

WE ARE HIRING

WOULD YOU LIKE TO WORK AT BEACON
HOUSE AS AN EMPLOYED CLINIC LEAD?

We are looking for an innovative
Clinical Psychologist to establish,
develop and lead our new FASD clinic



WE ARE INTERESTED IN HEARING FROM APPLICANTS WITH SKILLS AND EXPERIENCE WORKING WITH:

- Children and families who are impacted by early relational trauma.
- Children who experience dissociation.
- Children and families impacted by neurodivergence including FASD, autism, and/or sensory processing difficulties.
- Children who are adopted, or cared for by a Special Guardian or Kinship Carer.
- Professional networks and multi-disciplinary teams.
- Children of all ages experiencing difficulties such as anxiety, depression, family conflict, self-harming, and suicidality.

We are looking for a clinical psychologist who can take a wide, thoughtful lens to understand the difficulties families bring - considering relational,, developmental, systemic and contextual factors; and who have an interest in the intersection between neurodiversity and trauma.

LOCATION

This is a hybrid role, working flexibly between our Cuckfield clinic and rooms in Littlehampton.

ABOUT THE SERVICE

Beacon House is a dynamic and thriving multi-disciplinary service specialising in therapeutic services for children, young people, families and adults in West Sussex and surrounding areas. As a team, we integrate psychotherapy, psychology and occupational therapy to provide a range of creative, innovative and carefully formulated assessment and therapeutic packages, with a special focus on healing the imprint of developmental and intergenerational trauma. We are passionate about creating opportunities for healing within the safety of a team that works sensitively and effectively with therapeutic complexity and clinical risk.

We receive referrals from self-funding individuals and families, ICBs (previously known as CCGs), Local Authorities, Regional Adoption Agencies and schools, amongst other sources.

Beacon House is registered as an Adoption Support Agency with Ofsted, who regulate some of our work with young people who are adopted. To find out more about our service please visit us at www.beaconhouse.org.uk

OUR THERAPEUTIC FRAMEWORK

Beacon House offers a wide variety of therapeutic approaches and our team includes a diverse range of professional backgrounds and disciplines. We embrace clinical creativity, in the context of evidence-based and effective ways of working. We have an over-arching framework of being trauma and attachment informed, and in this we consider the intersection between trauma and other key experiences and impacts in a child and family's life. Our new FASD clinic will be innovating the integration of our long-standing specialism in working relationally with trauma, with an emerging specialism in diagnosing and supporting families affected by FASD.

THE ROLE WILL INVOLVE

FASD clinic leadership responsibilities

- The establishment, development and implementation of a FASD clinic model. This is a creative endeavour, and we are looking for someone who will bring clinical rigour and innovative thinking.
- Liaising and building relationships with potential referrers and with other services offering FASD clinics, so that we operate as part of a network.
- Writing the content for, and regularly updating, all promotional material related to the FASD clinic; including the website and information leaflets.
- Screening and reviewing all FASD referrals for assessment and intervention.
- Working up and allocating all FASD referrals accepted into the service.
- Supporting people with living experience who contribute to the design and delivery of the FASD clinic.
- Quality assuring all FASD diagnostic reports.
- Working closely with the Director and Operational Manager to forecast and monitor the financial viability of the FASD clinic, in the context of the wider service.
- Providing monthly clinical oversight to four therapists who contribute to the FASD clinic.

Service wide leadership responsibilities

- Being a member of our broader leadership team and attending regular leadership meetings.
- Contributing to the overall service strategy.

THE ROLE WILL INVOLVE (CONT)

Clinical responsibilities

- To offer highly specialist FASD diagnostic assessments with children who have complex, intersecting needs.
- To write accessible, informative, evidence-based diagnostic assessment therapeutic letters and share them with families and professional networks.
- To develop and deliver therapeutic support plans, informed by both diagnosis and psychological formulation, that effectively support families where a FASD diagnosis has been made.
- To both lead and collaborate as part of a multi-disciplinary team to deliver assessments and therapeutic support for families with a diagnosis of FASD.
- Where a diagnosis cannot be made, to thoughtfully and honestly signpost families to support that is a good fit for their needs.

Training, supervision and consultation responsibilities

- To offer consultations to therapists in the team working with families within our FASD clinic; and to professionals external to Beacon House, with a particular focus on FASD and developmental trauma.
- To provide supervision to internal colleagues and external supervisees, as requested and within the specialist areas of your expertise.
- To deliver training on aspects of FASD and trauma, in line with capacity.

