

# Aspiring Clinical Psychologists Access Scheme

For Aspiring Clinical Psychologists from  
Underrepresented Backgrounds

Assistant Psychologist Posts Funded by Health  
Education England

# Contents

<b>Information about the scheme</b>	3
• Aspiring Clinical Psychologist Scheme at the Tavistock and Portman	4
• Supervision and Reflective Group	5
• What are the Eligibility Criteria?	6
<b>About the Tavistock and Portman NHS Trust</b>	7
• Our values	9
• Our recruitment process	10
<b>Team information and available postings</b>	11
• Adolescent & Young Adult Service (AYAS)	12
• Open Minded – North Camden and South Camden Community Child & Adolescent Mental Health Services (CAMHS)	13
• Camden Whole Family Service	14
• Camden CAMHS Looked After Children/Refugee team	15
• MOSAIC Integrated Service for Children with Disabilities	16
• North Central London (NCL) ICS Co-production and NCL CAMHS Lived Experience Group	17
• Tavistock and Portman Surrey Mindworks Alliance Clinical Programme Team	18
• Adult Mental Health Specialist Service	19
<b>Supporting Statement Guidance</b>	20

# Information about the Scheme



# Aspiring Clinical Psychologist Scheme at The Tavistock and Portman

The Tavistock and Portman NHS Foundation Trust, together with Health Education England (HEE), plans to improve access and inclusion for entrants to clinical psychology training for under-represented groups. The Aspiring Clinical Psychologists (ACP) Access Scheme offers opportunities to develop initial clinical experience for aspiring clinical psychologists who would be unable to enter the profession through unpaid work experience.

The Tavistock and Portman NHS Foundation Trust will be recruiting 9 part-time Assistant Psychologists, 4 or 5 sessions, fixed term for 6 months, paid at Agenda for Change band 4, as part of the Aspiring Clinical Psychologists Access Scheme.

Aspiring Psychologist posts will be placed in different teams across the Trust with psychologists working with Adults, Adolescents and Children & Families. These teams, the work they conduct and further detail on opportunities within each team are described below. Before applying, applicants may wish to think about how this experience will support their interest in a career in clinical psychology and how they will be able to fulfil the practical requirements of the posting (e.g. being able to be in clinics on required days). On your application form you can state a preference for a particular service which will be taken into consideration to try to accommodate preferences if your application is successful.

All Aspiring Clinical Psychologist Programme information is correct at the time of publication, however opportunities in the different teams may change in relation to service needs.

# Supervision and Reflective Group

All post-holders on the Aspiring Clinical Psychologists Access Scheme will have access to supervision from clinical psychologists at various stages in their career as well as other practitioner psychologists and mental health professionals. Supervision will be a regular protected time to have a space to reflect on their experiences on the Aspiring Clinical Psychologist Access Scheme, support their development as well as address any matters of a line managerial nature. In supervision they may reflect on their clinical work, project work, clinical competencies, theory practice links, their learning, considering their context, and discuss any difficulties or concerns they may have.

All post-holders will also have access to an Assistant Psychologist Group to help them to reflect on their experiences and learning in their work at the Tavistock and Portman NHS Foundation Trust, and to connect with other Assistant Psychologists in a helpful way.

Post-holders will have the opportunity to attend training sessions, workshops, lectures and events provided by the Trust, gain wider experience of professional psychology within the Trust and elsewhere over and above that provided within the principal service area where the post-holder is employed.

# What are the eligibility criteria?

## **To be eligible for this programme the below requirements need to be met:**

- To hold an upper second class honours degree or higher in psychology.
- To have graduated within the previous two years.
- To meet the criteria of otherwise being excluded from entering the profession through unpaid work experience. This could be for many reasons, such as:
  - Family being on a low income or supported by benefits
  - Receiving grants, bursaries or awards via your university student support service or government maintenance grants, that is any sum of money not required to be paid back
  - Being a care leaver or student not supported by their family or parents
- Must not hold or be studying for a masters degree (with the exception of a masters degree completed as a conversion degree for applicants with a non-psychology undergraduate degree OR a combined undergraduate MSc degree on the basis that the financial position is that same as an undergraduate degree and different from an MSc).
- Must not be salaried or post graduate trainee in university programmes.
- Must not have held any substantial prior paid assistant psychology post or research assistant or similar employment. Previous paid work experience at a very limited period or employment (such as sessions for less than the equivalent of four weeks in total) as a research assistant/assistant psychologist, will be accepted.

