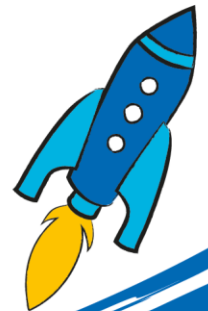


**Clinical/Educational/
Neuropsychologist
Community Neurorehabilitation Team,
Birmingham & Solihull**

Candidate briefing pack



Dear Candidate

Thank you for your interest in becoming a Clinical/Educational/Neuropsychologist for The Children's Trust.

The Children's Trust is the UK's leading charity for children with brain injury. We are unique, with an international reputation for the work we undertake to improve the lives of the children and families with whom we work. We provide information and support to thousands of children with brain injury and their families annually, through education, care, therapy and research. We provide expertise and experience in meeting the needs of children and young people with acquired brain injury, neuro-disabilities and complex health needs.

You will be joining The Children's Trust at an exciting time as we progress our strategy, 'Hope and Ambition' and develop our community services by piloting three new interdisciplinary teams for children with acquired brain injury (ABI) in locations across the country. Through these new teams our ambition is to demonstrate service models that are examples of best practice and show positive outcomes for children and deliver social and economic benefit for the public sector. We want to bring about system change in the provision of community rehabilitation for children with ABI.

As a Clinical/Educational/Neuropsychologist you will report to the Professional Lead of the interdisciplinary Team (IDT) in Birmingham and Solihull. Alongside your Physiotherapy, Occupational Therapy and Speech & Language Therapy colleagues, you will offer specialist intervention that is goal focused, evidence based, and child and family centred. You will collaborate with colleagues across the neurorehabilitation pathway, supporting children and young people as they transition from hospital to home, and throughout their neurorehabilitation journey.

This is a fantastic opportunity if you are passionate and spirited about supporting children and young people with ABI and their families. This is a chance for an outstanding candidate to make a significant and lasting difference to the lives of thousands of children and families. At The Children's Trust we believe in the power of diversity, both for the success of our organisation and because we strive to reflect the diversity of the young people and families we support. We want to hear from people with a range of experiences and skills. The Birmingham and Solihull region is made up of many different backgrounds and cultures, and therefore we particularly welcome those who are from diverse ethnic background, and who are passionate about championing equity, diversity, and inclusion

Kind regards

Rebecca O'Sullivan

Professional Lead, Birmingham & Solihull Community Neurorehabilitation Team

The Charity

The Children's Trust is the UK's leading charity for children with brain injury and complex health needs.

The charity provides rehabilitation, medical care, special education, community services and expert information.

Our key services are:

- Rehabilitation for children with Acquired Brain Injury (ABI)
- A residential non-maintained special school for children with Profound and Multiple Learning Difficulties (PMLD)
- Support for children with ABI and their families in the communities across the UK, through our brain injury community services.
- Online information and support via our publications and braininjuryhub.co.uk

Our residential services based at our national specialist centre in Tadworth, Surrey, work in partnership with the NHS and local authorities to provide a step-down pathway of care between hospital and home. The centre is entirely child and family focused to ensure that their needs are appropriately supported.

In the community, we provide clinical support to complement local services and give children and young people with ABI the best chance of succeeding at home and in school.

We are the only paediatric centre with a national specialised commissioning contract (through NHS England) to provide brain injury rehabilitation for children with severe brain injury. Our other services are funded through local health commissioners (such as clinical commissioning groups), social care and education authorities, together with the millions raised through voluntary fundraising.

Thanks to the generosity of The Children's Trust's supporters, our 24 acre Tadworth site features a modern hydrotherapy pool, accommodation for parents, specially adapted equipment, soft play areas and a wheelchair-accessible treehouse.



We run a non-maintained residential special school for children with PMLD. The Children's Trust School supports children and young people from 3 to 19 years old and is dual-registered with the Care Quality Commission (the school residential houses) and Ofsted.

The Children's Trust is a charitable organisation with approximately 595 committed staff and 560 volunteers with a range of expertise across nursing and care, education, therapy, operations and centralised support functions such as finance, HR, fundraising and communications. A number of these staff are based off site around the UK as part of our community work or in our charity shop.

