# Contents

## Our Internship Programme

| What is a Psychology Graduate Internship? | 5 |
| Intern Responsibilities | 6 |

## Internships for 2018

### Adult and Ageless Services

1. Brighton Assessment and Treatment Service (Mindfulness) | 8 |
2. East Brighton Assessment and Treatment Service | 9 |
3. Coastal Assessment and Treatment Service | 11 |
4. Hastings and Rother Assessment and Treatment Service | 12 |
5. Crawley Assessment and Treatment Service | 13 |
6. St Mary’s House (Eastbourne) | 14 |
7. Eastbourne Urgent Care and Acute Services | 15 |
8. Memory Assessment Service, South | 16 |
9. West Sussex Dementia Services | 17 |

### Children and Young People Services

10-15. East Sussex CAMHS, and Participation | 19 |
16. Children and Young Person’s Family Eating Disorder Service, Haywards Heath | 21 |
17. West Sussex Looked After Children’s CAMHS | 23 |
18. SWIFT Specialist Family Service, East Sussex | 24 |

### Research, Audit and Service Evaluation

19-20. Clinical Academic Groups and Psychology and Psychological Therapies | 27 |
21. Quality Improvement Using Clinical Audit | 29 |
22. Post-Graduate Partnership Courses Team, University of Sussex | 31 |

### Specialist Services (Personality Disorder, Early Intervention in Psychosis, Secure and Forensic Services, and Learning Disability Services)

23-25. Burgess Hill Bluebell House Recovery Support (Personality Disorder Service) | 33 |
26. Horsham Early Intervention in Psychosis | 34 |
27. Worthing Early Intervention in Psychosis | 35 |
28. Supporting Psychological Work (Adults with Learning Disabilities) | 36 |
29. Brighton & Hove Community Learning Disability Team | 37 |
30-32. The Chichester Centre, Low Secure and Forensic Hospital | 39 |
33-36. Hellingly Centre, Secure and Forensic Healthcare Services | 41 |

## How to Apply

| Timeline | 43 |
Our Internship Programme

Thank you for your interest in our Psychology Graduate Internship Programme.

We know that it can be hard to get started on a career in the psychological professions and that one of the bottlenecks is access to suitable experience. As a University Trust we are addressing this by offering co-ordinated opportunities for graduates to gain relevant experience in Sussex Partnership services. And this isn’t just about helping you out: our service users benefit significantly from the quality enhancements to our activities that volunteer graduates can offer.

Our Trust is regularly contacted by psychology graduates seeking relevant professional experience to assist them as they embark on careers in mental health. The Psychology Graduate Internship Programme offers a co-ordinated approach to this form of volunteering, aiming to ensure maximum equality of opportunity and that both the intern and the Trust benefit from the arrangement.

The Psychology Graduate Internship Programme provides a framework for Psychology graduates to volunteer with teams for a minimum of one day a week, for a period of 3-12 months. As an intern you will learn skills and gain experience which we hope will help support your career progression.

This year we are very excited to be able to offer 36 high quality internships across Sussex. These positions support specific projects across our clinical, training, audit and research activities. We will undertake to provide specific experience as detailed in each of the internship outlines in this booklet, and to sign off a reference detailing this and your performance at the end of your time with us. In exchange we ask you for a commitment to volunteer with us for 3-12 months, depending on the specific requirements of each role, for a minimum of one day per week.

Please see the following pages for details of our Psychology Graduate Internships and for details of how to apply.

We look forward to meeting and working with you!

Kind regards,

Dr Adrian Whittington
Director of Education and Training
Joint Director of Psychology and Psychological Therapies
Consultant Clinical Psychologist
What is a Psychology Graduate Internship?

An internship is where an individual undertakes voluntary work for a fixed period of time to gain relevant professional experience and skills before embarking on a career. In order to ensure best practice, the Trust approach to Psychology Graduate Internships complies with the Gateway to the Professions Collaborative Forum Best Practice Code for High Quality Internships1.

<table>
<thead>
<tr>
<th>Psychology Graduate Internship</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Purpose:</strong></td>
</tr>
<tr>
<td>• Individual undertakes voluntary work to gain relevant professional experience before embarking on a career</td>
</tr>
<tr>
<td><strong>Eligibility criteria</strong></td>
</tr>
<tr>
<td>• Psychology honours degree minimum 2.2 with GBC status (or equivalent conversion course/equivalent degree for non-UK applicants)</td>
</tr>
<tr>
<td>• Legally eligible to remain and work in the UK</td>
</tr>
<tr>
<td><strong>Recruitment</strong></td>
</tr>
<tr>
<td>• Recruitment to the internships is based on the principle of maximising equality of opportunity. Internships are subject to fair and transparent recruitment and selection processes.</td>
</tr>
<tr>
<td><strong>Duration of internship</strong></td>
</tr>
<tr>
<td>• Starting 1 October 2018</td>
</tr>
<tr>
<td>• 3-12 months, specified for each role.</td>
</tr>
<tr>
<td><strong>Time commitment</strong></td>
</tr>
<tr>
<td>• Minimum 1 day per week</td>
</tr>
<tr>
<td>• Maximum 3 days per week</td>
</tr>
<tr>
<td><strong>Supervision</strong></td>
</tr>
<tr>
<td>• Named supervisor to provide a minimum of 1 hour of formal supervision every 2 weeks</td>
</tr>
<tr>
<td>• Plus an additional one hour of informal contact as needed (e.g. ad hoc consultation) every two weeks</td>
</tr>
<tr>
<td><strong>Work Plan</strong></td>
</tr>
<tr>
<td>• Tasks are clearly defined and integrated into a structured work plan. The internship arrangements include negotiated flexibilities to support other aspects of the intern’s development such as attendance at training or job interviews or to accommodate personal or paid work commitments</td>
</tr>
<tr>
<td><strong>Travel expenses</strong></td>
</tr>
<tr>
<td>• All internships will reimburse travel expenses for home to base return travel, plus any within placement travel. Up to £18 a day can be reimbursed for home to base travel expenses, which would be approximately 40 miles of car travel.</td>
</tr>
</tbody>
</table>

1[www.bis.gov.uk/policies/higher-education/access-to-proessions/gateways-to-proessions](http://www.bis.gov.uk/policies/higher-education/access-to-professions/gateways-to-professions)

2Criteria for eligibility can be viewed at this link: [http://www.bps.org.uk/what-we-do/membership/graduate-member-mbps/graduate-member-mbpss](http://www.bps.org.uk/what-we-do/membership/graduate-member-mbps/graduate-member-mbpss)
Intern Responsibilities

A Psychology Graduate Intern can:

- Collect, manage and analyse data for routine clinical evaluation, audit, service or training evaluation or research
- Conduct literature searches, develop materials and information and write reports to support clinical, training or research projects
- Manage materials and equipment for clinical, training or research use
- Support group or individual clinical work alongside a qualified practitioner, for example gathering specific information, making recordings, contributing specific planned input to a group or individual intervention under live supervision
- Assist qualified practitioners in delivering training for other professionals
- Undertake specified administrative support tasks e.g. minuting meetings, data entry

A Psychology Graduate Intern does not:

- Provide an alternative to an essential qualified or unqualified member of staff – interns provide additional activity to enhance the quality of what the Trust offers
- Only do administration – this can be part of the role, but not all of it
- Have an entitlement to further training or paid employment – the experience can enhance your CV, but does not provide a direct pathway into work
Adult and Ageless Services
Description of role:

- Sitting in on joint assessments for mindfulness and other psychological interventions with lead supervisor and with other members of the multi-disciplinary team
- Sitting in on, and assisting, MBCT groups for patients or staff
- Sitting in on multi-disciplinary team meetings e.g. triage, business and formulation meetings
- Co-running psychoeducation groups in the Group Treatment service where available
- Carrying out brief, discrete psychological interventions such as some of the following: being a reinforcer on a STEPPS programme, supporting the work of the OCD clinic, doing BAGE work with patients with anxiety and/or depression and supporting follow on work after the end of therapy with the intern’s supervisor
- Collating summaries of clinical history on clients to be assessed
- Writing up reports on clients assessed
- Attending short (1 to 2 day) trainings in mindfulness, Cognitive Analytic Therapy, and other therapeutic models where available
- Collating and presenting evaluations of training events and staff mindfulness groups
- Undertaking small research projects around aspects of mindfulness provision such as an audit on staff sickness rates linked to mindfulness groups
- Preparing the Sussex Mindfulness Centre newsletter
- Helping organise and support the Sussex Mindfulness Centre annual conference
- Updating the Sussex Mindfulness Centre website

Values:

- Putting patients first, respect, belief in the value of the founding principles of the NHS, enthusiasm/passion for the work and ideally for mindfulness.

What can an intern expect to gain from your internship?