# About the Tavistock and Portman NHS Foundation Trust



# About the Tavistock and Portman NHS Foundation Trust

For 100 years, the Tavistock and Portman clinics have embodied a distinctive way of thinking about and understanding mental distress, mental health and emotional wellbeing. Working with children and families and adults, our approach brings together psychoanalytic, psychodynamic and systemic theory and practice and other approaches and seeks to understand the unconscious as well as conscious aspects of a person's experience and places the person, their relationships and social context at the centre of our practice.

Our creative and skilled staff continue to build on these approaches, welcoming new ideas and developing innovative interventions, services and models of care which respond to contemporary challenges.

Our goal is that more people should have the opportunity to benefit from our approach. We seek to spread our thinking and practice through devising and delivering high quality clinical services, the provision of training and education, research, organisational consulting and influencing public debate.

# Our values

## **As an organisation:**

- We work with people with lived experience to co-create and improve our services and inform our decision making
- We are caring and compassionate
- We are passionate about the quality of our work and committed to openness, the use of evidence and the application of improvement science
- We value all our staff, are concerned for their wellbeing and seek to foster leadership, innovation and excellence in our workforce
- We embrace diversity in our workforce and work to make our services and training as accessible as possible
- We work with others, in the UK and internationally, who share our values and can enable us to achieve our mission.

We are committed to equality, diversity and inclusion. We are particularly keen to attract candidates from underrepresented backgrounds to better meet the needs of the service users and students that we serve. We aim to provide a working environment for our staff and care and services for our patients and service users that are appropriate and sensitive to all. We continually strive to make sure that our services have equality of access and are non-discriminatory.

Our general responsibilities, both for our staff and everyone who works with us and also from our staff toward our patients and service users, are to have due regard for the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between people or different groups
- Foster good relations between people or different groups

In line with the values of the Trust, the aims of the Aspiring Clinical Psychologist Access scheme are:

- To provide equitable access of Assistant Psychologist experience to psychology graduates from low income backgrounds who are underrepresented in the field
- To provide a governance process for recruitment and supervision of successful applicants
- To support successful applicants with their career development and encourage a future career in clinical psychology

# Our recruitment process

Recruitment for the Aspiring Clinical Psychologists Access Scheme is based on social equity and increasing diversity and inclusion of underrepresented groups within clinical psychology. Our recruitment process is rigorous and transparent and carried out by the Psychology Department at the Tavistock and Portman NHS Foundation Trust.

Vacancies will be advertised on the NHS jobs website, and can be applied to via Trac.

Please only submit **one** application. If you have a preferred post, please state this preference in your supporting statement.

Applicants with lived experience of mental health difficulties are valued at the Tavistock & Portman NHS Foundation Trust and are encouraged to apply.

Please follow the supporting statement guidance at the end of the information about the services for guidance with your application.

# Team information and available postings



# Adolescent & Young Adult Service (AYAS)

**Location:** Primarily the Tavistock Centre (120 Belsize Lane, London, NW3 5BA)

**Working days:** to be confirmed.

**Accessibility:** Wheelchair access.

The Adolescent & Young Adult service is a specialist service providing psychodynamic psychotherapies to adolescents and young adults aged 14-25. We provide assessments, brief/focal and longer term therapy, group therapy, parent work, and family therapy. Attached to the service is the Young People's Consultation Service (YPCS), a self-referral service offering young people aged 16-30 a brief, psychodynamically informed consultation of four meetings, aimed at exploring and helping with personal and emotional problems. The Parents' Service similarly offers four sessions to those in parental roles, and offers the opportunity to explore issues in relation to young people they care for.

The service is continually involved in exploring and developing new ways to reach young people through links with primary care and developing specialist services.

