

Aspiring Clinical Psychologists Access Scheme

*For Aspiring Clinical Psychologists from Underrepresented Backgrounds
Assistant Psychologist Posts Funded by Health Education England*

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Aspiring Clinical Psychologists Access Scheme for Psychology Graduates from Underrepresented Backgrounds

As part of our ongoing commitment to address issues of diversity and inclusion within the field of clinical psychology, and as a part of our wider responsibility to address social inequalities in healthcare, South London and Maudsley NHS Foundation Trust has successfully secured funding from Health Education England for the Aspiring Clinical Psychologists Access Scheme. The scheme provides part-time, paid assistant psychologist experience to psychology graduates from low-income backgrounds, or otherwise underrepresented backgrounds. It is intended to give opportunities to recent psychology graduates who are eager to develop initial clinical experience as aspiring clinical psychologists, who would otherwise be excluded from entering the profession through unpaid work experience. This scheme is specifically designed to provide valuable experience, insight and preparation for the next step, such as a substantive Assistant Psychologist post.

A total of eight vacancies are available, which applicants can state their preference for. Working part-time (three days a week), for a duration of four months, the successful applicants will support and enhance psychological practice within their service, under direct supervision of a HCPC registered Clinical Psychologist. As part of the scheme, we have arranged for the successful applicants to have access to both peer mentors as well as learning opportunities focussing on career development, in order to ensure success beyond the initiative.

We hope that these posts will offer a plethora of valuable experiences to psychology graduates, who would otherwise be disadvantaged by the need to gain professional experience by voluntary roles. We are keen to support and touch base with the successful candidates, during the scheme and beyond, as we hope the scheme will be a stepping stone for a career in Clinical Psychology.

We look forward to receiving your application and welcoming you to South London and Maudsley NHS Foundation Trust.



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Consultant Clinical Psychologist
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What is the Eligibility Criteria?

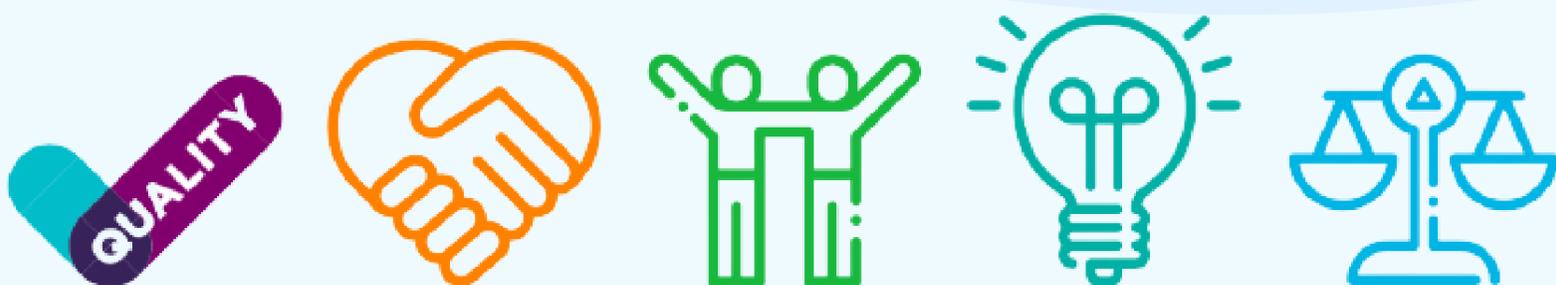
- **Graduated with psychology undergraduate degree (minimum 2:1) within last 18 months or due to graduate Summer 2021 with a predicted grade of at least a 2:1 (N.B. successful candidates at interview will be provisionally accepted conditionally on gaining at least a 2:1 before the start of the programme)**
- **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 award 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 be salaried or post graduate trainee in university programmes**
- **Must not be studying or have completed a master's degree (with the exception of a master's degree completed as a conversion degree for applicants with a non-psychology undergraduate degree OR a combined undergraduate MSci degree on the basis that the financial position is the same as an undergraduate degree and different from an MSc)**
- **Must not have held any substantial previous paid Assistant Psychologist post or similar. Previous paid work experience at a very limited period of employment (for example, sessions for less than the equivalent of four weeks in total) as a research assistant / assistant psychologist, will be accepted**