- Exposure to various aspects of mindfulness provision, including theoretical, clinical, training, governance and audit
- Experience of direct client contact through observation of the work of another trained professional, usually a clinical psychologist, and some direct work in group settings with a group leader
- Some experience of individual clinical work under supervision
- Experience of a multi-disciplinary NHS mental health service and NHS organisational issues
- Contact with a wide range of clinical psychologists and those working towards being clinical psychologists (assistants or trainees) and other clinical specialists - the opportunity to build connections, see how different people work, and the different cultures of the different mental health professions
- Regular supervision with a clinical psychologist
- Experience of an Education & Training dept. Opportunity to attend some training events for free and to see how they are planned, organised and evaluated.
2. East Assessment and Treatment Service (Brighton)

**Supervisor profession:** Clinical Psychologist  
**Location:** East Brighton Community Mental Health Centre, Brighton General Hospital, Elm Grove, Brighton, BN2 3EW  
**Duration:** 48 weeks  
**Working days:** 2-3 days per week  
**Accessibility:** Access to car is not necessary

### Description of role:

**Clinical**
- To assist psychologists and psychotherapists with psychological assessments where appropriate, including assistance with the use of psychometric and outcome measures (e.g. administering and scoring tests where appropriate)
- To contribute to one to two clinical cases in the Assessment & Treatment Service by carrying out a piece of structured, time-limited work, such as graded exposure or behavioural activation, as part of the service user’s care plan, and in conjunction with the lead practitioner/care coordinator
- To work jointly with a psychologist to provide psychological interventions where appropriate
- To assist with the administration, organisation, running and evaluation of group interventions provided by psychologists and psychotherapists

**Audit, service evaluation & research**
- Support any audit and service evaluation work within the service, for example, looking at outcomes for the psychology and psychological therapy work within the Brighton Assessment and Treatment Service
- Assist with psychology-related administrative duties (e.g. data collection; database management; collection and follow-up of audit and research data; monitoring of psychology equipment needs)

### Person specification:

**Knowledge/Experience:**
- Good honours degree (2:1) in psychology  
- Graduate membership of the BPS or eligibility for this  
- Experience of working with vulnerable groups, either through paid work or voluntary work experience

**Skills:**
- Good communication skills  
- Skills in audit work  
- Good interpersonal skills  
- Good team work skills  
- IT skills  
- Research and data analysis skills  
- Ability to organise and manage workload under supervision  
- Ability to be flexible and manage multiple demands  
- Ability to write clear and concise reports related to clinical and research activities

**Values:**
- Commitment to providing high quality mental health services  
- Commitment of delivering client-led, recovery-oriented services  
- Commitment to ethical practice and to working within professional and organisational guidelines  
- Commitment to NHS and SPFT values  
- Commitment to equal opportunities and working with diversity and disadvantaged populations
What can an intern expect to gain from your internship?

Opportunity to:
• gain experience of working in the NHS and to develop an understanding of current NHS structures and pressures
• gain experience of working with adults of all ages, including later life and dementia
• gain insight into a wide range of severe and complex mental health difficulties and a wide variety of psychological treatment modalities
• gain insight into the roles and contributions of applied psychologists and psychotherapists in secondary mental health care and how psychological theory is applied in practice
• be part of the Assessment and Treatment Services and contribute to supporting the development of these services via audit and service evaluation work and clinical work under supervision
• work as part of a team and to participate in multidisciplinary team meetings, reflective practice groups, supervision groups, clinical review meetings and other activities (e.g. triage; team training events)
• shadow members of the multidisciplinary team and to gain insight into the roles of different professions
• For supervised clinical experience, as appropriate, with up to 2 service users at any one time
• carry out joint assessments and interventions with psychologists where appropriate, including with couples and families
• develop a range of applied psychology skills, including development of psychological formulation skills and assessment and intervention skills
• develop audit, research and service evaluation skills in an applied setting
• be part of a local group for interns run by a psychologist in the service, providing peer support and guidance
3. Coastal Assessment and Treatment Service

Supervisor profession: Clinical Psychologist and Occupational Therapist
Location: Chanctonbury, Swandean site, Arundel Road, Worthing, BN13 3EP
Duration: Up to 48 weeks
Working days: 2-3 days per week
Accessibility: Access to car is preferable, but not absolutely essential

Description of role:

• Supporting work of Clinical Care Pathway groups and Cluster working groups
• Supporting psychologists with complex case discussions/formulations and other aspects of their work
• Participating in audit and evaluation work to support service development, e.g. supporting the Enabling Recovery evaluations, staff skill audits

Person specification:

Knowledge
• Personal or professional experience of mental health/illness
• Experience of working in a team

Skills:
• Ability to communicate with a range of people with a variety of needs; good communication skills, both orally and in writing
• Understanding of professional conduct, e.g. good time keeping, maintaining appropriate boundaries etc.
• Ability to work collaboratively as a team player and liaise effectively with a variety of other health personnel
• Familiarity with IT, including keyboard skills, word processing, databases (e.g. excel), email and search engines (e.g. OVID, PSYCHINFO)

Values:
• Willingness to work using recovery based approaches, recognising the expertise of the patient
• Respect for all individuals regardless of their background
• To be able to value and recognise a person’s strengths
• Demonstrate support for the values and vision of the Trust

What can an intern expect to gain from your internship?
• Experience of working with people with mental health issues as part of an MDT in a community setting
• Opportunity to be involved with key service improvement projects
• Experience of working with and observing the work of a clinical psychologist
4. Hastings & Rother Assessment and Treatment Service

Supervisor profession: Clinical Psychologist
Location: Cavendish House, Breeds Place, Hastings, East Sussex, TN34 3AA
Duration: 48 weeks
Working days: 2-3 days per week
Accessibility: Car not required

Description of role:

- To support the work of qualified psychologists and psychotherapists within a multidisciplinary team in an Assessment & Treatment Service (e.g. assisting in assessments and therapy work)
- To gain experience of secondary mental healthcare and of the various roles within the service
- To attend a range of meetings and to contribute clinically as and when appropriate (e.g. psychology referrals meeting; peer supervision group)
- To contribute to research and education as appropriate (e.g. literature searches, preparing teaching aids, assisting in service evaluation projects)

Person specification:

Knowledge
- An honours degree in Psychology or related subject – ideally a minimum of a 2:1
- Ideally some previous experience of working in a ‘caring’ role within the NHS or voluntary sector

Skills:
- Good interpersonal skills
- Good basic research skills and experience of IT skills used in research and evaluation (e.g. excel, SPSS)
- Ability to produce written reports to a high standard
- Ability to prioritise and manage a range of demands
- Good time keeping

Values:
- Commitment to learning and development
- A respectful attitude towards individuals with mental health problems and some awareness of the importance of working with principles embodied in policies of equal opportunities and diversity

What can an intern expect to gain from your internship?

- Weekly supervision with a psychologist
- Experience of working as part of an MDT in a secondary mental healthcare setting
- Direct and indirect experience of clinical work
- Assisting in psychological assessments.
  - Doing some therapy work with patients such as Behavioural Activation (BA) or Graded Exposure (GE)
  - Doing neuropsychological assessments.
  - Opportunities to co-facilitate groups.
- Opportunity to do various training courses (e.g. BA/GE training).
- To develop research skills (e.g. assisting in service evaluation projects).
Description of role:

As a psychology team in the Crawley ATS we are currently looking to audit and describe the referrals we receive, the interventions we offer, in the context of the team case load as a whole. This will then help us consider the range of interventions we offer, including group treatment, workshops and clinics. This needs to be all in relation to the current evidence base and advice from our clinical academic groups (CAG’s).

This post will aim to support this audit primarily. The second step will be to use the results gained to think about development and dissemination of appropriate therapies within the team. There will be some opportunity to also shadow clinical and counselling psychologists in their assessments and interventions. And to shadow a number of other disciplines within the team. There may be the opportunity to observe or to co-facilitate a group, but this will depend on previous experience.