**The post-holder will gain clinical experience and provide active supportive roles for the routine tasks of the team through:**

- Attending the weekly intake meeting and supporting liaison/information gathering around new referrals.
- Observing our preliminary consultations with young people referred to the service and writing notes.
- Opportunities may arise to offer screening calls to young people referring to YPCS.
- Auditing of service related activity.
- Undertaking focus groups with young people to explore pertinent issues for the service, including in relation to equality, diversity and inclusivity.
- Updating website information including developing content to suit the age range of the service and minority groups.
- Publicising and marketing aspects of the service, particularly YPCS.
- The opportunity to attend clinical supervision groups and team meetings, with the whole service multidisciplinary team.
- Engage in one hour weekly supervision with qualified clinical psychologist.

# Open Minded – North Camden and South Camden Community Child & Adolescent Mental Health Services (CAMHS) – Two posts

**Location:** North Camden Community CAMHS - Tavistock Centre (120 Belsize Lane, London, NW3 5BA); South Camden Team - near Mornington Crescent, and community locations such as schools.

**Working days:** must be able to attend team meetings, 10-1pm on Thursdays.

**Accessibility:** Wheelchair access.

This is a unique opportunity to join one of the two Specialist Community CAMHS Teams in Camden CAMHS. North and South Camden Community Teams are equivalent teams and both are offering postings, providing an opportunity for the two post-holders to work together and link up for mutual learning and support.

Community Teams offer a range of services for children and young people 0-18 and their families and carers. We are proud to offer a dynamic, innovative and needs-led service. We have a varied caseload of clients ranging from those presenting with a high level of complexity and risk to those who require preventative interventions. The multi-disciplinary team include Clinical Psychologists, Child and Adolescent Psychiatrists, Child and Adolescent Psychotherapists, Family Therapists, Social Worker, Nurse, and many trainees, including Clinical Psychology trainees in the final year of training. The team offers assessments and a range of specialist short and long-term interventions. Both community teams have links with schools and GP practices and offer consultations and the teams also work closely with other community teams.

**The post-holder will gain clinical experience and provide active supportive roles for the tasks of the team that may include:**

- Quality Improvement (QI) projects in a range of topics including:- Improving referrals to CAMHS by working with referrers and service user feedback (Clinical Intake Team); Staff wellbeing; Waiting list initiatives; Research and audit
- Service user involvement: Joint running of the service user involvement projects to seek service users' views to improve services
- Supporting the development of the team protocol and handbook
- Observing assessments and supporting the gathering of outcome monitoring data
- Joining cognitive assessments, when available
- Joining experienced clinicians to observe assessment and treatment and assisting clinical work
- Attending Camden CAMHS referrals meetings
- There may be an opportunity to experience CAMHS clinical intake work
- Undertaking specific tasks with young people with supervision
- Routinely joining multidisciplinary team clinical discussions and team meetings
- Assisting with groups
- Engage in regular clinical supervision

# Camden Whole Family Service (WFS)

**Location:** The Camden Whole Family Service is a virtual team with no fixed office, their main base is 5 Pancras Square, London, N1C 4AG but post-holders may need to travel across the Borough of Camden, such as to the Tavistock Centre (120 Belsize Lane, London, NW3 5BA) and other community locations.

**Working days:** Must be able to attend team meetings held on Thursdays.

**Accessibility:** Wheelchair accessible.

The Whole Family Service is an innovative Local Authority CAMHS service that has been nominated for a Health Service Journal award. It emerged from Camden's CAMHS Local Transformation Plan to build integrated, needs based, responsive and accessible services delivered "at the right place at the right time by a professional with the right skills" for children, young adults and families with complex professional networks. The WFS is a one of two Local Authority CAMHS services, working alongside Local Authority Staff in a number of different services. The service straddles the Early Help and Complex Needs Division of the Local Authority, working alongside Child in Need Social work teams, Child Protection, the Pupil Referral unit, Youth Offending, Young Parent Service and Family Centres.

WFS has two teams - the Whole Family Team "WFT" (for children over 5) and the Whole Family with Perinatal specialism "WFTP" (for children under 5). Others are assigned to other professionals whom CAMHS supports to manage risk. The WFT provides CAMHS support to children, young people and families and the professionals working with them across a number of services and is made up of professionals based in Family Centres and Health visiting, providing support to parent support workers, health visitors, midwives as well as Local Authority social workers. Both teams are multidisciplinary and the team provides consultation, assessment, interventions for families with multiple problems and complex networks of professionals attached to them. The delivery structure uses the THRIVE model and aims to improve response times and avoid duplication. The WFS utilises systemic models of working, attachment focused interventions, Non Violent Resistance groups, video work and the Tree of Life.