Trust Strategy and Our Aims

The Trust's strategy is named '**Changing Lives**' because everything we do is designed to help people improve their lives. We know this is what matters to our service users, carers, families, local communities and our passionate staff. We are committed to making the trust a great place to work to attract and retain the very best people, maximise our ability to innovate, and deliver best value from all of our assets and resources.

Our Changing Lives strategy sets out **five strategic aims** to steer our work:

- **Quality**: we will get the basics right in every contact and keep improving what matters to service users
- **Partnership**: we will work together with service users, their support networks and whole populations to realise their potential
- **A great place to work**: we will value, support and develop our managers and staff
- **Innovation**: we will strive to be at the forefront of what is possible, exploiting our unique strengths in research and development, with everyone involved and learning
- **Value**: we will make the best use of our assets, resources, relationships and reputation to support the best quality outcomes



In line with the wider strategic aims of the Trust, the aims of the Aspiring Clinical Psychologists Access Scheme are three-fold:

- 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 Corporate Psychology and Psychotherapy Division at South London and Maudsley 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 within your supporting statement.

Please note that applicants with lived experience of mental health difficulties are valued at SLaM and are encouraged to apply.

Supervision

All post holders on the Aspiring Clinical Psychologists Access Scheme will be engaged in regular supervision with a HCPC registered Clinical Psychologist, with the developmental needs of the post holder at the forefront.

Supervision should be protected and uninterrupted, occurring on a fortnightly basis at a minimum. Both post holders and supervisors are encouraged to bring items to the agenda; these items should be addressed collaboratively and respectfully.

During supervision, post holders are given the space to reflect on their experiences on the Aspiring Clinical Psychologists Access Scheme. Post holders may reflect on their emerging clinical practice, clinical competencies and theory-practice links, contemplating on what they have learnt. Supervision also allows post holders to reflect on any difficulties they have encountered or voice any concerns they may have. It is the supervisor's role to be supportive and nurture the development of the post holder, as well as address any matters of a line managerial nature.

Mentoring & Webinars

Post holders will be supported in their career development by being invited to a series of webinars hosted by Clinical Psychologists within the Trust, designed to develop and nurture competencies such as reflective practice, and the links between theory and practice, as well as guidance for substantive applications.

Post holders will also be paired with a volunteer peer mentor, who are assistant psychologists working within the Trust. The successful applicants will be encouraged to meet regularly with their assigned mentor for orientation and support. These sessions will be tailored to the post holder's specific developmental goals and career aims.

Service for Complex Autism and Associated Neurodevelopmental Disorders

CAG/Borough: **National & Specialist CAMHS**

Supervisor: **Dr Sarah Thompson, Principal Clinical Psychologist**

Duration: **4 months**

Working days: **3 days a week (remotely). Tuesdays are a key day.**

The Service for Complex Autism and Associated Neurodevelopmental Disorders (SCAAND) is a National & Specialist children and young people's service based in London. The Autism and Related Disorders (ARD) team is one part of SCAAND. As a specialist service, we see young people with very complex and impairing difficulties.