Person specification:

Knowledge
• Research and audit skills and experience is necessary. In particular, confidence in using excel spreadsheets and statistical packages
• Broad Knowledge of psychology models such as CBT
• Broad knowledge of current mental health service structure, provision and key issues/challenges/strengths

Skills:
• Audit and research skills
• Previous clinical skills (desirable not essential)

Values:
• Fairness, honesty and openness are key

What can an intern expect to gain from your internship?
• What can an intern expect to gain from your internship?
• To be part of a service development project
• To have experience of taking some leadership at times (and therefore learning about leadership skills)
• Experience of good supervision, and therefore an opportunity to reflect and develop in general
• Knowledge of how a community mental health team works and functions
• Learning as to different disciplines work within the team
• To have increased understanding of psychological interventions currently offered in the NHS, and the current evidence base pertaining to this
6. St Mary’s House (Eastbourne)

**Supervisor profession:** Clinical Psychologist  
**Location:** St Mary’s House, Second Floor, 53 St Leonards Road, Eastbourne, BN21 3UU  
**Duration:** 48 weeks  
**Working Days:** 3 days per week  
**Accessibility:** Access to car is preferable, but not essential

### Description of role:

Key tasks split across two areas:

1. Support implementation of Trust Carer Strategy (Triangle of Care) in East Sussex through joint work with staff, carers and carer organisations:
   - Distribute carer information packs
   - Promote carer support groups
   - Audit carer outcomes on clinical information system
   - Attend carer involvement meetings

2. Work with health professionals to support the delivery of evidence-based interventions in the Specialist Older Adult Mental Health services (SOAMS)

   Attend the SOAMS Clinical Academic Group meetings (monthly) and work with professional leads to:
   - Communicate the work of CAGS in the services
   - Develop baseline knowledge of interventions and staff training needs
   - Set up an information resource for staff
   - Audit interventions for older people using clinical information system
   - Evaluate service user and carer satisfaction with interventions

### Person specification:

#### Knowledge:
- Ability to communicate effectively and respectfully with carers of people and older people with mental health difficulties
- Ability to work with autonomy on tasks, to plan and organise workload
- Knowledge of needs of people with severe and complex mental health difficulties within secondary mental health services
- Some experience of working in a ‘caring’ role and/or working with older people within personal, NHS or voluntary sector

#### Skills:
- Good basic IT skills
- Ability to produce written reports to a high standard

#### Values:
- Understand the beliefs and values of working in partnership with carers, older people and third sector organisations
- Support the Trust’s visions and values, in particular the promotion of a positive approach to diversity, equality, rights and treating others with dignity, fairness, respect and autonomy

### What can an intern expect to gain from your internship?

- Supervision with Psychologist and working alongside in clinical work with families
- Knowledge of evidence based interventions for older people with dementia and mental health problems according to NICE guidelines
- Knowledge of service developments to improve service skill and capacity to deliver more evidence based interventions
- Experience of co-delivering psychoeducational/support forum for carers
- Experience of role of carer within care partnership with service user and staff
- Experience of multi-disciplinary teams and secondary mental health care
- Direct and indirect experience of clinical work
- Experience of audit of staff practices, from data collection to report-writing
Description of Role:

- To gain an understanding of acute and urgent care settings by assisting the Principal Clinical Psychologist in delivering services within working age adult acute wards and CRHT.
- To review casenotes for complex case formulations
- To have direct contact with inpatient service users using a simple CBT informed formulation model to understand and give meaning to their mental health crisis
- To administer psychometric testing where appropriate and under supervision
- To co-facilitate a CRHT/ward based group focused on emotional coping skills
- To contribute to teaching in staff training events led by Psychology
- To attend staff meetings, away days, CPD events etc... as appropriate
- To undertake data collection, analysis of findings and the production of the report of audit/evaluation outcomes.
- To collate an annual report

Person Specification:

Knowledge:
- Good Honours degree (2:1) in psychology.
- Basic knowledge of the theory and practice of psychological interventions with adults.
- Previous experience of working in NHS or clinical settings desirable
- Previous experience of individual or group work desirable
- Previous experience of conducting applied research or clinical audits and familiarity with software such as SPSS, excel, powerpoint and other software packages necessary for undertaking and presenting research.
- Previous experience of clinical supervision desirable

Skills:
- Well-developed communication skills and an ability to communicate effectively both orally and in writing
- Skills in planning, organisation, administration
- Skills in literature searching and report writing
- An ability to self-motivate and work independently
- An ability to demonstrate resilience and remain professional in the face of emotionally distressing situations

Values:
- An ability to be empathic, compassionate, human and be able to relate easily to people in all sorts of situations / from all sorts of backgrounds
- A belief that service users and everyone else, are equal human beings and to see a service user as a whole person and to treat her / him in that way
- Respect for diversity and for values different from one’s own
- Has personal experience of and can remember being vulnerable her/himself
- An understanding of the importance of trust, building relationships with others and inspiring hope

What can an intern expect to gain from your internship?

The intern will gain experience of the systems and roles within acute and urgent care settings. They will benefit from regular and supportive supervision in order to learn about applying Psychology within these settings. They will gain experience of working within multidisciplinary teams dealing with acute, complex and high risk presentations. They will gain an understanding of acute emotional distress but also of specific client groups, such as those with personality disorders. They will gain direct experience of developing formulations and helping teams to think more psychologically about services users They will have the opportunity to apply basic psychological therapies in co-facilitating a therapeutic group. They will further develop evaluation, audit and report writing skills in an applied setting and have the opportunity to see how this contributes towards service development.
8. Memory Assessment Service, South

Supervisor profession: Clinical Psychologist
Location: Trust HQ Building, Swandean Hospital, Worthing, BN13 3EP
Duration: Between 48 weeks
Working days: 2 days per week
Accessibility: Car desirable but not essential

Description of role:

The memory assessment service is due to undergo significant changes to the service delivery model, commencing in April 2018. A main focus of the previous internships has been around developing service user feedback from patients and carers who use service e.g. setting up patient and carer focus groups, analysing data, evaluating service user feedback and providing written reports and recommendations. This will continue to be a large part of the role in capturing, evaluating and reporting service user experience as the new service model is rolled out.

There will also be opportunities to be involved in psychology and OT led group work, aimed at supporting adjustment to a diagnosis of dementia on the placement. Other opportunities to attend groups aimed for people with dementia and/or carers, run by third sector and community partners will also be available.

Further opportunities to be involved in MDT discussions and observing others work will be provided and can be tailored to the person’s interest.

Person specification:

Knowledge:
- A sound knowledge of research and past experience of setting up and evaluation focus groups and/or qualitative data would be desirable
- Experience of working with people with dementia or life limiting illnesses would also be desirable

Skills:
- Skills in qualitative evaluation and research methodologies
- Good report writing skills
- Good verbal communication skills and an ability to interact with people with dementia and their carers

Values:
- An interest in working with people with dementia and their carers
- To provide good quality person centred services for people with dementia

What can an intern expect to gain from your internship?

The intern can expect to gain experience in carrying out a service development project to help improve the quality of experience for people receiving a diagnosis of dementia. This will involve qualitative research skills, setting up and co-facilitating focus group discussions with service users and carers and analysing and writing up the findings, proposing areas for change.

The intern will also be given the opportunity to observe qualified members of staff and support psychosocial interventions delivered by qualified members of staff. Other opportunities will include being part of a busy MDT and the opportunity to observe neuropsychology assessments.
9. West Sussex Dementia Services

**Supervisor profession:** Clinical Psychologist  
**Location:** Across West Sussex, based in Worthing  
**Duration:** 12 months  
**Working days:** 2 days per week  
**Accessibility:** Access to car is required

**Description of role:**

This is an exciting new opportunity to support the development of the dementia services across West Sussex, you will be working closely with the Dementia psychology lead to support service developments, which could include introducing recovery college course for our service users and carers, establishing the role of experts by experience, developing non-pharmaceutical approaches, developing our understanding of the local dementia services e.g. voluntary services. You will also be linked to the wider psychology network in older people services and support our training provision.

**Person specification:**

**Knowledge:**
- Knowledge of person-centred therapeutic skills  
- Knowledge of neuropsychology models related to dementia  
- Experience of working with people with dementia/older people/people with cognitive difficulties  
- Experience of working with family members/carers  
- Experience of working in a team

**Skills:**
- Knowledge of person-centred therapeutic skills  
- Knowledge of neuropsychology models related to dementia  
- Experience of working with people with dementia/older people/people with cognitive difficulties  
- Experience of working with family members/carers

**Values:**
A strong value base in the person-centred approach, and especially the importance of treating all human beings with warmth, empathy and unconditional positive regard. Seeing the person with dementia as a person, with a rich life history. Exploring and supporting a person’s strengths in addition to working to minimise the impact of cognitive difficulties.

**What can an intern expect to gain from your internship?**

The internship offers the opportunity to gain experience and understanding of using psychological models to formulate and understand the needs of our service users, with the supervision and support of the supervisor. There are opportunities to be involved in the development of teaching resources that meet the needs of our staff as well as service evaluation regarding innovative approaches. There are opportunities to potentially be involved in writing up service evaluation work for publication/presentation at conferences.

The supervisor (Tina) has many years’ experience of supervising trainee clinical psychologists and there will be a trainee clinical psychologist on clinical placement for the duration of this internship. There will therefore be opportunities for some joint work with trainees in addition to the supervisor, giving the opportunity to gain experience into the training process for Clinical Psychologists.
Children and Young People’s Services
There are 6 internships available in East Sussex CAMHS at the following locations:

- **Hailsham CAMHS** (2 internships available)
- **Ouse Valley CAMHS** (2 internships available)
- **Hastings CAMHS** (1 internship available)
- **Participation Internship** (1 internship available)

Please state clearly on your application form which of these locations you wish to apply for. To be considered for all please state “East Sussex CAMHS”.

