



HM Prison & Probation Service

Job Description (JD)

Band 7

Group Profile – Registered Practitioner (RP)

Job Description – RP: DTC Group Psychotherapist

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Job Description

Job Title	RP : DTC Group Psychotherapist
Group Profile	Registered Practitioner
Organisation Level	Functional Specialist
Band	7

Overview of the job	This is a non-operational, prisoner facing job with clinical responsibilities.
Summary	<p>The job holders covered by this job description are usually categorised as specialists in their field or those whose role requires significant additional experience, training and personal development.</p> <p>The focus of the work is based on therapeutic community principles, where the post-holder provides specialist input into a dedicated multidisciplinary team to develop and maintain a treatment environment where attitudes and expressions, which would not normally be tolerated in prison, are accepted and used to give feedback to prisoners. This therapeutic dialogue leads to prisoner's greater understanding of their usual behaviour and is based on psychotherapeutic principles.</p> <p>The job holder will largely excel in the area of psychodynamic and psychotherapeutic models of treatment, risk assessment or be a specialist in a specific area such as working with group analysis, complex needs or personality disorder. At this level the jobholder has the responsibility for the specialist contribution to clinical group processes, and is involved in the delivery of a therapeutic community intervention which includes overseeing the quality of group process and the delivery of staff supervision.</p> <p>The job holder will provide clinical specialist input and advice within the therapeutic community setting supporting operational staff and other clinicians in their approach to group psychotherapy. The post holder will be responsible for the effective delivery and facilitation of large and small structured therapeutic groups with prisoners, providing professional support and advice to all staff involved in these sessions</p> <p>The job holder will be working with complex prisoners and prison staff and applying their experience and competence in the area of psychotherapy to reduce the risk of harm and re-offending by undertaking complex treatment intervention with prisoners, conducting or contributing to research and delivering training for staff and group interventions for prisoners.</p> <p>This is a prisoner facing role with no line management responsibilities</p>
Responsibilities, Activities and Duties	<p>The job holder will be required to carry out the following responsibilities, activities and duties:</p> <ul style="list-style-type: none"> • Specialise in the clinical delivery of an accredited intervention (Democratic Therapeutic Community) ensuring that clinical requirements are adhered to and complement operational practice. • Facilitate large and small therapy groups, supporting co-facilitators and other staff engaged in these processes • Manage therapy group dynamics and support other staff such as officers to facilitate groups, providing clinical input and knowledge where required

- Ensures the integrity and effectiveness of the group sessions ensuring a range of professional standards are met in relation to the delivery of each session through oversight and supervision of other staff
- Ensures that the delivery of treatment complies with the requirements of the programme and remains consistent with the underlying theoretical models and prescribed delivery style
- Contribute to the effective implementation of the Democratic Therapeutic Communities accredited core model in the prison setting.
- Deliver individual and group clinical supervision to members of the staff team and develop the clinical abilities of staff who deliver group therapy. Contribute to the overall appraisal of staff with regard to competence and quality of intervention delivery
- Support and supervise others in the team delivering supervisory processes.
- Provide a specialist group analytic contribution to the adult male treatment service in the prison setting, working men with significant offending behaviour and Personality Disorder referred to the Therapeutic Community, utilising information from a broad base group theory and methodology and integrating it into a psychological formulation of the client in the context of their family and wider social context.
- Promote clinical principles, supporting staff to these into practice in the way they communicate with and work with one another, modelling TC values and culture for other staff on the unit.
- Manage relationships with internal and outside agencies ensuring plans are developed for continuity of the offenders treatment upon transfer or release in liaison with other staff
- Act as a “professional witness” in parole board hearings, multi-agency meetings, and other formal settings where specialist input is required, such as re-categorisation boards. May also act as expert witness in respect of court proceedings for Ministry of Justice
- Provide clinical formulation and implementation of plans for psychotherapeutic treatment or management of resident’s mental health problems based on current evidence-based best practice within the Therapeutic Community.
- Contribute to effective risk assessment and resulting risk management of complex, vulnerable or high risk prisoners, reporting on treatment and therapeutic progress in relation to criminogenic factors.
- Develops and maintains expertise in the assessment and treatment of offenders and risk areas targeted by the programme
- Provide specialist advice to decisions relating to progress in treatment for residents on the TC, continuation or termination of therapy and therapeutic dosage.
- Contribute to other offender management processes (usually with more complex cases in work such as Assessment, Care in Custody & Teamwork (ACCT) assessments and self-harm or personality disorder assessments)
- Attend weekly clinical, community, staff team meetings, including administrative, assessment and academic meetings, and other service meetings as necessary for effective team working and service development needs.
- Integrate into the Therapeutic Community, engaging in all aspects of its community life, abiding by the rules of the constitution in line with other members, staff and residents. Ensure all members of the team adopt this approach.
- Ensure interactions between prisoners and staff is actively encouraged and constructive within the therapeutic environment
- Monitor therapy practice through direct observation, feedback etc. to ensure that it meets the required standards in line with the post holder’s own professional body
- Provide supervision, training, mentoring and support to trainee psychotherapists and those undertaking psychotherapeutic qualifications (e.g. Group Analysis training) where required.
- Ensure the clinical effectiveness of own practice and of service functioning by participating in audit and development activities relevant to the service area