The post holder will provide active supportive roles for the routine tasks of the team, including:

- **Gathering and summarising clinical information about young people prior to assessments**
- **Case note reviews**
- **Discussions with families about how to promote young people's engagement**
- **Liaison with other services to request important previous reports**
- **Scoring and interpreting relevant neurodevelopmental and mental health screening questionnaires**
- **Joining other team members during video observations**
- **Making Child Friendly versions of clinical reports**
- **Creating individualised visual resources, worksheets and memory aids (under direction of a clinical psychologist) for use in psychology intervention (mostly using a CBT approach)**
- **Support maintenance of data spreadsheets which contribute to reviewing and auditing the team's case load**
- **Potential role in observing/supporting indirect consultations – e.g. assessments for treatment typically with consultation with clinicians from local services to advise about specialist interventions or with other agencies such as schools**
- **Potential role in supporting the running of (remote) intervention groups for young people with Autism**
- **Potential role in supporting psychology intervention (e.g. joining sessions for behaviour experiments, summarising formulations visually)**

The MDT team is a supportive team and welcomes and greatly values opportunities for placements within the service. We hold weekly MDT team meetings and ensure weekly individual supervision to ensure the individuals own experiences and learning needs are appropriately supported.

Lambeth CAMHS

CAG/Borough: **Lambeth**

Supervisor: **Dr Sadie Williams, Consultant Clinical Psychologist**

Duration: **4 months**

Working days: **3 days a week (remote working)**

Lambeth CAMHS is a children and young people's service based in the London borough of Lambeth, across several sites, providing both assessment and treatment of mental health difficulties.

The post holder will provide active supportive roles for the routine tasks of the team, including:

- Assisting with CAMHS initial assessments
- Supporting and facilitating webinars for depression and anxiety
- Collecting Routine Outcome Measures (ROMs)
- Assisting with ADHD assessments
- Shadowing Clinical Psychologists and MDT members at external meetings (e.g. safeguarding conferences)
- Assisting with audits
- Carrying out literature searches to assist with the ongoing development of groups
- Attending team meetings
- Attending case discussion meetings
- Taking part in the referrals process (e.g. signposting families to resources)

The successful candidate will become part of a MDT and as an additional member will bring their unique experiences and creativity to contribute to areas of service delivery and development.

The MDT is supportive to all new staff and trainees in that there is a comprehensive induction, regular opportunities to shadow and to join case work with clinicians. There are reflective spaces and staff well-being meetings. Team leads and supervisors have an open door policy.

Lambeth Drug and Alcohol Service

CAG/Borough: Lambeth

Supervisor: Dr Luke Mitcheson, Consultant Clinical Psychologist

Duration: 4 months

Working days: 3 days a week (involves face to face working)

Apart of The Drugs and Alcohol Consortium, Lambeth Drug and Alcohol Service offers support to anyone over the age of 18 who lives in the borough of Lambeth and would like some support with alcohol or drug problems.

The post holder will provide active supportive roles for the routine tasks of the team, including:

- **Delivering group work and 1:1 low-intensity psychosocial interventions for clients seeking support for their drug and alcohol problems. This will be delivered remotely and face-to-face depending on COVID restrictions (we have remained open for client contact throughout the pandemic)**
- **Supporting the current research programme which is a randomised control trial of depot buprenorphine. This will involve collecting measures and delivering targeted interventions such as contingency management to support attendance/ abstinence**
- **Developing client resources and literature to support changes to accessing treatment due to the pandemic**

The successful candidate will become part of a MDT. The post holder's experiences will be actively addressed in supervision. The supervisor will ensure there are multiple points of contact throughout the working week with the team.

The Maudsley Child & Adolescent Eating Disorders Service

CAG/Borough: **National & Specialist CAMHS**

Supervisor: **Dr Charlotte Watson, Clinical Psychologist**

Duration: **4 months**

Working days: **3 days a week (involves face to face working)**

The Maudsley Centre for Child and Adolescent Eating Disorders (MCCAED) is renowned worldwide for the psychological treatments it offers to children and adolescents with eating and feeding disorders.