**Description of role:**

**Hailsham, Ouse Valley & Hastings CAMHS:**

- Supporting the administration and collection of outcome measures with children, adolescents and parents/carers
- Undertaking audit around particular pathways in CAMHS, e.g. ADHD, ASD
- Audit and resource development for group work
- Opportunities to support the work of our Young People’s Participation Worker
- Support the facilitation and evaluation of groups (e.g., Woodland Days).
- Shadowing clinical assessments and interventions
- Joining and contributing to multidisciplinary team meetings
- Attend monthly seminars presented by clinicians
- Opportunities to support the screening of referrals to generic CAMHS and to neuro-developmental pathways

**Participation Internship (Hailsham):**

East Sussex CAMHS has been committed to working in partnership with the young people and families who access the service for 10 years and in that time has established innovative ways of working that have received national recognition.

Participation is a hugely exciting area of work that can see you creating distraction resources in a waiting area, interviewing a parent and making a film with a group of young people all in one day. The work involves ensuring that people accessing the service have a host of ways in which to say clearly what they think about it and opportunities to get involved in putting their suggestions into action. It involves advocating on behalf of young people at the various decision-making bodies of the service and enabling cultural change in the organisation.

Young people who get involved in participation projects report that being listened to and taken seriously in this way significantly increases their self-confidence and esteem alongside benefitting from the improvements it brings.

It won’t all be about face to face work, there will be resources to make, reports to write and admin around supporting young people to access opportunities. It will never be boring.

**Further information about Participation**

You can see some of the films we have made by visiting www.turnyourfrownupside.org.uk click on blog and then on videos.

You can read about our woodland project by visiting www.circleofliferediscovery.com click on courses then funded projects then either family or The Woodland project.

You need to share the values that:

- that young people have every right to be taken seriously no matter how old they are
- that good ideas come from partnership working no matter how challenging that may be
- that we need to support young people and families to feel safe enough to be honest with us about their experience of accessing the service

...and have bags of energy and enthusiasm for working with young people experiencing mental health challenges.
Person specification:

Knowledge/Experience:
- Previous involvement in audit and/or research work
- Familiarity with health settings
- First degree in psychology is preferable
- IT skills

Skills:
- Ability to work independently
- Ability to communicate effectively with groups of colleagues, and with young people and families
- Good written communication skills
- Ability to use IT including Excel etc...

Values:
- Respectful collaboration with children, young people and families with mental health problems and CAMHS staff
- Respectful of culture, ethnicity, religion/spirituality and awareness of discrimination issues and other potential sources of bias and stigmatisation, such as gender, religion and sexuality

What can an intern expect to gain from your internship?

- Exposure to multidisciplinary work in a busy tier 3 CAMHS, including clinical and team meetings, MDT discussions around cases, observation of clinical work and involvement in preparation of group work
- Involvement in participation work with young people
- Involvement in routine outcome measurement tools and audit work
16. Children and Young Person’s Family Eating Disorder Service, Haywards Heath

**Supervisor profession:** Clinical Psychologist  
**Location:** Chalkhill, Princess Royal Hospital, Haywards Heath, Lewes Road, RH16 4NQ  
**Duration:** 12 months   
**Working Days:** 2-3 days per week  
**Accessibility:** A car is required for this role. The service is trust-wide and covers all of Sussex from Hastings to Chichester. Whilst the base of the intern would be Haywards Heath, travel across sites will be required.

**Description of role:**

In this internship, the intern will gain experience of working in a county wide, specialist community MDT than provides treatment to children and young people (aged 8-10) with eating disorder, and their families. The intern will have the opportunity to engage in a range of clinical and non-clinical tasks.

**Routine Outcome Measures (ROMS)**
- Scoring and inputting routine outcome measures or measures of experience into Carenotes or individual files
- Producing relevant graphs
- Presenting scored outcome measures as part of case presentation and team formulation

**Research, Audit and Service Evaluation**
- Literature reviews
- Designing and managing Excel databases to help manage service data
- Data collection and input
- Audit/service evaluation work
- Be in charge of updating psychology pathway database (e.g. inputting patient details when a patient is referred for psychology assessment, and updating as required)

**Assessments**
- Observation of multi-disciplinary assessments and psychology assessments and consultations
- Note taking in clinical assessments
- Opportunity to write up draft assessment reports
- There may be opportunities to administer cognitive screening tests with children and young people being seen by the service, under the close supervision of the supervisor
- There may be opportunities to help in the scoring of neuropsychological tests

**Interventions**
- Observation and note taking in Early Intervention clinics (early stages of treatments for eating disorders in children and young people)
- Observe systemic family practice for the treatment of eating disorders (either in the room or behind a glass screen). May also be the opportunity to be part of a reflecting team.

- May be supported in doing some 1:1 work with young people, such as providing guided self-help with the use of a manual, or providing other basic psychological interventions (at the level of the undergraduate) under the supervision of a clinical psychologist
- Creating and managing psychology resources

**Groups**
- Administration relating to running groups, e.g. checking waiting lists, preparing invites and materials for the groups and identifying and creating resources
- Observation of screening meetings for group interventions
- May be involved in the setting up and co-facilitation of therapeutic groups for young people with eating disorders or co-occurring difficulties (role determined by level of experience)
- Opportunity to attend parents group and facilitate small group discussions with parents of young people with eating disorders

**Multi-disciplinary observation**
- Opportunity to work as part of an MDT
- Opportunity to shadow the various members of the team

**Meetings**
- Attending multidisciplinary meetings
- Attendance at referral screening meetings
- Attend meetings and workshops delivered by the supervisor
- Help take minutes
- Contribute to discussion
- Attend team reflective practice
- Opportunity to be part of team formulation sessions

**Supervision**
- Experience of regular supervision with a clinical psychologist
- To gain knowledge of the core competencies of clinical psychologists
Person specification:

Knowledge:
- Understanding of mental health issues and how this can affect young people in their development, as well as affect families in general
- Undergraduate level understanding of psychology principles and phenomena. Ideally experience in a mental health setting or other work directly with young people.
- Organisational experience also helpful, including any experience in writing service evaluations or audits.
- Basic knowledge relating to the field of eating disorders and interest in learning about the experiences of individuals with eating disorders and their families.

Skills:
- A willingness to learn and try out new skills under close supervision.
- Able to be flexible and adapt as needed.
- Good analytical skills; able to do background reading as appropriate to enhance learning.
- Good understanding of Microsoft programmes, particularly Excel.
- Preferably have some experience of data input and data analysis using either Excel or SPSS.
- Good verbal and written communication skills.
- High level of personal organisation.
- Ability to work both individually and as part of a team.

Values:
- To hold a compassionate stance to individuals with eating disorders and their carers and family members, to have genuine interest in understanding the experiences of those with eating disorders.
- Should have an interest in pursuing a career in clinical psychology or related fields.
- Should be willing to engage in team reflective practice and self-reflection both individually and within clinical supervision.

What can an intern expect to gain from your internship?
- A good understanding of what it is like to work in a multi-disciplinary specialist eating disorder service, working with children, young people and families.
- Good knowledge about working with individuals with eating disorders, including the process of physical and psychological assessment, physical health monitoring, differential diagnosis, formulation and individual and family based interventions.
- Working closely with psychologists to understand how psychology contributes to the wider team. A variety of trainings and different learning opportunities will be available throughout the placement.
- Opportunity to reflect on key learning and its link to psychological principles and application to future work.
Description of role:

To assist with service developments/evaluations including:
- Developing/compiling service resources
- Resource development and audit for parenting group
- Supporting the MDT to review and manage clinical cases and treatment pathways
- Undertaking audits
- Supporting the administration, collection and interpretation of outcome measures with service users
- Developing resource packs for families and young people
- Supporting the team in reflecting on and developing the service

Person specification:

Knowledge:
- Undergraduate degree in psychology (essential)
- Experience of conducting research at undergraduate level (essential)
- Knowledge of qualitative and quantitative research methods (essential)
- Understanding of health settings (desirable)
- Previous involvement in audit and/or research work (desirable)
- Knowledge of the impact of disrupted attachments and early trauma (desirable)
- Experience of working with children and young people (desirable)

Skills:
- Ability to work independently, be proactive and seek opportunities
- Ability to communicate effectively with groups of colleagues and with young people and families
- Good verbal and written communication skills
- Ability to use IT including Excel etc...

Values:
- Respectful collaboration with children, young people and families with mental health problems and CAMHS staff and recognition of need to empower families and young people to work towards improved mental health
- Respectful of culture, ethnicity, religion/spirituality and awareness of discrimination issues and other potential sources of bias and stigmatisation, such as gender, religion and sexuality

What can an intern expect to gain from your internship?

