NHS Talking Therapies (previously IAPT), London Recruitment for October 2024 intakes:

Information for Applicants

Post Graduate Certificate in Low Intensity Cognitive Behaviour Interventions (Common Mental Health)

Psychological Wellbeing Practitioners (PWPs)

It is essential that applicants read this information along with the job description and person specification in order to make a successful application.

This is the NHS Talking Therapies Training Information Pack for applicants wishing to apply for Psychological Wellbeing Practitioner (PWP), training places and jobs. PWPs are also known as Low Intensity (LI) workers and/or Step 2 workers. The information accompanies the job description and person specification.

Introduction and use information
PWP training is delivered in-person at UCL (Bloomsbury campus), with some online learning. Therefore, all applicants should be prepared to come into Central London for their training at UCL as well as have the facility to work remotely.

All trainees are employed in an NHS Talking Therapies service and will be expected to attend work in the office for at least part of the week as per each individual NHS Talking Therapies service requirements.

Please find links below to resources that you might find useful to know more about our trainees' experiences of the UCL course, and a webinar on becoming a PWP in NHS Talking Therapies:

(1) Short clips that previous PWP trainees have made to tell you about their experiences of the UCL course and training in local London services click here and here
(2) A webinar that a London service has produced that provides information on what NHS Talking Therapies is, the importance of a diverse workforce, how to apply and become a PWP and a day in the life of a PWP/ myth busting about IAPT and PWP role.

NHS Funding and Professional Programmes Funding Rule
Continued employment by an NHS Talking Therapies employer for the full duration of the UCL training programme is a condition of the course and a requirement for successful completion of the course. If, during the course of their training programme at UCL, a trainee ceases to be employed by their NHS Talking Therapies employer (whether through their employment being terminated by the employer or through the trainee's resignation or otherwise) then they will be automatically withdrawn/required to immediately withdraw from the UCL training programme and will not be able to complete the course.

Please note that the Health Education England 2-year psychological professions funding rule policy applies to this programme. This means that once a trainee commences an NHS-funded psychological profession training programme, they will not normally be eligible to receive NHS funding for another psychological professions training programme for a minimum of 2 years, taken from the expected completion date of that training. This rule applies whether a trainee completes, withdraws or fails to complete the training programme. Further information can be found here: **NHS funding for psychological professions.**

Background
University College London (UCL) is recruiting PWPs on behalf of services who are looking for trainees to work in their area. Vacancies are advertised and recruitment is undertaken on behalf of services across London.

PWPs will attend university one day a week and work in services the remaining four days. For further information about the NHS Talking Therapies programme, please see the NHS England website: https://www.england.nhs.uk/mental-health/adults/nhs-talking-therapies/

Each training place involves being on a full-time training contract within a London NHS Talking Therapies Service for the duration of the one-year training.

Training course fees on this programme are fully funded by the NHS. In addition, trainees will receive a salary from the London NHS Talking Therapies service where they undertake their 4-day a week placement over the year of the programme. This is likely to be a full time NHS band 4 or equivalent salary, as in previous years. Shortlisted candidates will be informed of the agreed salary on offer of interview.

We do not currently accept applications from international students unless they have no restrictions on working and studying in the UK from starting the course. The programme is not eligible for student sponsorship as part-time courses cannot be sponsored at UCL.

We have also received guidance from **UK Visas & Immigration (UKVI) that this programme is not eligible under the Graduate Route visa scheme**.

Candidates are asked to indicate on their application form, at the top of the personal statement, two preferences for the service/employer they wish to work for. There is no guarantee that successful candidates will get their preference. Candidates who do not indicate a preference will simply be allocated to a site at random. There is further information set out below about the correct way to indicate your preference.

Please note that services and employers participating in NHS Talking Therapies recruitment in London may change without notice. Please also note that London reserves the right to adjust the location of trainee positions based on the needs of the programme. Terms and Conditions will vary dependent on which organisation is your employer. A list of the participating employers/services can be found in appendix 4.

Interviews unfortunately cannot be rearranged if candidates are unavailable. Interviews are planned for the **first half of July 2024.**

These intakes will start in **October 2024**. Applicants are not able to choose when their cohort starts and successful candidates must be available to start the course at the allocated time.

