)**

**Professionally accountable to: Team Leader (Locality) and Service Manager (Service Wide)**

### Job Summary

- To provide high quality CBT to children, young people and adults who present with an eating disorder, including those with a degree of complexity.
  - To work as part of a multi-disciplinary team, including specialist nurses, psychologists/ psychological therapists, specialist GP/ medics and dietitians.
  - To work autonomously within professional guidelines and the overall framework of team policies and procedure.
  - To provide clinical supervision and mentoring to cognitive behavioural therapists and trainees, and other members of the MDT as required.
  - To deliver a CBT service in accordance with NICE guidelines, meeting key performance indicators and agreed activity levels.
  - To provide advice and consultation on clients' care, to non-CBT colleagues and to non-professional carers.
  - To utilise research skills for audit policy and service development and research within the areas served by the team.
  - To work with the Team Leaders and Senior Clinical Psychologists/Lead Clinicians to support managing waiting times, prevalence and recovery.
  - To promote wellbeing and social inclusion.
  - To take lead CBT role in a designated areas of work.
- To provide an element of clinical leadership at team level, taking a role in service development, including engaging and working with other agencies.

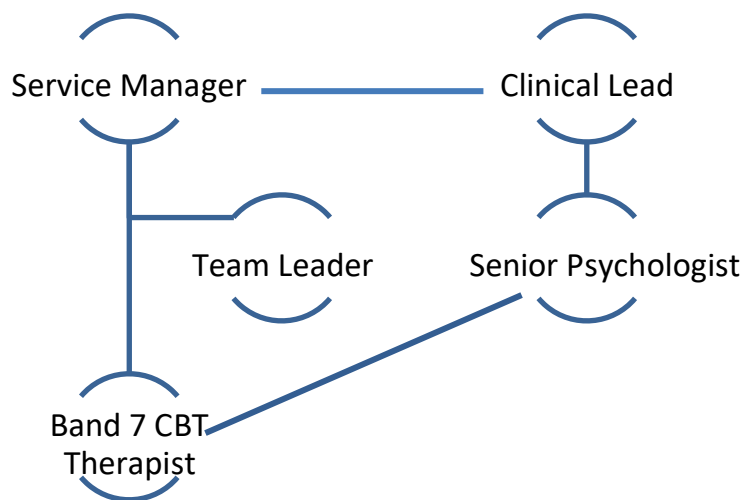
We are

**We are  
LSCft**

kind ● a team ● respectful ● always learning

## **Key Relationships**

### **Department Chart**



## **Key Responsibilities**

### **Communication and Relationship Skills**

To provide specialist cognitive behavioural therapy advice, guidance and consultation to other professionals contributing directly to client's formulation, diagnosis and treatment plan.

To communicate, in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans for clients and family/carers under their care and to monitor progress.

To communicate and liaise where appropriate with all other professionals involved in the individual client's treatment and ongoing mental health care.

To provide regular information to clients' GP and/or referrer about the treatment process and outcome, initial and ongoing risk assessments, making appropriate disclosure and referral onward where necessary.

To provide information reports as required by the team leader and others e.g. clinical lead, in order to facilitate effective communication with referring agencies and commissioners.

To improve wellbeing through interventions and encouraging access to other agencies that provides social prescribing and promote social inclusion.

To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.

### **Analytical and Judgmental Skills**

To provide a specialist cognitive behavioural assessment and therapy service based upon the appropriate use, interpretation and integration of complex data from a variety of sources, including psychological assessments, self-report measures, rating scales, direct and in direct structured observations as well as interviews with clients, family members and others involved in the client's care.

To undertake risk assessment and risk management for individual clients.

To make decisions regarding suitability for CBT with particular regard to issues of risk and referral onward to other specialist services as required.

To formulate and implement treatment plans with clients, normally within an agreed structured time frame, by offering NICE compliant one to one interventions, NICE compliant group interventions and online therapy where appropriate.

To exercise sound theoretical knowledge of the processes of a psychological intervention based on evidence of efficacy employing a range of short term NICE compliant psychological interventions to meet the needs of the referred client. To develop, monitor and evaluate new areas of care and treatment.

### **Planning and Organisational Skills**

To formulate and implement plans for the formal cognitive behavioural therapy treatment of client's problems, based upon an appropriate conceptual framework of the client's problems and employing methods based upon evidence of efficacy.

To plan and organise appropriate material and equipment and have this ready at every session which involves transporting large amounts of therapy documents which are heavy and bulky.

To manage own clinical and supervisory case load within guidelines provided by the team operational management and the professional guidelines and ethical framework of the BABCP.

To provide an agreed level of activity (to include clinical and supervisory caseload) in keeping with service level agreements and agreed by team leader.

To oversee placements as appropriate for CBT trainees, ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to mental health care.

To contribute to in service training events through presentations, with information relating to good working practice, special projects and procedural changes.

To take a role in the management of waiting times for CBT in the team and to recommend and take actions to manage access times in conjunction with the team leader.