- Exposure to clinical work with carers, young people and families in a busy specialist CAMHS LAC service, including team meetings and MDT discussions around cases
- Observation of clinical work which may include assessments, meetings with professionals and foster carers and involvement in preparation of group and individual work
- To attend regular Psychology meetings and Assistant Psychology Meetings
- Regular supervision and opportunities for internal training
- Opportunities to visit other services that work closely with CAMHS LAC
18. SWIFT Specialist Family Service, East Sussex

**Supervisor profession:** Clinical Psychologist  
**Location:** 102 Holly Place, Maywood Avenue, Eastbourne, East Sussex  
**Duration:** Minimum 24 weeks, but could be up to 48 weeks  
**Working Days:** Minimum of 1 day per week (must include a Mon, Tues or Wed) and could be up to 2 days  
**Accessibility:** Access to car is not required, but would be helpful

**Description of role:**

- To contribute to various service development projects across SWIFT, including a project which is evaluating the use of video interactive guidance (VIG) with children and their special guardianship carers, by collecting and analysing data, and writing reports
- To contribute to the delivery of a training session for special guardianship carers by producing materials, contacting carers and evaluating the session, e.g. via a questionnaire or focus group
- To take a lead role in finding providers of assessment and therapy for children and their special guardianship or adoptive carers via the adoption support fund and create a database for the service and a brochure for families of these providers
- To contribute to the child psychology consultation service by joining consultations and producing written reports detailing the discussion and agreed actions, with support and supervision
- To score, analyse and interpret a range of child assessment tools and psychometric questionnaires, such as the Strengths and Difficulties Questionnaire, the Mood and Feelings Questionnaire, the Social Communication Questionnaire, the Impact of Events Scale and the Family Relations Test, under supervision. This may also include transcribing Story Stem assessments and Meaning of the Child interviews
- To shadow other teams members including Assistant Psychologists undertaking cognitive assessments (of both children and adults) and observations (e.g. school observations, contact observations) and where appropriate therapeutic interventions
- To contribute to the development and organisation of resources and literature for the service, including carry out literature reviews on topics relevant to the service as directed
- To attend various meetings, forums and supervision groups

**Person specification:**

**Knowledge:**

- Some general understanding of clinical psychology, mental health services and social care would be useful
- Some experience of the application of research skills to clinical practice would be beneficial, including experience of collecting data
- Some knowledge or experience of methods of assessment, particularly in relation to children, would be useful, but not essential, as you will learn about this on the job
- Some understanding of child development, theories of attachment and trauma would be desirable, but not essential, as you will learn about these things on the job

**Skills:**

- Ability to use own initiative, be self-motivated and pro-active
- Ability to work independently
- Organised
- Research skills, including conducting literature reviews, managing data
- Analytical skills
- Good IT skills
- Good written communication, note taking and report writing skills
- Ability to liaise and work well with others as part of a team
- Good verbal communication, including confidence over the phone
- Ability to be reflective

**Values:**

- Non-judgmental and respectful
- Curious
- Empathetic
- Resilient
- Reliable and trustworthy
- Professional
What can an intern expect to gain from your internship?

It is hoped this placement would provide an intern with the following:

- An understanding of the role of a clinical psychologist as well as other professionals, e.g. assistant psychologist, social worker, mental health nurse, in a service for families where there are significant child protection and parenting concerns
- An understanding of how issues such as domestic abuse, parental substance misuse and mental health problems impact on children
- Knowledge of theories of child development, attachment and trauma
- Experience of using research skills to evaluate specialist interventions for children and their carers, including VIG and, indirect interventions such as psycho-educative materials and a training session for carers
- Experience of the use of a range of child assessment and psychometric tools, including cognitive assessments, observations and questionnaires
- Experience of applying theories to clinical practice, in the use of formulation and how formulation can be used as an intervention in a consultation clinic
- An understanding of and experience of the use of supervision

It is also hoped that an intern would use the placement to create opportunities to follow their own interests within related fields, and seek out opportunities meet their own professional development needs, for example by arranging to visit other services.
Research
(research, audit, service evaluation)
There are 2 internships available with the Clinical Academic Groups and Psychology and Psychological Therapies directorate.

Description of role:

We are able to offer 2 internships which provide an exciting opportunity to work on a range of projects in the Clinical Academic Groups and the Psychology and Psychological Therapies directorate.

The Psychology and Psychological Therapies directorate supports the work of the 600+ professionals in this area across the trust. There are new Joint Directors of PPT, Nick Lake and Adrian Whittington, and there is a new PPT strategy being developed. The work will involve leading audits of PPT practice and writing these up under supervision. It will also involve the support the implementation of the PPT strategy across the trust as it develops.

Clinical Academic Groups to support the clinical services across the Trust (Care Delivery Services). They do this by defining clinical pathways (i.e. recommending the evidence-based care and interventions that should be offered), assessing quality and actively promoting evidence based improvement, integrating clinical practice development and research, and integrating of education and training strategies with clinical pathways developments. The development of CAGs presents an opportunity for all clinicians, working with academic colleagues, to lead the way in improving quality.

This includes conducting systematic reviews of the research evidence for different mental health conditions and writing up findings and conducting audits of interventions currently offered in our services. This will include supporting new developments such as the expansion of psychological treatments for people with Long Term Conditions (physical health problems). You will attend CAG meetings each month and become familiar with how the CAG operates and its relationship to other parts of the organisation.

Together these internships will offer the opportunity to explore how evidence-based interventions are delivered and improved upon in the real world of the NHS. For further information on the research work of the main supervisors please see www.researchgate.net/profile/Nick_Grey.

The main tasks, responsibilities and opportunities of these roles will include:

- Close supervision from clinical psychologists, and support from other professionals
- Closely supervised experience of conducting systematic reviews and writing up findings
- Closely supervised experience of conducting audits of clinical services
- Understanding of and familiarity with the broad range of interventions offered in services to people experiencing a variety of mental health conditions
- Opportunities to be an author on papers submitted for peer reviewed publication
- Opportunities for working with senior members of Sussex Partnership from a broad range of disciplines including psychiatry, nursing, psychology and occupational health
- Opportunities to gain direct clinical experience

Tasks and responsibilities will be tailored to individual skills, experiences and training needs and time availability which can be negotiated with the lead supervisor once appointed.
Person specification:

Knowledge
- Understand how mental health interventions are evaluated for effectiveness, including the methods such as randomised controlled trials, and the advantages and disadvantages of different evaluation approaches
- Aware of the National Institute of Health and Care Excellence (NICE) and its role in guiding clinical practice
- Aware of NICE guidelines for the various mental health conditions

Skills:
- Experience of conducting literature searches using journal databases (e.g. PsychInfo)
- Good interpersonal skills and able to work well with people from a variety of perspectives (e.g. psychiatrists, nurses, psychologists, managers)
- Skills in writing up academic reports (e.g. lab reports)
- Undergraduate-level skills in conducting quantitative and qualitative evaluations of interventions and services (e.g. administering questionnaires, conducting semi-structured interviews)
- Familiar with SPSS
- Familiar with qualitative evaluation approaches
- Ability to thrive with supervision

Values:
- Passionate about doing the best to improve the lives of people living with mental health conditions and their friends and family members
- Accepting and compassionate to people irrespective of background – whether that is in terms of gender, sexual orientation, religion, ethnicity, socio-economic status, marital status
- Organized, responsible, and interpersonally effective
- Respectful, open and honest
- Able to demonstrate success with professional commitments (e.g. work, school, prior internships)
- Able to facilitate positive relationships within the team with a flexible and reflective approach and with a range of professionals

Shows commitment to:
- Providing a top quality service
- Achieving excellence in patient experience; and
- Ensuring great relationships between the Trust, staff and stakeholders

What can an intern expect to gain from your internship?
- Close supervision from clinical psychologists, and support from other professionals
- Closely supervised experience of conducting systematic reviews and writing up findings
- Closely supervised experience of conducting audits of clinical services
- Familiarity with the broad range of interventions offered in services to people experiencing a variety of mental health conditions
- Opportunities to be an author on papers submitted for peer reviewed publication
- Opportunities for working with senior members of Sussex Partnership from a broad range of disciplines including psychiatry, nursing, psychology and occupational health
- Opportunities to gain direct clinical experience
21. Quality Improvement Using Clinical Audit

**Supervisor profession:** Head of Clinical Audit, and Clinical Effectiveness Facilitator (Previous Senior Assistant Psychologist)

**Location:** Aldrington House, 35 New Church Road, Hove, BN3 4AG

**Duration:** 48 weeks  
**Working Days:** 2-3 days per week

**Accessibility:** Access to car is not required

**Description of role:**

Quality improvement - the use of methods and tools to continuously improve quality of care and outcomes for service users/patients.

One such form of quality improvement is clinical audit. This internship will support the Clinical Audit function of the Medical Directorate at Sussex Partnership NHS Foundation Trust.

“Clinical audit can be described as a quality improvement cycle that involves measurement of the effectiveness of healthcare against agreed and proven standards for high quality, and taking action to bring practice in line with these standards so as to improve the quality of care and health outcomes.”

The Audit team is responsible for working with and supporting healthcare professionals and clinical teams to complete clinical audits, service evaluations and patient experience/outcomes audit. You will be involved in supporting clinical audits that the Trust carries out for external governance and national benchmarking purposes and you may be involved in supporting innovative projects and those designed with a view to developing research protocols.