Job Description

Job Title	Clinical/Educational/Neuropsychologist
Reports to	Professional Lead, Birmingham & Solihull Community Neurorehabilitation Team
Direct reports	None
Level	8a
Location	Remote/working from home with regular travel across Birmingham & Solihull
Salary	£47 126- £53 219
Hours of work	Part-time: 22.5 hours per week
DBS	Enhanced with Children's and Adult's Barred List

Job Purpose

- To provide high quality, evidence-based support, in order to promote participation and wellbeing of children and young people. The role also creates opportunities for supporting those in the system around the child, including provision of spaces for reflective practice and interventions for families.
- The post holder will be responsible for a caseload of children/young people with acquired brain injury who require neuropsychological assessment and/or rehabilitation. The post holder will be expected to lead by example, demonstrating a commitment to client focused and evidence-based practice in all areas of his/her work. They will also be expected to work as an interdisciplinary team member taking on a co-ordinating role with clients as required.
- To contribute to the development and evaluation of the service in conjunction with the professional lead and wider IDT.
- To play an active part in the Neurorehabilitation service participating in service-based initiatives and activities including training, the development of clinical practice, undertaking clinical audits and initiating/participating in research within this specialist area.

Duties and Responsibilities

Clinical Responsibilities

- Provide high quality, evidence-based practice for children and young people attending The Children's Trust Rehabilitation services, in partnership with other members of the multidisciplinary team and education services.
- To provide highly specialist paediatric neuropsychological assessments of children/young people referred to the Service, based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, parents/carers, teachers, family members and others involved in the client's care.
- To develop neuropsychological formulations of presenting problems or situations that integrate information from assessments within a coherent framework that draws upon psychological

theory and evidence, which incorporates anatomical, physiological and developmental perspectives.

- To develop and implement plans for the formal psychological treatment and/or management of a client's cognitive, social, behavioural and emotional difficulties, based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence of efficacy, across the full range of care settings.
- To be responsible for implementing a range of psychological interventions for children/young people, their parents/carers, families and groups, within the Service, adjusting and refining psychological formulations by drawing upon different explanatory models and maintaining a number of provisional hypotheses.
- To evaluate and make decisions about treatment options considering theoretical and therapeutic models and the highly complex and integrative factors associated with the acquired brain injury and developmental processes. To maintain an awareness of other historical factors, which may have shaped the child/young person, his/her parents/carers and the family.
- To provide highly specialist paediatric neuropsychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.
- To contribute directly and indirectly to a psychologically based framework of understanding and care for the benefit of all children/young people referred to the Service, across all settings and agencies serving the client group.
- To undertake risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and risk management in line with Trust and inter-agency policies and procedures.
- To act as care coordinator, ensuring the provision of a care package appropriate for the clients' needs, coordinating the work of others involved with care, tasking responsibility for arranging reviews as required and communicating effectively with the client, his/her family and all others involved in the network of care and to monitor progress during the course of interdisciplinary interventions.
- To communicate, in a highly skilled and sensitive manner, to clients, parents/carers, family and others as appropriate, information that may be contentious or highly distressing concerning the assessment, formulation and prognosis of clients under their care.
- To monitor, evaluate and report on progress during the course of both uni- and interdisciplinary care.
- To produce reports on clients, in a timely manner, that convey the key findings of psychological/neuropsychological assessment and formulation and treatment outcome in a way that does justice to the complexity of the problems described, but that are understandable to the recipients of the reports, including clients, parents/carers and referrers.
- To assist in the management of the team caseload
- To work in partnership with other disciplines and to maintain links with statutory, non-statutory and primary care agencies as appropriate.
- Participate in audits and assist with the implementation of recommended changes. Keep appropriate and accurate intervention records, fulfilling legal, professional and all other requirements of The Children's Trust.
- Work closely with all members of the multidisciplinary team, the child and their family, to provide a fully integrated approach to the overall support of the child.