	<ul style="list-style-type: none"> • • Remain informed of and critically evaluate current research to support evidence-based practice in own professional work and to contribute this perspective in the multi-disciplinary team. • Participate in the evaluation of the Service by working with colleagues in the design and development of service-related research and evaluation projects, as agreed with the Head of Department. • Contribute to the preparation for clinical external audit of the therapeutic community, including preparation of case studies, detailed self-reviews and liaison with external agencies such as the community of communities. Act as a peer-reviewer consultant to other Therapeutic Communities outside of the prison service. • Provide specialist reports when requested for prisoners and to submit within the appropriate time framework • Maintain professional networks with other clinicians and TCs sharing best practice <p>The duties/responsibilities listed above describe the post as it is at present and is not intended to be exhaustive. The job holder is expected to accept reasonable alterations and additional tasks of a similar level that may be necessary. Significant adjustments may require re-examination under the Job Evaluation Scheme and shall be discussed in the first instance with the job holder.</p> <p>An ability to fulfil all spoken aspects of the role with confidence through the medium of English or (where specified in Wales) Welsh.</p>
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Behaviours	<ul style="list-style-type: none"> • Making Effective Decisions • Leadership • Communicating and Influencing • Working Together • Developing Self and Others
Strengths	NB: The below are for guidance only. It is advised strengths are chosen locally, recommended 4-8.
Essential Experience	<p>Possess a professional background in one of the following disciplines: Psychotherapy, Psychology, Psychiatry, Nursing</p> <p>Experience in providing clinical supervision</p> <p>Have undertaken psychotherapy or group analytic training, including knowledge of psychotherapeutic models and effective models for treatment delivery and adherence to best practice models.</p>
Technical Requirements	<p>N.B these are the technical requirements for the group profile, please check the individual job description relating to this group profile for any job specific requirements and add if required.</p> <p>Qualified and registered clinician with an associated and relevant professional body, e.g. BACP, BPS, BABCP, UKCP.</p> <p>Qualification in Clinical Supervision</p>
Ability	

Minimum Eligibility	<ul style="list-style-type: none"> • All candidates are subject to security and identity checks prior to taking up post. • All external candidates are subject to 6 months' probation. Internal candidates are subject to probation if they have not already served a probationary period within HMPPS. • All staff are required to declare whether they are a member of a group or organisation which HMPPS consider to be racist.
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Hours of Work (Unsocial Hours) Allowances	
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Success Profile

Behaviours	Strengths It is advised strengths are chosen locally, recommended 4-8.	Ability	Experience	Technical N.B these are the technical requirements for the group profile, please check the individual job description relating to this group profile for the any job specific requirements and add if required.
Making Effective Decisions			Possess a professional background in one of the following disciplines: Psychotherapy, Psychology, Psychiatry, Nursing	Qualified and registered clinician with an associated and relevant professional body, e.g. BACP, BPS, BABCP, UKCP
Leadership			Experience in providing clinical supervision(<i>preferably both group and individual</i>)	Qualification in Clinical Supervision
Communicating and Influencing			Have undertaken psychotherapy or group analytic training, including knowledge of psychotherapeutic models and effective models for treatment delivery and adherence to best practice models.	
Working Together				
Developing Self and Others				