Training and Jobs

Higher Education Institutes (HEI) have been selected to provide the training. These HEI's have been selected based on their ability to demonstrate the capacity, knowledge and expertise to deliver the curriculum that has been developed for each training course. UCL will offer training courses for PWPs.

We believe a diverse workforce is essential for meeting the needs of London's communities. We actively promote a culture of inclusion and seek applicants from across communities and age groups.

Who Should Apply?

Applicants are required to show:

- Evidence of ability to study successfully at postgraduate level. This can be demonstrated by a good degree at undergraduate level, or by an equivalent academic qualification (for example a Diploma). Substantial work experience and achievements at work can also be considered.
- Evidence of experience in an employed or formal volunteer helping role with people with psychological, interpersonal or social problems
- Evidence that they have a broad understanding of mental health issues and the skills to form a good helping relationship with people with mental health problems. This can be obtained through study, work or volunteer experience with people who have experienced a mental health problem.

Please note that flexible working hours may be required to deliver accessible service hours and may include working over weekends and evenings. It is envisaged that NHS Talking Therapies trainee posts will be employed on a full-time 37.5 hours per week basis in the first year of training. Part-time, job share or other flexible arrangements may be considered *after* this time if the role is offered on a permanent basis.

Please see the Job Descriptions and Person Specification for further information.

Applying for a Post
Recruitment opens at **10am** on **Thursday 25th April** and close at **10am** on **Monday 13th May 2024.** The programme application page is as follows: https://www.ucl.ac.uk/prospective-students/graduate/taught-degrees/low-intensity-cognitive-behavioural-interventions-common-mental-health-problems-pg **&** https://www.ucl.ac.uk/pals/study/masters/low-intensity-cognitive-behavioural-interventions-postgraduate-certificate

You will need to create an account on the UCL Portico website. Once you have created an account, you will be taken to the application form for the course. All fields marked in pink MUST be completed in order for you to complete that section of the application form.

Personal:
You will have completed this when you created your account. You can review and amend any details after you have created your account.

Address:
Please complete this section as directed on the application form.

Education:
The system will ask you to upload a transcript for both undergraduate and postgraduate qualifications: you MUST upload a document in order to proceed. If you do not have a transcript, please upload a blank word document to proceed. This will not affect your application but you will need to provide one before starting on the course if you are successful.

Employment:
Please do NOT upload a CV in the 'upload curriculum vitae' section as this will NOT be looked at. Instead, please complete the 'Current or most recent employment' sections as

directed on the application form.

If you have formal volunteer experience that is relevant to this role then please detail this in the Employment section.

Other Details:
In the 'Funding' section, you will be asked about how you plan to finance your studies; please select 'Employer' as this is a course funded by the NHS.

Interviews will be set and are organized on the basis of interview session allocated to the NHS Talking Therapies service you are being interviewed for. This means that there will be extremely limited flexibility, therefore please ignore the 'Availability for Interview' section where it asks you to let us know when you are not available for interview.

Supporting Statement:
Please do NOT upload any additional information as this will NOT be read. Instead, please fill in the text box with your personal statement and ensure that you follow the guidance as per character limit.

In the first line of the supporting statement please copy and paste the following statement and complete with your preferences (see appendix 3 for a list of participating services):

I wish to be considered for the post of trainee PWP in……. My second preference is to be considered for the post of trainee PWP in

We will make every effort to match your preferences. However, if there is high demand for a particular service, suitable applicants will be posted to where there are places available. Applicants who do not state their preference as above will be allocated on the same principle.

Your supporting statement should be tailored to the position of PWP trainee and state clearly how you meet the person specification (appendix 2). This role is extremely competitive and we receive a high number of applications each year. It therefore is essential that you demonstrate the skills, experience and knowledge that make you a suitable candidate for this trainee PWP post. Those who do not demonstrate the minimum criteria will not be shortlisted for interview.