The post holder will provide active supportive roles for the routine tasks of the team, including:

- Observation and report writing for intake assessments for young people with anorexia nervosa
- Co-facilitation of therapeutic groups and preparing materials
- Facilitation of meals and snacks and meal support for young people
- Clinical note taking and writing using electronic systems
- Collecting feedback and engagement of young people for PPI if applicable
- Engaging young people in unstructured time, especially after meals
- Participating and engaging with other professionals in an MDT setting; observation of qualified clinical psychologists, and interprofessional learning
- Weekly team meeting and weekly process/reflective practice
- Supporting with service audit, e.g. data extraction, collation, analysis if applicable
- Literature searches and supporting ethics application
- Data collection for routine outcomes or research purposes

The successful applicant will bring enthusiasm, new perspectives, and proactive engagement with young people to support their engagement with the programme. They will provide support to young people who are distressed at meal times, including but not limited to providing distraction and a calm, consistent approach. They will seek opportunities to contribute to the MDT by engaging with a wide range of activities that facilitate the effective running of the programme.

We have monthly group supervision for all APs in the service which is offered as a safe space for reflection and learning, where this may feel a bit difficult in wider team meetings due to power imbalances and this could be a space for the graduate to use or to bring discussion points. We have a weekly team process which is a reflective space for the team to think about wellbeing, communication, team functioning, emotional experience in the team. We also promote an open door policy, so that any team members can ask for support whenever they need to, and we make it our responsibility to check in on and support new members of the team as well.

Mental Health & Learning Disabilities Service

CAG/Borough: Croydon Directorate but work will be in MHLD teams which cover Lambeth, Southwark & Lewisham

Supervisor: Dr Helen Quigley, Consultant Clinical Psychologist

Duration: 4 months

Working days: 3 days a week (involves face to face working)

The Mental Health & Learning Disabilities (MHLD) service provides community-based psychiatric and psychological assessment, advice and treatment for people, aged over 18. We care for adults with mental health problems and learning disabilities who may have emotional, behavioural, and social, communication or physical difficulties.

The post holder will provide active supportive roles for the routine tasks of the team, including:

- Assessments for new referrals, dementia or other cognitive assessments and review clinics
- Undertaking individual work with service users and carers, in particular developing and reviewing Positive Behaviour Support plans
- Running mental health and wellbeing groups with MHLD Psychologists and/or Trainee Clinical Psychologists eg Walk and Talk Group, Hearing Voices Group, Carers Groups, Mindapples Group (with Estia Training Centre)
- Assisting in staff training and research projects within the department and Estia Centre (the training, research and education arm of NDS)
- Working with the LD Nurse Consultant on specific projects aimed at enhancing LD awareness across Trust adult mental health services, including Green Light Tool Kit (GLTK) audits
- Audit and service evaluations as needed eg Perfect Ward, Green Light Tool Kit (GLTK)
- COVID vaccination pathway for those where there are barriers to vaccination due to behaviour that is challenging
- Helping improve PEDIC completion
- Helping improve service user and carer evaluations and paired outcomes, including contributing to NDS Outcomes Booklet
- Working alongside Transition support worker and team to host a multiagency transition event and create transition resources (Time limited Maudsley Charity project)
- Join borough specific advocacy groups for people with LD and take part in initiative as appropriate (e.g. wellbeing events)

The successful applicant will assist in improving outcomes, allowing for shorter waiting times, as well as enhancing the profile of P&P staff group in MHLD and Estia further.

Mental Health & Learning Disabilities (Continued)

CAG/Borough: Croydon Directorate but work will be in MHL D teams which cover Lambeth, Southwark & Lewisham

Supervisor: Dr Helen Quigley, Consultant Clinical Psychologist

Duration: 4 months

Working days: 3 days a week (involves face to face working)

We get consistent feedback from trainees, staff and students that we have a supportive working environment. We are aware that power and position can make being honest and open hard for trainees and assistants. We do our best to promote a culture of openness and respect, with conversations about this from the outset

We will work with the postholder to develop an individualised plan to meet their support needs. We have learnt what can be helpful from our own experiences and skills as supervisors, but we recognise that what one person finds supportive may not be the same for others. We will be keen to hear what has been helpful and not helpful previously, how they like to build relationships with others, and what they would like to be different by the end of their placement with us. We would collaborate on a bespoke job plan that the post holder understands and is happy with based on this.

