



HM Prison & Probation Service

Job Description (JD)

Band 5

Group Profile: Trainee Psychotherapist (TP)

Job Description: TP: Trainee Psychotherapist

Document Ref.	OR-JES-3127-JDB5: TP: Trainee Psychotherapist
Document Type	Management
Version	1.0
Classification	Official
Date of Issue	19 June 2025
Status	Baselined
Produced by	Job Evaluation Assurance and Support Team
Authorised by	Reward Team
JD Evidence	

Job Description

Job Title	Trainee Psychotherapist
Group Profile	Trainee Psychotherapist
Organisation Level	First Line Management
Band	5

Overview of the job	<p>This is a non-operational, prisoner-facing role that aims to reduce the risk of re-offending and promote psychological wellbeing for those who are participating in Democratic Therapeutic Community (DTC) treatment by contributing clinical, psychotherapeutic input within DTCs.</p> <p>All work will be conducted under the supervision of a registered psychotherapist.</p>
Summary	<p>This position involves working within a multidisciplinary team to deliver accredited Therapeutic Community treatment aimed at reducing risk and enhancing psychological wellbeing. The focus of the work is based on therapeutic community principles of relationally based, psychotherapeutic work delivered in a safe and cohesive social environment. The job holder is responsible for ensuring they are constantly progressing to the level of a registered psychotherapist. The job holder will be provided with a range of opportunities to progress which they are expected to use to the best advantage of their training and development. The job holder will have experience and/or relevant training in psychodynamic and psychotherapeutic models of treatment or in specific area such as group analysis or working with people with complex needs or personality disorder. This is a non-operational job 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. • Co-facilitate therapy groups providing a specialist group analytic or psychotherapeutic contribution supporting co-facilitators and other staff engaged in group delivery. • Contribute to the integrity and effectiveness of the group sessions by ensuring they adhere to relevant professional standards. • Contribute to ensuring that the delivery of treatment complies with the requirements of the programme and remains consistent with the underlying theoretical models and prescribed delivery style.

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	<ul style="list-style-type: none"> • Where agreed with the training provider and clinical supervisor to provide supervision to other TC practitioners. • Provide professional clinical input in formal settings where specialist input is required, such as re-categorisation boards and multi-agency meetings. • 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 the preparation for external clinical audit of the therapeutic community, including preparation of case studies, detailed self-reviews and liaison with external agencies such as the community of communities. • Provide specialist reports and assessments when requested for prisoners and to submit within the appropriate time framework. • Offer advice/assist in target setting for community members. • Be involved in the development and delivery of training. • Maintain professional networks with other clinicians and TCs sharing best practice. • Participate in psychotherapy training, supervision groups and any other training events as and when required by their training provider with the goal of achieving qualified psychotherapist recognition. <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"> • Communicating and Influencing • Making Effective Decisions • Developing Self and Others • Delivering at Pace • Working Together
Strengths	<p>Note: We recommend you choose 4 to 8 strengths locally – select from the list of Civil Service strength definitions on the intranet.</p>
Experience	<ul style="list-style-type: none"> • Experience of working as a practitioner within a psychotherapeutic environment within a secure setting (i.e. Interventions Facilitator nurse/prison officer, support worker, clinical facilitator).

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Technical requirements	<ul style="list-style-type: none"> • An undergraduate degree or equivalent qualification in a Social Science or related field. • All post holders are expected to undertake a psychotherapy qualification and to qualify as a registered psychotherapist within a five-year period. • Undertake at least monthly supervision with a qualified, registered, psychotherapist. • Have experience of, or be willing to have training in, the wider HMPPS organisation in which the DTC is located.
Ability	

Minimum Eligibility	<p><i>Please do not alter this box</i></p> <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	<p><i>Leave Blank</i></p> <p>To be used by the JES Team only</p>
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