### **Patient/Client Care**

To provide specialist psychological assessments of clients referred to the team based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the clients care.

To be responsible for implementing a range of CBT interventions for individuals and groups, within and across teams, whilst adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.

To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.

To improve wellbeing and social inclusion through interventions and encouraging access to other agencies that provide social prescribing and which promote social inclusion.

To be able to work with a range of client presentations, including ambivalence and resistance, in order to facilitate the client's ability to engage in meaningful and effective therapy.

To monitor risk and safeguarding concerns and act accordingly to ensure safety of the client and those involved with their care.

To deliver individual, group and online therapy and support the development of these approaches within the team.

To maintain the highest professional standards of practice by undertaking regular professional and clinical supervision, caseload management supervision and appraisal in keeping with professional body and Trust guidelines.

To work with managers to ensure therapists are delivering a service in accordance with NICE guidelines and that they are meeting KPIs supported by the integration of caseload management principles within clinical supervision.

To maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the British Association of Behavioural and Cognitive Therapists and Trust policies and procedures.

Maintaining professional body (BABCP) accreditation and registration and supporting other CBT therapists to achieve this in a timely manner.

### **Responsibilities for Policy and Service Development**

To promote and support service development including group work and online therapy.

To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.

To contribute to the supervisory needs of the team as required and provide clinical supervision to qualified and trainee clinicians.

To work with the team lead to ensure clinicians are delivering a service in accordance with NICE guidelines and are meeting KPIs supported by the regular integration of caseload management principles within clinical supervision.

To provide supervisor reports where requested providing details of the competencies and progress of trainee clinicians and qualified staff.

To contribute to in-service training events through presentations with information relating to good working practice, special projects and procedural changes.

### **Research and Development**

To utilise theory, evidence based literature and research to support evidence-based practice in individual, group and online and with other team members.

To utilise research skills for audit policy and service development and research within the areas served by the team.

## Person Specification

Description	Essential	Desirable	Assessment
Education/ Qualifications	<p>Formally recognised Cognitive Behaviour Therapy Post Graduate Diploma</p> <p>CBT full accreditation with BABCP</p> <p>AND Professional qualification in health or social care, e.g. RMN or Social Worker OR KSA equivalence</p>	Master's Degree in relevant subject or equivalent knowledge & experience.	<p>Certificates</p> <p>Application form</p>
Knowledge	<p>Highly specialist knowledge of the theory and practice of cognitive behaviour therapy.</p> <p>Extensive theoretical and clinical knowledge of the theory and practice of CBT in specific difficult to treat groups (e.g. dual diagnoses, people with</p>	<p>Knowledge of the NICE guidance for eating disorders and MARSIPAN guidance, including how CBT fits within the service model.</p> <p>An understanding of the key performance indicators and Referral to Treatment</p>	<p>Application form</p> <p>Evidence of CPD activity including courses</p> <p>Interview</p>

	<p>eating disorder etc.) and disorder specific treatment models.</p> <p>Ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.</p> <p>Evidence of ability to develop and evaluate areas of care and treatment.</p> <p>Well developed skills in providing advice to other professionals and non-professionals.</p> <p>Knowledge of legislation in relation to the client group and mental health.</p> <p>Keyboard skills sufficient to enter data/write reports.</p>	<p>guidance for eating disorder services and how they relate to clinical practice.</p>	
Experience	Evidence of experience of	Experience of working with	Application form and interview

	<p>Cognitive Behaviour Therapy assessment and treatment of clients in mental health services.</p> <p>A broad range of experience of working with a wide variety of clients that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.</p> <p>Experience and knowledge of providing clinical supervision, utilising appropriate supervision models and safeguarding</p> <p>Experience of promoting wellbeing and social inclusion delivering specialist.</p>	<p>all ages with eating disorders and co-morbid mental health needs.</p> <p>Experience of the application of Cognitive Behaviour Therapy in different cultural contexts.</p> <p>Experience of delivering online therapy.</p> <p>Experience of waiting list management strategies.</p>	
Other	Working to professional guidelines.		



	<p>Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours.</p> <p>Ability to identify, and employ, as appropriate, clinical governance mechanisms for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</p> <p>Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.</p> <p>Willingness to undergo an enhanced DBS check.</p> <p>Ability to drive or access suitable transport in order to work from different bases</p>		
--	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--	--

	within the working week.		
--	--------------------------	--	--

## **EFFORT FACTORS**

<b>PHYSICAL EFFORT</b> What physical effort is required for the job?	How often?	For how long?	What weight is involved?	Any mechanical aids?
Low/moderate – at times there may be requirements to carry and transport resources to deliver groups.	Infrequent	To car/ base	Varied – within Trust guidance for manual handling.	No

Is the job holders expected to sit / stand in a restricted position?	How often?	For how long?	What activity is involved?
Yes	Every session	Varies depending on duties (i.e. admin or clinical)	Sitting for therapy sessions (typically 1 hour at a time)