**The post-holder will have opportunities to gain clinical experience and provide active supportive roles for the tasks of the team, including:**

- Participating in CAMHS team meetings and gain experience of being in a multidisciplinary team and multi-agency work.
- There may be opportunities to observe and join team members with clinical case work.
- Participate in supervision with a clinical psychologist.
- Participate in reflective practice groups with other Assistant Psychologists.
- Opportunities to participate in regular Quality Improvement (QI) forum. Input into current QI projects. Research and development of future projects. Planning and coordinating of projects in association with the QI team leads in the WFS. Evaluating projects and writing up in association with the QI leads in the team.

# Camden CAMHS Looked After Children/Refugee team

**Location:** The team are based at the Crowndale Centre, next to Mornington Crescent Tube Station. However post-holders will be expected to do some travelling to children and their postings within (and occasionally outside) Camden.

**Working days:** to be confirmed.

**Accessibility:** Wheelchair access.

Camden CAMHS Looked After Children/Refugee team are a specialist team working with both children and young people (aged 0-18 years) who are looked after by Camden social services. This includes unaccompanied asylum seeking children and young people who are in the care of Camden social services.

The post-holder will gain experience working directly with children and young people who have experienced traumatic events and indirect interventions working with professionals and providing consultation.

We provide a range of interventions to both the individual, foster carers and professionals. This includes individual therapies that are both brief (e.g. sleep work, grounding techniques) and longer-term interventions (e.g. Narrative exposure therapy, mentalisation based treatment) and group therapies (e.g. Non-Violent Resistance, Trauma Informed Well-being, Yoga, Mindfulness). We also provide therapeutic support to foster carers and residential internship staff including workshops and training and offer consultation for professionals.

The team ways of working include: Systemic, Trauma focused approaches (such as CBT, Narrative Exposure Therapy), Attachment informed and Mentalisation-based treatment.

**The post-holder will be involved in a range of work with the team that may include:**

- Undertaking audits exploring presenting problems of those referred into the service to consider skill set and training needs of professional team.
- Maintaining co-production focus groups with young people in care who have used our services to improve and develop the service.
- Ongoing assessment and audit of integrated health assessment outcomes for unaccompanied asylum seeking minors.
- Quality Improvement project focusing on increasing use of routine outcome measures and shaping team culture around their use.
- Administering and scoring psychological assessments including outcome measures and symptom specific measures.
- Involvement in multidisciplinary team discussions building on assessment and formulation skills.
- Service feedback from social services who we consult to.
- Engage in regular clinical supervision.

# MOSAIC Integrated Service for Children with Disabilities

**Location:** Mainly based at Kentish Town Health Centre, but also at Swiss Cottage School and other local community locations.

**Working days:** Must be able to attend team meetings held fortnightly on Tuesdays.

**Accessibility:** Wheelchair accessible.

MOSIAC is Camden's integrated service for children and young people aged 0-25 with disabilities and special educational needs. Services include CAMHs, Speech and Language Therapy, Occupational Therapy, Physiotherapy, Social Workers, Paediatricians, Key Workers, Sleep Service and Feeding Clinic.

The multidisciplinary team are a highly skilled and thoughtful group, they are warm and welcoming and would aim to provide a positive learning environment to support candidates in their next steps. Individual supervision and support would be provided by a member of the team. The team are currently working in a hybrid fashion with some face-to-face and some remote video consultation as appropriate.

**The post holder will gain clinical experience and provide active supportive roles for the routine tasks of the team, including:**

- Opportunities to shadow multidisciplinary team members in assessments and interventions.
- Potential opportunity to support running psychoeducation groups for parents of children with disabilities.
- Potential role in supporting clinicians and trainees in offering group interventions to children and families with disabilities.
- Potential opportunity to join reflecting team in systemic family therapy clinic.
- Potential opportunity to join clinicians gathering information, observations and formulating using a Positive Behaviour Support model.
- Reviewing case notes and supporting clinicians with compiling transition to adulthood reports.
- Potential role working with assistant psychology colleagues to compile outcome monitoring quarterly reports.
- Supporting clinicians' observations via video material for diagnostic assessments.
- Potential role in making school observations as part of multidisciplinary neurodevelopmental assessments.
- Potential role in observing/shadowing clinicians in multi-agency work with children and families with disabilities.
- Engage in regular clinical supervision.