We provide a comprehensive induction, opportunities for informal contact and peer support from the Assistant Psychologist and Trainee Clinical Psychologists, Reflective Practice and less formal team 'huddles'. All supervisors are part of our current Space for Race Group, where experiences of discrimination and privilege, and relevant reading are shared. All staff are encouraged to develop their own personal pledge as part of this and as a team we are committed to speaking out against injustice and inequality. We are a service where difference is embraced, and we would hope that graduates joining us will see this is the case in both our practice and how we support each other. We seek feedback regularly from staff, trainees and students on how we are doing and how we can improve, and this is built into supervision

MHL D Psychologists are committed to supporting the next generation of psychologists. Many of us in the service have a lived experience of attending poor performing schools and universities, with limited access to high quality work experience and opportunities that we know often help support applications for clinical training. We are Psychologists who have chosen to work with a marginalised and discriminated group who often have no support to get their voice heard. This may be a familiar feeling for graduates joining us and we would hope to support them in a caring and compassionate way at the start of their careers.

Mother & Baby Unit

CAG/Borough: PMOA

Supervisor: Dr Janice Rigby, Consultant Clinical Psychology

Duration: 4 months

Working days: 3 days a week (involves face to face working)

The Mother & Baby Unit at Bethlem Royal Hospital is a specialist service, available to people from across the UK. We specialise in the treatment of antenatal and postnatal illnesses. Our service is for women who develop a mental illness or have a relapse of serious mental illness during pregnancy, and women who have developed postnatal depression, post partum psychosis or have had a relapse of serious mental illness following the birth of their baby.

The post holder will provide active supportive roles for the routine tasks of the team, including:

- Running a 'coping with emotions' group in conjunction with qualified and trainee psychologists
- Assist with making videos of mother-infant play sessions and providing feedback to patients
- Providing additional input to patients under supervision of qualified psychologists (e.g. offering relaxation/mindfulness sessions, supporting exposure interventions, psychoeducation)
- Contribute to therapy and activity programme as needed
- Collecting outcome data and patient feedback
- Contribute to collection and analysis of audit data
- Spending time with a range of professionals and observe working of team

The successful applicant will support the work of a busy team. Psychological interventions are in high demand and this will extend what we can provide and ensure that we are able to evidence the impact of this via data collection.

This is a face to face placement in a supportive environment. The successful applicant will be working closely with qualified and trainee staff and can access support at all times. The successful applicant will be provided with formal weekly supervision. Supervisors will also be available on a daily basis as needed.

Trauma, Anxiety and Depression (TAD) Clinic

CAG/Borough: CAMHS

Supervisor: Dr Zoe Maiden, Senior Clinical Psychologist

Duration: 4 months

Working days: 3 days a week (remote working). Wednesdays are a key day.

The National & Specialist Child and Adolescent Mental Health Services (CAMHS) Trauma, Anxiety and Depression (TAD) Clinic is a tier-4, multi-disciplinary team working with young people, families, and mental health practitioners across the UK and internationally. We primarily offer assessment and treatment to children and adolescents who experience severe and/or treatment-resistant forms of post-traumatic stress disorder (PTSD), anxiety disorders and unipolar depression - including second opinion on diagnosis and specialist advice on treatment of these conditions.