Referees:
Referees are no longer collected by UCL – these will be collected by employing NHS Talking Therapy services for successful applicants only,

Declarations:
Please note, in the 'Criminal Convictions' section please do NOT include any motoring offences where a fine or up to three penalty points were imposed.

Checklist:
The checklist sections allow you to review the aforementioned section of your application. Once you are happy with your application, please click on the 'Submit Application' button.

High Intensity Training
PWPs moving onto HI are required to be qualified for 2 years. Candidates will not be eligible to move to HI less than 2 years upon qualification.

Previous PWP Training
If you have failed PWP training with another provider you are **not** eligible to apply.

Contacts
Due to the high volume of applications expected, UCL is unable to respond to all individual queries. All available information is contained in this information pack; no further information will be provided. You can also see more information about the course at http://www.ucl.ac.uk/pals/study/masters/TPPPSYSLCB01 and about NHS Talking Therapies at https://www.england.nhs.uk/mental-health/adults/nhs-talking-therapies/

If you have any technical issues completing the application, please contact UCL postgraduate admissions via the following: https://www.ucl.ac.uk/prospective-students/graduate/admissions-enquiries

Appendix 1: Job Description

Post Title: Trainee Psychological Wellbeing Practitioner (PWP)

NHS Band: 4 (spine point 11)

Job Purpose

This is a training role within NHS Talking Therapies. The post-holder will work within the NHS Talking Therapies service providing high volume low intensity interventions whilst undertaking a programme of training for this role. The training post will equip the post – holder to provide a range of cognitive behavioural therapy (CBT) based self- management interventions to clients with mild to moderate anxiety and depression. The post- holder will attend all taught and self-study days required by the education provider, as specified within National Low Intensity curriculum and work in the service for the remaining days of the week using their newly developed skills

The post holder will work with people with different cultural backgrounds and ages, using interpreters when necessary and should be committed to equal opportunities

Main Duties and Responsibilities

CLINICAL

1. Accept referrals via agreed protocols within the service.
2. Assess and support people with a common mental health problem in the self-management of their recovery.
3. Undertakes patient-centered interviews which identifies areas where the person wishes to see change and or recovery and makes an accurate assessment of risk to self and others.
4. Make decisions on suitability of new referrals, adhering to the department's referral protocols, refers unsuitable clients on to the relevant service or back to the referral agent as necessary or steps-up the person's treatment to high intensity psychological therapy.
5. Provide a range of information and support for evidence based high-volume low-intensity psychological treatments. This may include guided self-help computerised CBT, information about pharmacological treatments. This work may be face-to-face, telephone or via other media.
6. Educate and involve family members and others in treatment as necessary.
7. Adhere to an agreed activity contract relating to the overall number of client contacts offered, and clinical sessions carried out per week in order to minimise waiting times and ensure treatment delivery remains accessible and convenient.
8. Attend multi-disciplinary meetings relating to referrals or clients in treatment, where appropriate.
9. Complete all requirements relating to data collection within the service.
10. Keep coherent records of all clinical activity in line with service protocols and use these records and clinical outcome data in clinical decision-making.

11. Work closely with other members of the team ensuring appropriate step-up and step-down arrangements are in place to maintain a stepped care approach.
12. Assess and integrate issues surrounding work and employment into the overall therapy process
13. Operate at all times from an inclusive values base which promotes recovery and recognises and respects diversity.

TRAINING AND SUPERVISION

1. Attend and fulfil all the requirements of the training element of the post including practical, academic and practice-based assessments.
2. Apply learning from the training programme in practice
3. Receive supervision from educational providers in relation to course work to meet the required standards.
4. Prepare and present clinical information for all patients on their caseload to clinical case management supervisors within the service on an agreed and scheduled basis, in order to ensure safe practice and the clinical governance obligations of the worker, supervisor and service are delivered.
5. Respond to and implement supervision suggestions by supervisors in clinical practice.
6. Engage in and respond to personal development supervision to improve competences and clinical practice.