# North Central London (NCL) ICS Co-production and NCL CAMHS Lived Experience Group

**Location:** Tavistock Centre (120 Belsize Lane, London, NW3 5BA), 5 St Pancras Square, and other community locations.

**Working days:** to be confirmed (likely to be the mixture of remote and on-site working).

**Accessibility:** Wheelchair access.

NCL CAMHS is committing to prioritising co-producing and co-designing services with young people and their families and this is a key priority in the NCL CAMHS Transformation Plan. We want to move towards true co-design of services and co-production, which means people with lived experience co-running and delivering services with professionals. Another aspect of this is involving local communities and focussing on prevention rather than professionals simply delivering services.

Opportunity to get to know a wide range of CAMHS provisions: By joining in this exciting new role, the post-holder will be able to get to know a whole range of community CAMHS provisions. Lived Experience members involved in NCL-wide projects have previously come from predominantly the crisis pathway and we are keen to expand to involve members and projects from community teams and also third sector organisations (before CAMHS is involved), we are also keen to increase the diversity of young people involved.

The role will be predominantly focussing on co-production and involvement and there will also be the opportunity to join multidisciplinary teams and clinical sessions at the Whole Family Service.

The post-holder will gain clinical experience and provide active supportive roles for the tasks of the team, including:

- Running the 'NCL CAMHS Lived Experience Community' which is a group of young people and parents who have been helping us design new services over the past year.
- Recruiting members to the NCL CAMHS Lived Experience Community, with a focus on widening diversity of members.
- Assisting with briefing and debriefing lived experience members who are contributing to change events and other meetings and administering their payment.
- Running events and developing training to embed and propagate involvement culture across NCL CAMHS.
- Leading on formally evaluating any interventions organised around co-production and disseminating the findings.
- Engaging in regular clinical supervision.

# Tavistock and Portman Surrey Mindworks Alliance Clinical Programme Team

**Location:** Surrey services and the Tavistock Centre (120 Belsize Lane, London, NW3 5BA)

**Working days:** Must be able to attend team meetings, held 3-4pm on Thursdays.

**Accessibility:** There will be the expectation of travelling across sites in Surrey.

The Tavistock and Portman NHS Foundation Trust (TPFT) are working as part of newly formed Surrey Mindworks service. Led by Surrey and Borders Partnership NHS Foundation Trust (SABP), and delivered in partnership with a range of national and local voluntary, community and social enterprise organisations. We will be developing and embedding the THRIVE Framework for system change across the alliance partnership, in collaboration with the National i-THRIVE Programme Team.

The Surrey Mindworks service, newly formed in April 2021 is delivered through an Alliance partnership model, with each partner having clear, individual roles and responsibilities. The service is structured through seven key areas with cross-Alliance multidisciplinary teams for Access & Advice; Resilience Building; School Based Needs; Crisis Admission Avoidance; Neurodevelopmental; Reaching Out; Intensive Intervention. Operational teams will be based across the county, current locations include Unither House, Chertsey; St Ebbas, Epsom; Gatton Place, Redhill; and Azalea House, Guildford.

The post-holder will be part of the TPFT team which consists of a senior group of CAMHS Clinicians and a full time Assistant Psychologist, working in Surrey services as well as at the Tavistock Centre. They will be part of a team of motivated and passionate group of clinicians supporting an innovative and ambitious transformation at a county level. In this context they will have the opportunity to get to know a wide range of CAMHS provisions, gain experience in assessments and learn about formulations.

**The post-holder will gain clinical experience and provide active support roles for the tasks of the team, including:**

- Research and audit.
- Supporting the development of the team protocol and handbook.
- Observing clinical assessments and supporting the gathering of outcome monitoring data.
- Joining cognitive assessments, when available.
- Joining clinicians to observe assessment and treatment, assisting clinical work.
- Attending clinical team meetings.
- Undertaking specific tasks with young people with supervision.
- Routinely joining multidisciplinary team clinical discussions and team meetings.
- Assisting with groups.
- Engage in various projects such as service development, Quality improvement and service user participation.
- Engage in regular supervision.