The post holder will provide active supportive roles for the routine tasks of the team, including:

- Contributing to pre-assessment notes
- Creating technical appendices
- Observing our weekly assessments with young people with trauma, anxiety and depression difficulties
- Attending weekly team meetings
- Creating therapeutic resources
- Supporting the Senior Clinical Psychologist in their role as Public, Patient and Involvement Lead and Equality and Diversity Lead. This would involve attending meetings and also following up with any suggestions/projects
- Contributing to data entry and analysis as required
- Contributing to service audits
- Observing teaching provided by the TAD clinic to other CAMHS teams

We are a small team and we really value all our individual team members. Clinicians all work part-time and therefore it is often difficult for them to take forward all of the ideas that they have without additional support. The successful applicant would really help us to manage competing demands, allowing the service provided to young people and their parents to be improved. They would also be particularly helpful in our assessment process.

The wellbeing of our team members are incredibly important to us and this would be no different for an Assistant Psychologist. As part of supervision, the team member will be encouraged to discuss their experience of the team and team dynamics on a regular basis, in a safe and confidential space. The supervisors very much take in interest in the person as a whole, not just their work. The team works with young people from a wide range of diverse backgrounds and also regularly provide placements to trainee and honorary assistant psychologists from diverse backgrounds.

Neurodevelopmental Team and Paediatric Liaison Service

CAG/Borough: Lewisham CAMHS

Supervisor: Dr Dionne Harleston, Senior Clinical Psychologist

Duration: 4 months

Working days: 3 days a week (involves some face to face working)

The Lewisham CAMHS Neurodevelopmental Team and Paediatric Liaison Service provides assessment, treatment and care co-ordination for children and young people, up to the age of 18, with a significant learning disability and/or complex neurodevelopmental disorders, and children/young people with chronic and life limiting health conditions.

The post holder will provide active supportive roles for the routine tasks of the team, including:

- Undertaking assessments of new referrals
- Gathering outcome data
- Attending and contributing to team meetings
- Attending multidisciplinary team meetings at University Hospital Lewisham
- Observing and supporting groups
- Contributing to data entry and analysis as required
- Contributing to service audits as required
- Gathering PPI evaluation data from families

As with all assistants, paid or voluntary, we hope that the successful applicant will become another valued member of the team, to provide extra support to the clinical work to help our young people and their families and the range of psychological needs we work with. We would also hope to add personal value for them by giving them an experience that will further expose them to the realities of the world of psychology in an NHS setting. We would aim for them to gain some of the foundations of clinical experience, working with a diverse population, that can be added to their CV as they seek further roles and build on their professional development.

We are a down to earth team from diverse backgrounds who would hope to receive new members of the team how we were received; in a supportive, friendly, encouraging and non-judgemental environment by warm and enthusiastic colleagues. Whilst we work with a complex population in our paediatric liaison and neurodevelopmental teams during challenging times, we still aim to support colleagues who are learning and developing their skills in the same committed way, even if some of this may be remotely. In addition to supervision, we have other avenues that encourage support with development and clinical work as well as feedback about working environments. Lastly, we embrace and reflect on difference whether that be our pathways, identities or life experiences generally; all are welcome.

Supporting Statement Guidance

You must follow this guidance in completing the Supporting Statement in your application form. Applications that do not follow these instructions 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 below. 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 18 months ago OR I will graduate with a psychology undergraduate degree 2:1 or above with Graduate Basis for Chartership
- I am not currently a salaried or post graduate 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

INTEREST IN CLINICAL PSYCHOLOGY

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

INTEREST IN IMPROVING EQUITY OF ACCESS TO PSYCHOLOGICAL INTERVENTIONS

VALUES OR EXPERIENCES THAT SHOW YOUR CAPABILITY TO WORK WITH A DIVERSE POPULATION OF SERVICE USERS AND THEIR FAMILIES

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

HOW DO YOU MEET THE CRITERIA RELATING TO FINANCIAL EXCLUSION?

Please see examples on the following 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 requested 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)
- Have you received additional bursaries, grants or awards for university (e.g. From student support services Government maintenance schemes, in addition to student loan and 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 are a Care Leaver
- Have been estranged from your family under the age of 19 • Are you currently caring for others with additional needs e.g. disability, physical or mental health problems, drug or alcohol problems?
- Have 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/>)