- Support the delivery of an integrated service model supporting children and young people to maximise their opportunity in learning and participating in everyday activities.
- Work as part of a transdisciplinary team in areas as required, to provide high quality and evidence-based services.
- Place the child, young person, and family centre to our care, sharing decisions, actions, family priorities and preferences.
- Recognise families as partners and co-produce decisions to personalise education, health, therapy, and care.
- Support implementation of waking day neurorehabilitation, maximising opportunities for the child/young person to generalise learning and work on goals across the waking day.
- Demonstrate working knowledge of regulatory compliance e.g. CQC, Ofsted Care and Ofsted Education frameworks, children's home regulations and Keeping Children Safe in Education (KCSIE).
- Work in a range of different environments including Birmingham Children's Hospital, family home and schools.

Communication

- Communicates effectively with children/young people (applying the principles of consistent communication).
- Facilitate effective communication with families and members of the multidisciplinary team.
- Maintain clear and concise documents and records, in accordance with The Children's Trust Policies.
- Ensure documents are managed confidentially at all times.
- Proactively involve children and families in areas of service development ensuring the service, and any changes made to the service, are co-designed.
- To use a range of advanced communication skills to share specialised information and discussions with a range of audiences with different levels of knowledge and expertise.
- To attend, contribute to and lead team meetings and other meetings when appropriate.
- Manage informal complaints, in line with The Children's Trust policies and contribute to the resolution of written complaints and as they occur, take immediate action where necessary.
- To chair child related and service-related meetings as required.

Management of self and others

- Ensure health and safety regulations, safe use of equipment and storage of materials is maintained.
- Adhere to confidentiality and information governance; ensuring children and young people's dignity, privacy and respect is upheld.
- Engage in Peer Support Sessions and disseminate new learning/ skills to the wider team.
- Provide support and supervision for assistants and volunteers within area of responsibility, providing motivation and support to achieve key objectives.
- Participate in the annual Performance Development Review and monthly supervision sessions, as required by The Children's Trust.

- Manage time effectively, ensuring prioritisation of workload appropriately and delegate work, as required.
- Undertake all mandatory training, in-line with The Children's Trust Policy.
- Adequately prepare for Performance Development Reviews, identifying learning objectives and setting targets; identify opportunities for development, in order to meet Continuing Professional Development requirements.
- Seek personal educational developmental opportunities, through attending off-site courses/ events, in-house training sessions and updating knowledge through Literature Reviews.
- Participate in in-service competency training programmes and teaching sessions, as appropriate.
- Assist in the Induction of new staff, students, and other members of the multidisciplinary team.
- Attend and proactively participate in monthly formal supervision.
- The post holder will always observe the service, professional, and ethical guidelines.
- Responsible for day-to-day time management and prioritisation of workload with consideration of the needs of the whole service.
- Provides formal supervision to students and MDT rehabilitation technicians.

Service development, quality and evaluation

- Continually evaluate and audit the service, making use of qualitative and quantitative data as appropriate and in accordance with the pilot evaluation framework. Implement changes to working practice where relevant to improve quality and sustainability.
- Gather the views of service users to ensure the child and family are at the centre of service development and review.
- Identify and disseminate current evidence-based practice for paediatric neurorehabilitation.
- Explore and identify opportunities and innovation to maximise efficiency and reach, e.g. through use of technology and telehealth.
- Participate in quality improvement projects and activities, monitoring effectiveness of new strategies/approaches.

Governance

- To ensure high standards of practice through adherence to recognised professional standards.
- Report and raise concerns related to safeguarding, accessing advice and support as required. Be conversant with The Children's Trust and local NHS/Authority policies for safeguarding
- To carry out and lead clinical audit, using audit results, current research and government guidelines to recommend changes to service delivery and clinical practice implementing changes where appropriate
- To read and implement all policies and procedures and risk assessments pertinent to working practice.
- Maintain professional boundaries and professionalism at all times.
- To recognise and critically appraise situations where the effectiveness, efficiency and quality of the service are compromised and take appropriate action to resolve the situation.