**Key responsibilities:**

- Support educational events within the clinical audit team including:
  - Design, support and evaluate delivery of in-house formal clinical audit training
  - Support ad hoc training events as requested by Trust staff

- Maintain and develop back office Governance Support Team functions including:
  - Support Team Administration functions
  - Tracking clinical health records
  - Support with development of the Clinical Audit Communications Strategy

- Project support for specific audit projects within the Trust clinical audit priority plan including:
  - Project planning with healthcare professionals, including selecting and developing samples based on agreed criteria
  - Design of clinical audit packs, information sheets and data collection tools
  - Coordinate data collection with relevant divisions and clinical audit leads
  - Carry out data collection, data validation and data submission for local and National Projects
  - Supporting data analysis and report writing

- Support with maintaining communications with services about service improvements

- To review proposed clinical audit for ethical considerations
Person specification:

Knowledge/Experience:
Applicants must have the following qualifications:

- A first or 2:1 honours undergraduate Psychology degree (BPS accredited)
- Experience of working autonomously while being supervised
- Previous experience of data analysis
- An understanding of the clinical setting is desirable

Skills:

- Good communication skills
- Good organisation skills
- Can use Outlook
- Good understanding of audit / research methodology
- Intermediate IT skills in Microsoft Excel are desirable
- Able to work to tight deadlines
- Able to problem solve
- Innovative and creative thinker
- Good attention to detail
- Ability to prioritise workload

Values:

- Trust values: People first; Future focused; Embracing change; Working together; Everyone counts
- Other values: Team player; Hard-working; Sensitive to the pressures of working in a clinical setting; Willingness to try new activities; Desire to support team development

What can an intern expect to gain from your internship?

- Experience of working with a range of health and social care professionals (including psychiatrists, psychologists and nurses) to achieve improvements in the quality of care provided using the clinical audit process
- Knowledge and experience of carrying out clinical audits and methodology
- Experience working with patients/service users on clinical audits
- Experience of report writing, with potential for involvement in publications
- Experience in designing and delivering training
- Up-skilling from intermediate to advanced IT skills
- Overall knowledge of back office functions, which are transferable and increasingly required by healthcare professionals in a clinical environment
- Knowledge and understanding of working with a provider of mental health and learning disability services and all professional groups of multidisciplinary, research and governance teams
- Knowledge and understanding of local and national policy related to the quality agenda
- Involvement in NHS Service Improvement processes
- Access to Trust training and development programmes
- Practical knowledge around supervision, reflection, applications and interview prep from a previous Senior Assistant Psychologist

Those who have completed this internship have gone on to complete a Master of Science degree and/or secure jobs as Research Assistants and Assistant Psychologists.
Description of role:

- Supporting research and audit activities linked to our three post-graduate courses in therapeutic practice (CBT Adults/CYP; Mental Health Practice)
- Literature and policy searches around innovations in CBT/MH practice to support evolution of teaching materials and external funding bids
- Contributing to project/research write-up (e.g., end of project write-ups for external funding bodies; research papers)
- Administrative support around teaching, clinical placements and strategic work (including Clinical Academic Groups within the trust)
- Acting as stooge for Observed Structured Clinical Examinations

Person specification:

Knowledge

Essential
- Experience of completing literature searches and summaries
- Experience of developing SPSSS/R spreadsheets, populating data sets and completing statistical analysis (training is available at the University for applicants who are strong in other areas, if necessary)

Desirable
- Experience of creating Publisher and/or Powerpoint presentations
- Experience/awareness of qualitative research methods
- Knowledge of current policy drivers around adult and CYP mental health provision and workforce redesign

Skills:
- As above
- Completing work to deadlines

Values:
- Collaboration and co-production
- Reflective and reflexive
- Professionalism (timekeeping, communication, working to deadlines, respectful)
- Confident humility
- Proactive
- Team player

What can an intern expect to gain from your internship?

We are a highly experienced, award-winning and innovative team at the cutting edge of innovations in mental health practice workforce development. The team is in a period of rapid expansion, attracting increasing external funding nationally and across the South of England. It is therefore an extremely exciting time to join the team and be a part of our evolving work streams in terms of training, audit and research. An internship within the team will offer a broad range of opportunities across the age span, including:

- Extensive knowledge of crossover between training, service delivery, policy and workforce strategy
- Experience of external funding pathways and collaborative working with external bodies in the statutory, voluntary and community sector
- Awareness of cutting edge policy and practice in relation to mental health and psychological therapies across the age span and how this translates in training curricula
- Experience of audit/research in relation to innovative mental health practice and training
- Co-authorship on research papers
- Exposure to, and deeper understanding of, psychological, ethical and philosophical principles underlying mental health practice
- Potential opportunities to shadow course tutors and clinicians linked to the courses
- Experiential exposure to cognitive-behavioural and wider mental health practice assessments/interventions
Specialist Services
(Personality Disorder, Early Intervention in Psychosis, Secure and Forensic Services, and Learning Disability Services)
There are 3 Internships available at Bluebell House.

Description of role:

The intern will be based at Bluebell House, an intensive treatment centre for complex Personality Disorder, and will assist in clinically related administration, conduct of audits, collection of statistics, and potentially the development of audit and/or research projects.

The intern will also become involved in contributing to the treatment programme at Bluebell House, engaging with clients, co-facilitating groups, contributing to the planning committee (staff and clients) and offering individual support along with another staff member. There may be the opportunity as well to contribute to service development projects.

The internship is expected to last for a year. We would expect a commitment of two days a week, one of which has to be a Thursday for all 3 interns, as this is the non clinical day when staff attend the Team meeting, supervision and CPD, meet with visitors and have time for administrative work. The other day will either be a Tuesday, Wednesday or Friday, with one intern only on each of these days.

Person specification:

Knowledge:
The intern will ideally have an upper second or equivalent degree in psychology. It would also be desirable for the intern to have experience in care fields working with vulnerable or distressed individuals, but this is not an essential requirement.

Skills:
• Excellent IT skills, including good working knowledge of Word and Excel.
• Basic counselling skills desirable but not essential.

Values:
A core value is that of respect for service user experience, and the benefit of working collaboratively together with service users to develop and run the service. At Bluebell House, members (service users) are also expected to take responsibility for their own behaviour.

Another key value is the importance of close teamwork, self-reflection and supervision for staff, in managing the challenges of working with people who have complex difficulties and needs.

What can an intern expect to gain from your internship?

The intern can expect to gain experience of working closely with people with a diagnosis of personality disorder, in a group setting. This includes the opportunity to become involved in a variety of groups in the programme, such as STEPPS, Farm Therapy, Life Skills groups, and Art Therapy.

Interns will gain valuable experience of working in a close knit, therapeutically minded team, with access to team supervision as well as individual supervision from a psychologist.

Interns will have the opportunity of working in an audit team made up of an assistant psychologist and the other interns, supervised by a Clinical Psychologist, which will involve working on several audit projects.

There will be opportunities to observe psychological assessments, attend CPA/professionals meetings and to accompany staff engaged in outreach work.
Description of role:

The intern will be expected to carry out audits and other simple research tasks, assist in record keeping, and shadow members of the team in their work with service users. S/he will attend team meetings, assist with psychological assessments and formulations, and co-facilitate groups.

Person specification:

Knowledge:
The applicant will have basic knowledge of psychological and mental health care concepts such as assessment and formulation, diagnosis, care planning, risk assessment, and the different components of treatment including psychopharmacology and talking therapies.

The applicant will also have a general awareness of issues pertaining to our particular patient group, including symptoms of psychosis, the rationale behind the early intervention approach, and specific risk factors for this group.

Skills:
The applicant must have good communication skills and the ability to work collaboratively within a team, as well as independently.

Values:
The applicant will adhere to the values of Sussex Partnership NHS Foundation Trust, which include placing people at the heart of our work, working with colleagues, patients and family/carers to ensure we provide the necessary support. The applicant will be aware of diversity issues and be able to work with others regardless of gender, race, ethnicity, sexuality, religion, or disability.

What can an intern expect to gain from your internship?

The intern will gain experience of working in a multidisciplinary community mental health team, in a range of contexts (inpatient and outpatient, home visits, groups etc.).

There will be opportunities to gain experience in creating relapse prevention plans and using various assessment tools and measures. The intern will receive core training from the Trust relating to various aspects of working in the NHS, and there will be the chance to attend conferences and potentially further training events.
Description of role:

The main roles will be to:

- Support and contribute to the running of the EIP work streams and project groups needed to oversee priority service development areas
- Support and contribute to the completion of planned local and national EIP audits

The role is likely to include the following specific tasks:

- Helping with organisation and administration of EIP workstream/project meetings
- Supporting the activity of the workstreams between meetings with the completion of agreed actions and liaison with worksteam co-chairs and project leads
- Develop and distribute service related questionnaires using tools such as SurveyMonkey
- Draft reports and results from audit and service development activity and present it back to senior clinicians and leaders within the service
- Offering support to delivery of social and psychologically informed clinical group work within the service (e.g., helping with running of social and activity based groups for people with a first episode of psychosis)
- Supporting the psychological assessment and interventions offered within the service through working under the supervision of your supervisor to gather information and present back to them and the clinical team

Person specification:

Knowledge:

- Some previous experience of working with/supporting people with mental health difficulties useful
- Some previous experience of working within a team setting would also be useful
- Some previous experience of data analysis and preferably collecting data on service performance
- Basic knowledge of research methods and some past experience of designing and conducting audits
- Some previous experience of using databases and SurveyMonkey

Skills:

- Able to communicate clearly and succinctly in verbal and written form
- Able to use IT and statistical packages
- Able to work in a busy clinical workplace
- With support, able to reflect on and approach issues around service development in a sensitive and considered manner
- Able to work relatively independently

Values:

Believes in importance of recovery and benefits of early intervention for those with mental health difficulties.

