

**LINCOLNSHIRE POLICE
JOB DESCRIPTION**

JOB TITLE: Psychological Needs & Trauma Practitioner

GRADE:	SG3
DEPARTMENT:	Health & Care
ACCOUNTABLE TO:	Head of Health & Care
STAFF MANAGED:	None
LOCATION/WORK BASE:	TBC

JOB PURPOSE AND SCOPE:

To provide evidence-based, confidential psychological support to the officers and staff of Lincolnshire Police through the delivery of proactive and reactive measures, including (but not exclusive to) pre-employment screening, psychological screening, post incident support and trauma focused therapies.

The successful candidate will work as part of the health and wellbeing team ensuring a holistic approach to support.

All staff involved in carrying out functions in this role will do so in accordance with the principles of the Code of Ethics. The aim of the Code of Ethics is to support each member of the policing profession to deliver the highest professional standards in their service to the public.

CORE WORK AREAS:

1. Effective case load management, ensuring timely responses to self-referrals, and third-party referrals, prioritising those that have been triaged via the crisis line.
2. Maintain electronic health records, ensuring that the data held complies with GDPR and other appropriate legislation.
3. Clinical assessments of individuals using diagnostic tools. Identifying the most appropriate support mechanisms and providing these in a timely manner.
4. Referral of cases that require escalation or alternative support on to the Head of Health & Wellbeing.
5. Conduct psychological risk assessments to establish fitness for task of individuals prior to appointment or moving into high risk roles to ensure suitability.
6. Undertake role related screening and structured interviews on a regular basis with certain departments.
7. Facilitate post incident support and debriefing, minimising the impact of trauma suffered by the workforce and promoting a culture in which our people expect to receive support services.
8. Where relevant refer employees on to other agencies or services, providing advice and support.

9. Provide training to the organisation to better understand psychological health and the available support.
10. Gather statistical data to ensure that demand is appropriately recorded, and services are staffed sufficiently, allowing effective access.
11. Liaise with the Head of Health & Care on a regular basis to ensure that they are aware of cases and demand and can provide appropriate support.
12. Liaise with other areas of the organisation to ensure a multi-disciplinary, holistic approach to wellbeing support. This may include involvement in ill-health retirement, sickness absence reviews or exceptional case reviews which may be approached collaboratively with other areas of the force such as chaplaincy, HR etc. or external providers (physiotherapists, crisis team etc).

OTHER DUTIES:

The post holder will be required to participate in clinical supervision sessions.

The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties that may be required from time to time within the general scope of the post. Any such duties should not substantially change the general nature of the post.

EQUALITY AND DIVERSITY:

The post holder is required to carry out their duties in a way that supports the Force Diversity strategy.

HEALTH AND SAFETY:

The post holder will take all reasonable care of themselves and of others who may be affected by their acts or omissions.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS:

Lincolnshire Police has a duty to promote the welfare of, and safeguard of children and vulnerable adults. The post holder is required to comply with Force Policy and Standard Operating Procedures in respect of safeguarding children and vulnerable adults.

Job description written by: Lauren Oliver

Date: 27/07/2021

PERSON SPECIFICATION

Post Title: Psychological Needs & Trauma Practitioner	Post Number: 22/06
Section: Health & Wellbeing	Grade: SG3

This form sets the standard for the person needed for this job, and also will be the basis for shortlisting and for the questions to be asked at interview. The requirements are job-related and described using appropriate words and marked E (Essential) or D (Desirable) as appropriate. There will not necessarily be an entry in every box.

	Requirements	Essential (E) or Desirable (D)	Measurement (see below)
Qualifications/ Training	Educated to at least GCSE grade C in Maths and English	E	A
	Degree in Nursing, Social Work, Occupational Therapy, Psychology, Psychotherapy or other relevant area.	E	A
	Postgraduate diploma achieved in a relevant field e.g. Counselling, Cognitive Behavioural Therapy etc.	E	A
	Registration with the British Association for Counselling and Psychotherapy (BACP) and/or British Association for Behavioural and Cognitive Psychotherapies (BABCP)	E	A
	Qualified to deliver a range of talking therapies including CBT and trauma-focused CBT	E	A
	Qualified to deliver EMDR	D	A
Experience	A minimum of 2 years previous experience of working as a psychotherapist/ counsellor /practitioner and or a mental health/psychological support role.	E	A
	Previous experience of working within a blue light emergency services organisation	D	A/I
	Experience of using Microsoft Office packages	E	A/I
	Previous experience of record keeping, creating, retrieving and amending files.	E	A/I

Skills	Ability to plan and prioritise tasks, managing own workload effectively and using initiative.	E	A/I
	Be adaptable and capable of responding to change.	E	A/I
	Communicates effectively and clearly both verbally and in writing, avoiding jargon.	E	A/I
	Trained to provide structured interviews and/or psychological assessments.	D	A/I
Knowledge	Demonstrates an understanding of Data Protection and GDPR.	D	A/I
	Theoretical and practical knowledge regarding anxiety disorders, depression, and trauma.	E	A/I
Social Skills	Ability to develop strong working relationships within Lincolnshire Police and with relevant partners.	E	A/I
	Emotionally intelligent, demonstrating awareness and acceptance of how others feel.	E	A/I
	Ability to provide training input around psychological health, how this may present and methods for supporting individuals in the workplace.	D	A/I
Motivation/ Commitment	Self-motivated and focused on delivering high-quality services.	E	A/I
	Committed to maintaining continuous professional development and training.	E	A/I
Others	Value confidentiality, with previous experience of working with sensitive personal data.	E	A/I
	Ability to deal with traumatic situations and stress, attending regular supervision sessions for personal support.	E	A/I
	Full UK driving licence	E	A/I

<u>Measurement</u>	A. From application form	T. By test after shortlisting	I. Probing at interview	P. Presentation
	R. References		O. Other (please specify)	