- To critically reflect on own performance and that of other staff and use this evaluation to enhance the effectiveness, efficiency, and quality of future practice.
- To undergo The Children's Trust Risk Assessor training in order that all activities are risk assessed and documented in the most appropriate format. Detailed risk assessments are completed as required.

Health and Safety

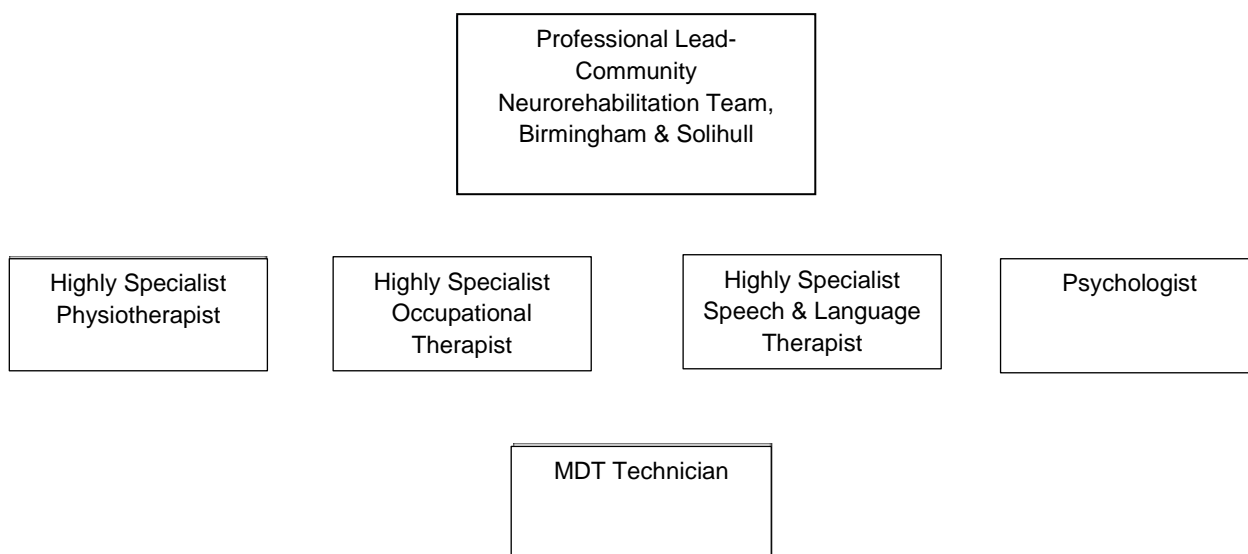
- Adheres to all health and safety guidelines, including infection prevention and control.
- Provide evidence of a valid NHS Covid Pass or acceptable proof of Covid vaccination or medical exemption and all vaccinations (or medical exemption) required for the post.
- Adhere to manual handling procedures and complete mandatory manual handling training.
- Promotes the health and safety of others.
- Uses the incident reporting and risk assessment system (IRAR), to identify and report risks and incidents/actions if directed.
- Responsible for identifying and mitigating risk within the work environment.

Wellbeing and Emotional Resilience

- Maintains a positive approach and outlook when dealing with change and overcoming challenges and problems.
- Recognises own areas of need, develops realistic goals, access supervision and uses support network resource when or if necessary.
- Treats challenges and problems as a learning experience.
- Remains organised and focused when under pressure.
- Responds appropriately and effectively to all constructive feedback.
- Motivates self and others.

This job description is not exhaustive and is seen as a guideline for the post. The post holder may be required to undertake other duties to achieve the Trust objectives which are commensurate with the grading of the post.

Organisation and Structure



Person Specification

If you do not fit all the criteria but do have relevant experience that could make you a great candidate, we would still love to hear from you. You do not need to have done this exact role before. We are happy to discuss any reasonable adjustments individuals may require.