# Adult Mental Health Specialist Service

**Location:** Tavistock Centre (120 Belsize Lane, London, NW3 5BA)

**Working days:** To be confirmed.

**Accessibility:** Wheelchair accessibility

The Adult Mental Health Specialist Service sees adults with complex needs using a primarily psychoanalytic perspective. We are a training clinic with clinicians from a wide range of professional mental health backgrounds. Our teams include experienced consultant psychiatric staff and psychoanalytic psychotherapists.

Generally those who come to our service have been seen by counsellors or psychologists in the community (primary care), or in specialised mental health services. Therapies practiced include: brief psychodynamic therapy, dynamic interpersonal therapy as well as longer term therapies such as individual, group and intensive psychotherapy.

## **Role content:**

- There may be an opportunity to observe assessment supervisions.
- Opportunity to take part in departmental audits and research projects.
- Experience being part of multidisciplinary team clinical discussions and team meetings
- Engage in regular supervision.
- Through attending training session, gain wider experience of professional psychology within the Trust and elsewhere over and above that provided within the principal service area where the post holder is employed.
- To develop skills and competencies that assist in the delivery of current duties, though supported and independent learning, reflective practice and attending training sessions.
- Access to workshops, lectures and events at the Tavistock Clinic.

# Supporting statement guidance



# Supporting statement guidance

You must follow this guidance when completing the Supporting Statement in your application form.

**Applicants that do not follow these instruction will not be short listed.**

In order to show how you meet all the expectations and requirements of the programme, write your statement using ONLY the headings on the following page. You may want to share personal information but we do not want or expect you to identify anyone personally or disclose information that in any way feels uncomfortable to write in an application form.

## **Statement confirming requirements**

Start your supporting statement confirming you meet the requirements using the following, which you may copy:

- I have a psychology undergraduate degree 2:1 or above with Graduate Basis for Chartership awarded less than 2 years ago
- I am not currently a salaried or postgraduate trainee in a university programme
- I have not studied, and I am not currently studying a Master's degree
- I have not been employed as an Assistant Psychologist, Research Assistant or in a similar job.

# Supporting statement guidance

## **Interest in clinical psychology (Max 100-word count)**

What has interested you to aspire to work in healthcare as a clinical psychologist?

## **Interest in improving equity of access to psychological interventions (Max 100-word count)**

## **Values or experiences that show your capacity to work with a diverse population of service users and their families (Max 100-word count)**

We do not expect applicants to already have direct clinical work experience. What qualities do you bring, your values or experiences that mean you would work well with a diverse population of service users and families?

## **Other relevant personal qualities (Max 50-word count)**

## **How do you meet the criteria relating to financial inclusion? (Max 75-word count)**

Please see examples on the next page. You do not need to describe these in detail, you can just report those that apply to you and any other similar factors not listed here.

# Supporting statement guidance

## Examples

Please refer to any of the points listed below that apply to you in the relevant section of your personal statement. These are some examples of some of the financial, educational or social experiences that would meet the required financial exclusion criteria, others may apply to you. You do NOT need to meet all of these criteria. You will not be asked to evidence this at application stage, but this may be a request at a later stage.

### Financial:

- Been in receipt of free school meals; family received income support during school years (or any other governmental income support scheme)
- You have received additional bursaries, grants or awards from university (e.g. from student support service government maintenance schemes, in addition to student loan repayment)
- You were on income support during your degree

### Educational & Social:

- Being the first generation in your family to attend university (excluding siblings)
- Have been in Care or a Care Leaver
- Have been estranged from your family under the age of 19
- You are currently caring for others with additional needs e.g. disability, physical or mental health problems, drug/alcohol problems
- You experienced a significant period of time out of the educational system due to illness as a child or other responsibilities
- Grew up in a locality that has a low level of engagement in higher education (POLAR4 quintile <https://www.officeforstudents.org.uk/data-and-analysis/young-participation-by-area/>)