PROFESSIONAL

1. Ensure the maintenance of standards of practice according to the employer and any regulating bodies, and keep up to date on new recommendations/guidelines set by the department of health (e.g. NHS plan, National Service Framework, National Institute for Clinical Excellence).
2. Ensure that client confidentiality is protected at all times.
3. Be aware of, and keep up to date with advances in the spheres of treatment for common mental health problems.
4. Ensure clear objectives are identified, discussed and reviewed with senior therapists on a regular basis as part of continuing professional development.
5. Participate in individual performance review and respond to agreed objectives.
6. Keep up to date all records in relation to Continuous Professional Development and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.
7. Attend relevant conferences / workshops in line with identified professional objectives.

GENERAL

1. To contribute to the development of best practice within the service.
2. To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Mental Health and Primary Care Services.
3. All employees have a duty and responsibility for their own health and safety and the health of safety of colleagues, patients and the general public.
4. All employees have a responsibility and a legal obligation to ensure that information processed for both patients and staff is kept accurate, confidential, secure and in line

with the Data Protection Act (1998) and Security and Confidentiality Policies.

5. It is the responsibility of all staff that they do not abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties.
6. This Job Description does not provide an exhaustive list of duties and may be reviewed in conjunction with the post holder in light of service development.

NHS pay rates from April 2023:

Please see https://www.healthcareers.nhs.uk/working-health/working-nhs/nhs-pay-and-benefits/agenda-change-pay-rates/agenda-change-pay-rates

The following is a guide only to NHS Agenda for Change pay rates. However, you should always check with the employer to confirm the pay rate for any post for which you are applying.

Please note, some services are not NHS providers and therefore terms and conditions will vary. London high cost area supplement varies across different London services.

Band 4

Basic stating salary for a trainee PWP is the bottom of an NHS band 4, which is currently £25,147. Previous experience in the NHS cannot be counted or used for a higher placing on the scale. NHS staff in London also receive an Inner or Outer London 'high cost area supplement' which is an additional sum. You can see details about how this is calculated and how it will affect your final salary in the agenda for change pay rates linked above, at the bottom of the webpage. As noted above some non-NHS providers will have different pay scales, you should be able to find information about providers below. Please do not contact us asking for this information because we do not hold this.

Appendix 2: Person Specification

	Essential	Desirable	Assessment Method
Qualification	Evidence of ability to study successfully at postgraduate level		Application form
		Psychology or other health or social science related undergraduate or postgraduate degree	Application form
		Professional training in nursing, social work, occupational therapy, counselling or within a psychological therapy	Application form
Experience	Evidence of experience in an employed or formal volunteer helping role with people with psychological, interpersonal or social problems		Application form
		Work or volunteer experience with people who have experienced a mental health problem	Application form / Interview
		Experience of working in Primary Care Services	Interview
		Worked in a service where agreed targets in place demonstrating clinical outcomes	Interview
		Ability to manage own caseload and time	Interview
	Demonstrates high standards in written communication. Able to write clear reports and letters.		Application form
Skills & Competencies	Ability to evaluate and put in place the effect of training		Interview
	Computer literate		Application form / Interview
	Excellent verbal and written communication skills, including telephone skills		Application form / Interview
	Able to develop good therapeutic relationships with clients		Interview
		Received training (either formal of through experience) and carried out risk assessments within scope of practice	Application form / Interview

Knowledge	Demonstrates an understanding of anxiety and depression and how it may present in Primary care		Interview
		Demonstrates a knowledge of the issues surrounding work and the impact it can have on mental health	Interview
		Knowledge of medication used in anxiety and depression and other common mental health problems	Interview
		Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this post	Interview
Training	Able to attend a one day per week course		Interview
	Able to complete academic components of the course		Interview
	Able to integrate training into practice		Interview
Other Requirements	High level of enthusiasm and motivation.		Interview
	Advanced communication skills		Interview
	Ability to work within a team and foster good working relationships		Reference
	Ability to use clinical supervision and personal development positively and effectively		Application form / Interview
	Ability to work under pressure		Interview
	Regard for others and respect for individual rights of autonomy and confidentiality		Interview
	Ability to be self-reflective, whilst working with service users, in own personal and professional development and in supervision		Interview
		Car driver and/or ability and willingness to travel to locations throughout the organisation	Interview
		Fluent in languages other than English	Application form / Interview

Appendix 3: Improving Access to Psychological Therapies, London Recruitment 2024: Service and Employer Information.