<b>MENTAL EFFORT</b> Are there any duties requiring particular concentration? – Please detail.	How often?	For how long?
All clinical duties, particularly psychological assessment, therapy & consultation sessions. Contribution to complex case work/ forums. Report writing.	Daily	Extended periods
Are there any duties of an unpredictable nature? – Please detail.	How often?	For how long?
Home visits (although not routinely offered)	Infrequent	Up to 1 hour

<b>EMOTIONAL EFFORT</b> Does the job involve dealing with any distressing or emotional circumstances? – Please detail.	Direct / Indirect exposure	How often?
Working with service users and families showing high levels of distress and high levels of physical health risks. Cases involved in safeguarding children/adults processes. Supporting service users who display self-harm and self-injurious behaviour.	Direct	Daily, possible multiple times a day
<b>WORKING CONDITIONS</b>		How often?

Does the job involve exposure to unpleasant working conditions? – Please detail.	
Potentially for any home visits.	Infrequently

## Our Values & Behaviours

The values and behaviours represent what we as an organisation, and the individuals who make up that organisation, are about. It is our aim that everything we do fits in with, and reinforces, these values:

<b>Values</b>	<b>Behaviors we expect</b>
<b><i>We are always learning</i></b>	<ul style="list-style-type: none"> <li>✓ We seek our opportunities to learn so we are supported to reach our potential</li> <li>✓ We set high standards and are open to change and improvement</li> <li>✓ We value appraisals, supervision and learning opportunities</li> <li>✓ We speak up if we are concerned about safety and focus on opportunities to improve</li> </ul>
<b><i>We are respectful</i></b>	<ul style="list-style-type: none"> <li>✓ We are open and honest, ensuring people receive information in ways they can understand</li> <li>✓ We seek, value and support diverse perspectives, views and experiences</li> <li>✓ We put service users and carers at the heart of everything we do, proactively seeking feedback</li> <li>✓ We take pride in our work and take responsibility for our actions</li> </ul>
<b><i>We are kind</i></b>	<ul style="list-style-type: none"> <li>✓ We are approachable and show compassion</li> <li>✓ We actively listen to what people need and proactively offer our support</li> <li>✓ We pay attention to our own wellbeing and the wellbeing of others</li> <li>✓ We celebrate success and provide feedback that is sincere and genuine</li> </ul>
<b><i>We are a team</i></b>	<ul style="list-style-type: none"> <li>✓ We take personal and team accountability to deliver the highest standards of care</li> <li>✓ We work in active partnership with service users and carers</li> <li>✓ We actively build trusting relationships and take time to celebrate success</li> <li>✓ We work in collaboration with our partners to enable joined up care</li> </ul>

## Special Conditions:

As a member of staff you have:

- Legal duties and responsibilities under Health & Safety legislation, plus a general duty to work safely and not to put others at risk i.e. colleagues, service users, visitors, as a result of any activity or omission at work.
- A duty to report any practice that you consider compromises standards of risk and health & safety. The Whistle-blowing Policy gives effect to the Public Interest Disclosure Act under which an individual who raises such concerns for unfair treatment is protected.

All Lancashire & South Cumbria NHS Foundation Trust staff employed within all Environments that have contact with service users, their families or systems to support them have a responsibility to safeguard and promote the welfare of children, adults and vulnerable families.

As a member of staff you must:

- All Lancashire & South Cumbria NHS Foundation Trust staff employed within Clinical Environments have contact with children, vulnerable adults, service users and their families must familiarise themselves and be aware of their responsibilities and adhere to Local Safeguarding

Children's Board, Local Safeguarding Adult Board and LSCFT Procedures for Safeguarding and Protecting Children.

- The Trust places great emphasis on the need for the strictest confidentiality in respect of personal data - both that of service users and staff. All information about people will be treated in the strictest confidence at all times. Breaches of confidentiality will be investigated and may lead to Disciplinary action being taken.
- The Trust view its responsibility under the Data Protection Act and the Caldicott Principles as central to all activities that are carried out in its name. Staff are therefore expected to acquaint themselves with the principles of Information Governance, and to complete the mandated training modules that have been agreed."
- The Trust places great importance on sustainable development, reducing their carbon footprint and maximising the positive social, economic and environmental outcomes of Trust actions and activities. As an employee it will be your responsibility to minimise your environmental impact, use resources efficiently, saving energy by switching off unnecessary equipment, reducing waste generation, using recycling / redistribution facilities, minimising travel and saving water when possible. If your role involves purchasing / ordering supplies you must consider the environmental / sustainable impacts and purchase optimal environmental / sustainable products / services.

Promoting Equality and Reducing Inequalities

- To understand and uphold organisational policies and principles on the everyday promotion of equality, diversity and inclusion.
- To create an inclusive working environment which values a variety of ideas, experiences and practice, where differences are respected and celebrated for the benefit of ourselves, the Trust and the communities we serve.
- To uphold the Trust's commitment to health and wellbeing



**We are  
Kind**



**We are  
Respectful**



**We are  
Always  
Learning**



**We are a  
Team**