Selection Criteria:		Essential/ Desirable
Education & Qualifications	<ul style="list-style-type: none"> • Doctoral level training in psychology. • Masters or Diploma in paediatric neuropsychology • Registered HPC practitioner psychologist 	Essential Desirable Essential
Experience	<ul style="list-style-type: none"> • Experience of working with children or adults with acquired brain injuries or complex needs or Neurodisability. • Undertaken training in the supervision of trainee psychologists • Experience of specialist neuropsychological assessment, formulation and treatment of clients across the full range of care settings • Experience of exercising full clinical responsibility for clients' psychological care and treatment both as professionally qualified clinician and also within context of multidisciplinary care • Experience of neuropsychological assessment, formulation, and intervention with children 	Essential Essential Essential Essential Essential

	<ul style="list-style-type: none"> • Experience of representing psychology within context of multidisciplinary care • Experience of teaching, training and/or supervision • Experience of working within multicultural framework and/or application of neuropsychology in different cultural contexts • Experience of contributing to research • Ability to demonstrate experience of high level communication skills with multidisciplinary forum • Experience of working with children and families following a paediatric acquired brain injury 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Essential</p> <p>Desirable</p>
Skills & Abilities	<ul style="list-style-type: none"> • Competent verbal, non-verbal and written communication skills. • Ability to work independently and as part of a team. • Planning and organising skills for caseload management • Skills in self-management, including time-management • Well developed skills in ability to communicate effectively, orally and in writing complex, highly technical and/or clinically sensitive information • Ability to identify and employ mechanisms of clinical governance, including regular supervision, so support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour • Skills in providing consultation to other professional and non-professional groups • Evidence of continuing professional development as recommended by the BPS • Formal training in supervision of other psychologists • Advanced keyboard skills 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>
Knowledge	<ul style="list-style-type: none"> • Typical child development. • Working knowledge of childhood disability. • Competent skills in Microsoft Word, PowerPoint, Excel. • Knowledge and understanding of safeguarding children and young people with complex disabilities. 	<p>Essential</p> <p>Desirable</p> <p>Essential</p> <p>Essential</p>
Personal Qualities	<ul style="list-style-type: none"> • Physically fit and able to comply with The Charity's manual handling guidelines; able to carry out moderate - intense physical effort, throughout the working day and carry out concurrent activities. • Commitment to the vision and values of The Children's Trust. • Flexible and 'can do' attitude to competing commitments in workload. • Highly motivated and reliable. 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>

	<ul style="list-style-type: none"> • Must have access to and use of their own vehicle and a willingness to travel • Able to contain and work with high levels of distress from clients, parents/carers • Able to contain and work with organisational stress 	<p>Essential</p> <p>Essential</p> <p>Essential</p>
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Safeguarding

The Children’s Trust is committed to safeguarding and promoting the welfare of children and young people. To achieve our commitment, we will ensure continuous development and improvement of robust safeguarding processes and procedures that promote a culture of safeguarding amongst our workforce.

The Children’s Trust has policies on safer recruitment, the recruitment of ex-offenders and criminal record checks. Please refer to the People Team for further information.

Equality, Diversity & Inclusion

At The Children’s Trust we recognise how important it is to have leadership that reflects the children, young people, and families that we support. We also recognise that staff, comprised of a range of skills, backgrounds and experiences will help us to better understand the needs of those we support, and how we can best represent their interests.

We, therefore, particularly welcome applications from disabled people, individuals from diverse ethnic backgrounds and those from other under-represented groups.

The Children’s Trust is committed to achieving equity, diversity, and inclusion (EDI) across all levels of the organisation. For further information, see: <https://www.thechildrenstrust.org.uk/about/statement-equity-diversity-inclusion>

Our Promises

Our Promises capture our strengths and aspirations. They guide the way we act, interact, and come together to achieve our goals. The journey we took to reach our Promises has been an important one. A highly collaborative and iterative process that has seen each word shaped by our people – our volunteers, employees, partners, trustees, and suppliers. Perhaps most importantly, at the core of this process are our children, young people, and their families. This journey has given us a critical opportunity to give children and young people a voice. As a result, our Promises have been genuinely enriched by them. That’s because how we work and carry out our role is as important as what we do, and that’s why as part of The Children’s Trust, we all need to live by our five Promises.