What can an intern expect to gain from your internship?

- Greater knowledge and understanding of how Early Intervention in Psychosis teams function and impact of the new Access and Waiting time standard
- Greater awareness and experience of how psychologists support and approach service development
- Experience of audit – involved in supporting the design, distribution and analysis of service related audits
- Contact with and work with staff working across the Early Intervention service in Sussex. This would enable a greater understanding to be reached of the different professional backgrounds, values and contribution made by different disciplines to Multi-Disciplinary teams
- Some experience of working alongside qualified staff to support people recover from a first episode of psychosis
Description of role:

Working alongside qualified clinical psychologist, assistant psychologist and trainee psychologists to support the psychological work at the Selden Centre. Roles will include:

- Supporting assistant psychologist with audit of restrictive physical interventions (RPI) including data collection and collation
- Administering, scoring and interpreting outcome measures
- Creating easy-read materials
- Writing minutes within the care planning and regular review meetings
- Observations which support PBS (positive behaviour support) work and other contributing to functional assessments.
- Supporting support worker and the psychology team in the running of the centre’s group programme
- Collation of history through file reading and other assessment processes.

Person specification:

Knowledge:

- Psychology degree, at least second class.
- Experience working with people with challenging behaviours would be useful but is not essential.

Skills:

- Ability to respond immediately to any directions given by the nurse-in-charge will be vital.

Values:

The intern will need to demonstrate a highly respectful attitude towards people with learning disabilities and other stigmatised needs and be able to recognise the impact of societal marginalisation on the client group we support.

It is also vital that the intern is able to hold in mind the focus on quality of life being the aim of all our interventions and feels fully signed up to this agenda.

What can an intern expect to gain from your internship?

Supervision will be provided at least fortnightly and there will be opportunities for the intern to engage in the training and development work which the centre is constantly engaged in as well as to attend a variety of meetings which will develop their understanding of the context of the Selden Centre’s work. The Selden Centre has a positive CQC rating and there is a lot of active quality work occurring which the intern can observe. Theory/practice links when working with people who require a highly bespoke approach can also be explored and the intern can observe the range of assessments which contribute to an understanding of a person’s needs.
29. Brighton and Hove Community Learning Disability Team (CLDT)

**Supervisor profession:** Clinical Psychologist  
**Location:** The team is based at Bartholomew House (Bartholomew Square, Brighton BN1 1JE) in Central Brighton but we use therapy rooms at Montague House in Kemp Town, Brighton  
**Duration:** 48 weeks  
**Working Days:** 1-3 days per week  
**Accessibility:** Access to car is not required

**Description of role:**

We are offering this for 1-3 days, as we would like to be flexible, to meet the needs of a potential intern with the right set of skills.

We would like the intern to attend Psychology allocation meetings and update the caseload tracker accordingly, entering the details of people newly referred to the team, as well as feedback from initial assessments.

The intern could also (depending on issues such as risk and complexity) take part in some of the initial assessments, helping qualified Clinical Psychology, Counselling and Behaviour Support Team (BST) colleagues to complete the initial assessment paperwork, as well as the “contact notes”, outcome measures, risk assessment, Care and Crisis plans etc on the Trust Carenotes client information system. This would give them experience of meeting people with learning disabilities with a range of abilities and presenting issues, and familiarise the intern with a range of psychological models, as well as understanding the importance of accurate and up to date recording.

The intern would also help Nicky (Lead Psychologist) to use data from the Psychology Caseload tracker, to complete quarterly reports on Psychology (including Counselling and BST) activity.

The placement would offer experience of working in an integrated Health and Social Care team, and would lead to good understanding the roles of all within the team and the importance of joint working and multi-disciplinary assessments and interventions. In particular, we offer multi-disciplinary clinics to those most at risk from complex physical health issues and/or complex behavioural issues. The intern would gain understanding of how this works in practice, and why this is so important, given National legislation and drivers such as STOMP-LD (Stop the Over Medication of People with Learning Disabilities); CIPOLD (Confidential Inquiry into Premature Deaths of People with LD) and Transforming Care (concerned with building capable environments close to home for people with LD whose behaviour is very challenging, so they can live close to their families, in their local communities, rather than being placed in Specialist Hospitals far from home).

If the intern were able to work 2-3 days per week, to include a Tuesday and/or Wednesday, we would be able to provide more experience of:

- Training provided by the team (e.g. help run LSCB joint training with Child Social Workers about the needs of parents with Learning Disabilities; help run workshops on attachment; CBT and emotional literacy and improving coping skills; attend the Behaviour Support Team’s 3 day Positive Behaviour Support Training)
- Therapeutic group work with a qualified or Trainee Clinical Psychologist co-facilitator, using narrative or CBT psychological models (often groups are integrative so use approaches from more than one model)
- Systemic work with families or staff teams, being part of the “reflecting team”
- Some 1:1 therapeutic work
- Supporting Clinical Psychology assessment clinics (e.g. dementia; autism)
Person Specification:

Knowledge:
• Experience of working with people in a health or caring setting
• Experience of working as part of a team
• Ability to apply existing psychological knowledge to a health context

Skills:
• Able to communicate effectively under pressure and maintain a high degree of professionalism at all times
• Able to provide and receive complex sensitive or contentious information in a potentially highly emotive atmosphere
• Able to work with resistance to ideas
• High standard of report writing
• Able to assimilate complex information and use reflective/analytic thinking, to apply psychological perspectives in work in a healthcare setting
• Capable of using initiative and organise work to agreed goals
• Able to work independently and know when to ask for and use supervision, identifying when there is need for advice and using supervision at agreed intervals
• Highly developed Information technology skills and good working knowledge of statistical packages

Values:
• An interest in, and enthusiasm for, working with adults with learning disabilities
• Demonstrate support for the values and beliefs of the Learning Disability CDS and those of the Trust
• Ability to travel across sites (usually within the Brighton and Hove area only)

What can an intern expect to gain from your internship?
• Experience and understanding of NHS and Social Care teams, multi-disciplinary working, and the role of Psychology in direct clinical work and service development
• Please also see “description of role” section on pages 4-5 above
30-32. The Chichester Centre, Low Secure and Forensic Hospital

**Supervisor profession:** Clinical Psychologist  
**Location:** The Chichester Centre, Graylingwell Drive, Chichester, PO19 6GS  
**Duration:** Up to 48 weeks  
**Working Days:** 2 days per week  
**Accessibility:** Access to car is not required, the unit is accessible by public transport

There are 3 Internships are available at the Chichester Centre.

**Description of role:**

The role of the intern will be to support the Assistant Psychologist and the team of qualified psychologists in the whole range of their duties. The Chichester Centre comprises three wards; one 16-bedded, male, admission and assessment ward, one 17-bedded, male, rehabilitation and recovery ward, and one 16 bedded, female, mixed needs ward. Each intern will be allocated to a ward, but will have the opportunity to work across the entire unit in order to meet their learning needs. Key tasks and expected outcomes are as follows:

<table>
<thead>
<tr>
<th>Tasks</th>
<th>Expected Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>To observe members of the qualified team undertaking psychological assessments, including clinical interview, administration of psychometric tools, administration of cognitive assessments, and gathering collateral information from other sources</td>
<td>To work towards a level of competence and confidence to undertake all aspects of psychological assessment under supervision.</td>
</tr>
<tr>
<td>To attend bring material from psychological assessments to clinical supervision, to develop evidence-based formulations to inform intervention.</td>
<td>To develop a good level of knowledge of evidence-based psychological models of formulation. Models used include Cognitive-Behavioural Therapy, Cognitive Analytic Therapy, Mentalization-Based Treatment, and Psychodynamic Psychotherapy.</td>
</tr>
<tr>
<td>To observe members of the qualified team delivering psychological interventions on an individual basis, including Cognitive-Behavioural Therapy, Cognitive Analytic Therapy, Mentalization-Based Treatment, and Psychodynamic Psychotherapy.</td>
<td>To work towards a level of competence and confidence to deliver specifically selected psychological interventions on an individual basis.</td>
</tr>
<tr>
<td>To input to the Group Therapeutic Programme by completing assessments, preparing materials, and co-facilitating group sessions.</td>
<td>To develop confidence and competence in delivering therapeutic interventions in a group format, and to develop knowledge of group dynamics and how to manage them effectively.</td>
</tr>
<tr>
<td>To prepare assessment and intervention reports under clinical supervision.</td>
<td>To develop skills in clinical report writing.</td>
</tr>
<tr>
<td>To complete training in specialist risk assessment tools and to complete comprehensive risk assessment and management plans independently.</td>
<td>To develop competence in the use of Structured Professional Judgement tools and case formulation.</td>
</tr>
<tr>
<td>To co-facilitate multi-disciplinary 'Risk Clinic'.</td>
<td>To develop skills in providing psychological consultation to multi-disciplinary teams.</td>
</tr>
<tr>
<td>To undertake specific service-related audits related to the provision of psychological assessment and intervention, and risk assessment.</td>
<td>To develop competence in audit and research methodology in direct application to clinical practice.</td>
</tr>
<tr>
<td>To benefit from exposure to the full range of multi-disciplinary and multi-agency forums involved in the Forensic Healthcare Directorate.</td>
<td>To develop skills in multi-agency working.</td>
</tr>
</tbody>
</table>
Person Specification:

Knowledge:
- Psychology honours degree minimum 2:2 with GBC status (or equivalent conversion course/equivalent degree for non-UK applicants)
- Legally eligible to remain and work in the UK
- Some experience of working face to face with individuals with any form of vulnerability, either on a paid or voluntary basis

Skills:
- Reliable and dependable
- Motivated and energetic
- Warm and approachable
- Interested and curious, open to learning new skills, and able to incorporate feedback into practice
- Confident and able to work autonomously once given clear instruction
- Passionate about pursuing a career in Clinical or Forensic Psychology
- Excellent verbal and written communication skills

Values:
Any person wishing to complete an internship with us must be committed to the principles of Secure Recovery, in addition to the Trust Values as set out below.
- People first: People are at the heart of everything we do
- Future focused: We are optimistic, we learn and we always try to improve
- Embracing change: We are bold, innovative and disciplined about making use of our resources to continuously improve
- Working together: We provide services in partnership with patients, families and others
- Everyone counts: We value, appreciate and respect each other

What can an intern expect to gain from your internship?

We aspire to equip our assistant and intern colleagues to pursue their chosen career in the field of Forensic or Clinical Psychology. We take care to balance the administrative and clinical tasks of the role to ensure that the placement is stimulating and developmental. As a service, we have an excellent track record of moving interns on to paid Assistant Posts (either within our service or in other services).
There are 4 internships available at Hellingly Centre.

Description of role:

The forensic healthcare services as a whole offers a recovery and rehabilitation service for adults who are over the age of 18, have complex mental health problems and may be involved in the criminal justice system or display significant challenging behaviour that cannot be managed in other services.

This year, we will be offering up to 4 internships within our men’s and women’s Medium and Low Secure Services based in Hellingly.

The Hellingly Centre is a purpose built, state of the art medium secure facility which opened in April 2012. It consists of 60 beds split across 4 wards: Oak ward is the men’s admission high dependency ward and Ash ward caters for men requiring medium secure conditions for their recovery and rehabilitation. Willow ward caters for women requiring medium secure conditions. Elm ward is a low secure ward for men.

Across the Forensic Healthcare Services, we have a committed psychological therapies team which consists of clinical psychologists, forensic psychologists, a trainee forensic psychologist, assistant psychologists, interns, art therapists and music therapists. Between us, we provide clinical input to the wards offering both individual and group interventions. We provide assessment, supervision, and consultation to teams as well as supporting audit and research projects. A broad range of theoretical models are incorporated into our work including cognitive behavioural therapy, cognitive analytic therapy, psychodynamic therapy, schema therapy, mentalisation based approaches and behavioural models. We also offer key group interventions such as STEPPS, anger management, substance misuse programmes and specific offending behaviour groups (e.g. arson, sex offending).

The primary task of the internship role will be to support and enhance the professional psychological care of clients on each ward. While the tasks will be expected to have some variation across the wards, they are likely to include:

- Completing psychological case summaries for individuals recently admitted to the service
- Preparing materials for and assisting in the running of therapy groups
- Gathering information for forensic risk assessments (HCR-20s) and writing these up under close supervision
- Observing and scoring cognitive and psychometric assessments as well as administration of tests under direct supervision from a qualified psychologist
- Attending multidisciplinary clinical review meetings and care planning meetings
- Attending relevant psychology team meetings and contributing to case discussions
- Assisting in teaching sessions for patients
- To assist the psychology team in clinically related administration tasks, conduct of audits, collection of statistics, development of audit and/or research projects, teaching and project work
- To undertake searches of evidence-based literature and research to assist qualified psychologists in evidence based practice in individual work and work with other team members.

33-36. Hellingly Centre, Secure and Forensic Healthcare Services

**Supervisor profession:** Forensic Psychologist, and Clinical Psychologist

**Location:** The Drive, Hellingly, Nr Hailsham, East Sussex, BN27 4ER

**Duration:** 48 weeks

**Working Days:** 2 days per week (or 15 hours negotiable with the intern)

**Accessibility:** Access to car is essential. There is a bus service but it is sporadic depending on location. Applicants are advised to check before applying.
Person specification:

Knowledge/Experience:
- Undergraduate degree in psychology at 2:1 level or above which confers graduate basis for registration with the British Psychological Society
- Undergraduate level of IT skills and knowledge of SPSS etc.
- Undergraduate knowledge of research skills and research methodologies
- Experience of working in either a paid or voluntary capacity with adults or children in a health or mental health setting (e.g. home support; residential care home; nursery)
- Knowledge and experience of working with people with complex needs and mental health problems would be desirable

Skills:
- Personal capacity and enthusiasm to work with people often described as “hard to engage”
- Ability and resilience to work within a highly emotive environment
- High capacity for reflective/analytic thinking
- Ability to work flexibly, autonomously and cope with multiple demands
- Ability to work as part of a team
- Ability to apply knowledge to a forensic setting and acquire relevant clinical skills
- Ability to apply research skills to a mental health setting
- High level of communication, written and presentation skills
- Ability to work and develop professionally under psychological supervision

Values:
- An interest in pursuing a career in applied psychology (e.g. forensic, clinical or counselling psychology)
- An interest and commitment to a ‘secure recovery’ model of care in forensic practice
- A commitment to offering respectful care to individuals with a variety of social, psychiatric and emotional problems as well as substance misuse and offending histories
- A willingness to learn and reflect on the emotional demands of the work and take feedback from supervisors

What can an intern expect to gain from your internship?

The intern can expect to gain an insight into how our service works, the clients we support and the role of applied psychologists including assistant psychologists within their team. We will endeavour to support the interns to gain as much varied experience as possible through a variety of tasks.

The interns will be supported to develop their understanding into the application of psychological theory and statistical methodology within a clinical setting. They will be offered in-house training and support as necessary to complete the work required as well as opportunities to learn about the various career routes of applied psychologists working in our service.

We are fully committed to providing a rich learning experience for our interns: at the start of their placement, the intern will be offered the opportunity to develop a personal development plan with their supervisor. This will take account of the intern’s specific learning needs, interests and experience and will be reviewed and updated in one to one supervision. In addition to the formal supervision arrangement, interns will have the opportunity to attend staff supervision and reflective practice groups on the wards as well as other relevant CPD opportunities.
Internships in 2018-2019

Candidates will need to complete an application form for each internship they wish to apply for. They must also complete one applicant details form and one monitoring information form, and send all the forms attached to one email to:

internships@sussexpartnership.nhs.uk.

The deadline for applications is 5pm on the 18th May 2018.

---

**Recruitment**

Applications from prospective interns are centrally received by Education and Training department. They are screened for eligibility.

---

**Time**

5pm 18 May

---

Education and Training department forwards application forms to recruiting supervisors based on internship preferences.

---

End of May

---

Supervisors review applications, short list and contact applicants to arrange interviews.

---

June

---

**Interviews**. Supervisors make offers to preferred candidates. If supervisors or interns are unsuccessful in their preferred choice, re-allocations take place.

---

June-July

---

Matching of interns and placements complete. Supervisors inform Education & Training department of final allocation.

---

End of July

---

Education and Training department organises recruitment checks and honorary contracts.

---

July – September

---

Trust induction for interns and start.

---

Start date: 1 October
Trust Inductions: 2 & 5 October
Contact details

Education and Training
Sussex Partnership NHS Foundation Trust,
Aldrington House, 35 New Church Road, Hove, BN3 4AG
Tel: 01273 778383

Email: internships@sussexpartnership.nhs.uk
Website: www.sussexpartnership.nhs.uk/internships

Copyright © 2018 Sussex Partnership NHS Foundation Trust
Published and distributed by: Education and Training
Published: April 2018
Ref: Psychology Graduate Internship Information
All information correct at time of printing

If you require this document in an alternative format, ie, easy read, large text, audio, braille or a community language please contact: 01273 778383 (Text Relay calls welcome)