Adoption Support Agency responsibilities

- To understand the Service's legal obligations to be registered with Ofsted and continuously strive to meet the National Minimum Standards for Adoption.
- To be aware of, and committed to, our aims and objectives as set out in our Statement of Purpose.
- To contribute to the preparation for, and be an active part in, Ofsted inspections if relevant to children under the FASD clinic.

THE ROLE WILL INVOLVE (CONT)

Recruitment responsibilities

- To contribute to the process of recruitment by identifying demand and capacity needs in the FASD clinic; shortlisting applicants; sitting on the interview panel and making final decisions regarding recruitment in collaboration with the Operational Manager and/or Director.
- To be fully compliant with our safer recruitment and equalities and inclusion policies when undertaking tasks related to new recruitment.
- To offer an FASD clinic induction to new therapists joining the team where relevant.

Safeguarding responsibilities

- To put safeguarding at the heart of all roles and responsibilities carried out at Beacon House.
- To accept and consistently implement the Beacon House Safeguarding Framework, our Safer Recruitment Policy and other policies connected to Safeguarding.
- To be a Designated Safeguarding Lead and to offer duty cover one – two days per month, as part of the wider leadership team duty system.

Infrastructure supporting the role includes:

- Monthly line management and role oversight from the service's Director.
- 6-weekly clinical supervision from an external specialist in FASD.
- Monthly liaison meetings with our Child & Family Clinical Lead.
- Monthly liaison meetings with our Operational Manager.
- A dedicated administrator to the FASD clinic.

THE APPLICANT WILL

- Be able to demonstrate a **passion and commitment** to supporting families who are impacted by **FASD**.
- Have at least **eight years'** experience post qualification.
- Have at least four years' experience offering **supervision and leadership**.
- Have at least **four years' experience** working with children and families affected by **Developmental Trauma**.
- Have at least **two years' experience** developing a **specialism in FASD**, being able to demonstrate direct relevant clinical experience and a commitment to learning about FASD through CPD.
- Be **registered** with HCPC.
- Have excellent **written and verbal communication skills**, particularly in making complex information truly accessible to children of all ages and abilities.
- Bring **courage, spirit, tenacity and energy** to the role.
- **Aspire and strive** to always offer a **high quality** and **respectful service** to our families.
- Share our commitment to **inclusion, equality and diversity**.

THE CONTRACTUAL AGREEMENT

Applicants will be expected to:

- Become a **permanent, employed member of our staff team** contracted to work 2 days per week.
- Work 9am - 5.30pm, with a one-hour lunch break.

BENEFITS OF THE ROLE INCLUDE:

- Full time salary range: **£57,502 - £67,076** dependant on experience.
- **6 days CPD leave and £1,000 CPD budget** (pro-rata) for training relevant to the role.
- **25 days annual leave** (pro-rata), in addition to Bank holidays.
- An annual allowance of **3 days sick pay entitlement**.
- Provision of a **laptop** and robust **IT support**.
- Support from a **dedicated administrator**.

SAFEGUARDING STATEMENT

Beacon House is highly committed to the safeguarding of all children and adults at risk who come into contact with our service. Following safer recruitment procedures is the first step to ensuring we are able to keep all those who come into contact with Beacon House safe. You will also be required to apply for a valid DBS (Disclosure and Barring Service) certificate, which will provide details of criminal convictions. This may also include a barred list check, depending on the nature of the role. You are welcome to request our full Safer Recruitment policy or access our Safeguarding Framework on our website (www.beaconhouse.org.uk).

EQUALITY AND INCLUSION STATEMENT

We are actively seeking to develop the diversity of our staff team to better represent the diversity of clients who use our service, which includes people of all genders, sexualities and a wide range of ethnicities and cultures.

The work of Beacon House is based on the belief that each individual is of equal worth, regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (Protected Characteristics). All application forms will be considered equally, regardless of the above characteristics and on the basis of the applicant's ability, experience, professional values and qualifications. We recognise the value of having a diverse workforce in order to best meet the needs of our clients.



GDPR STATEMENT

If you apply for the role, your personal data will be recorded, stored, processed and utilised for safer recruitment purposes in accordance with our Privacy Policy. If your application is not successful on this occasion, we will securely and permanently destroy all information you have provided to us after six months, in line with our retention policy.

THE RECRUITMENT PROCESS

Deadline for applications: 11th March

Shortlisting: 12th March

Interviews: Morning of 18th March

For all informal enquiries, or to request an application form, please contact our Operations Manager, Sarah Brown, on:

sarah.brown@beaconhouse.org.uk or call us on 01444 413 939.

We look forward to hearing from you!