This document gives a brief description of those services/employers who are looking to recruit trainees to start in October 2024. This list may change at any given time during or after the recruitment process and there is no guarantee that successful candidates will be employed by the service/employer of their choice. The recruitment panel, on behalf of the London NHS Talking Therapies clinical executive, will endeavor to match people with their specified preferences wherever possible.

Employers are listed by Low Intensity/Psychological Wellbeing Practitioner (LI/PWP) stating the areas they provide services for.

Candidates should give preferences for no more than two employers/services, either for the employer or for the specific service covered by that employer e.g.

I wish to be considered for the post of trainee PWP in CANDI. My second preference is to be considered for the post of trainee PWP in CNWL

Or

I wish to be considered for the post of trainee PWP in City and Hackney. My second preference is to be considered for the post of trainee PWP in Bromley.

It is important that applicants indicate their service/employer preference in the first line of the 'supporting statement' as described in the information packs.

Please note the following is a list of services which are expected to participate in the next recruitment process for intakes starting in February 2024:

Barking & Dagenham
NHS Talking Therapies Barking & Dagenham is a diverse and expanding team providing psychological treatment for people in the community with mild to moderate symptoms of depression and anxiety.

We offer a range of psychological therapies including CBT Based guided self-help delivered by PWPs, Cognitive Behavioural Therapy (CBT), Counselling, Couples Therapy for depression, Behavioural Couples Therapy, and Narrative Exposure Therapy (NET). Fortunately, we also have a Physical Activity Coordinator in service who works closely with therapists to provide additional support and advice on how our patients can also use physical activity to improve their wellbeing.

Talking Therapies Barking and Dagenham can provide treatment for people who experience difficulties including; Depression, Panic, Phobia, Agoraphobia, Social Phobia, Health Anxiety, Obsessive Compulsive Disorder, Post-Traumatic Stress Disorder, medically unexplained physical symptoms and long-term conditions. This allows our trainees to gain experience in assessing a number of different mental health presentations.

As a service, we have developed a robust group program to support a variety of clients. At step 2 we run a variety of groups including a worry management, sleep improvement and Depression / Physical Activity group. We work closely alongside other services in North East London to jointly offer groups, meaning our patients have a wider range of groups available to them.

We pride ourselves on being a supportive service continually promoting the professional development of our staff. Clinicians regularly receive in-house training as well as external training delivered by services within and outside the NHS. Trainee PWPs will have weekly case management supervision, weekly clinical skills supervision, and line management supervision monthly. We also have a duty supervisor that is available daily to support with supervision of triage cases. The step 2 team also have a peer reflective space, that gives them the space to reflect on the work they do and the impact it may have.

We are currently predominantly working remotely (our main hub is based not far from Dagenham Heathway). Staff typically work one day a week in the office, which staff have found to be beneficial with regards to maintaining team cohesion and for developing and maintaining face to face clinical skills. Staff wellbeing is most important to the trust and TTBD, this is demonstrated with our wellbeing initiative which staff are actively encouraged to engage with.

Barnet and Enfield
Barnet and Enfield NHS Talking Therapies services (https://www.barnetandenfieldtalkingtherapies.nhs.uk/) are provided by Barnet, Enfield and Haringey Mental Health Trust, and work in partnership with local voluntary sector organizations. Both are lively, forward-thinking NHS Talking Therapies services delivering

evidenced based psychological therapies across a large part of multi-cultural North London. Both services are seeking highly committed, enthusiastic and forward-thinking people to join their teams. We would particularly like to encourage applications from suitable candidates who can speak fluently in a second language to English, particularly Turkish/Kurdish (Enfield service), and Farsi (Barnet service). The main Barnet base is at Edgware Community Hospital, with a second satellite service at Finchley Memorial Hospital in Barnet. The Enfield service is based at Chase Farm Hospital, with more clinic rooms available at St Michaels Primary Care Centre. All sites are easily accessible via public transport.

Provision of supervision for all of our staff, including our trainees, is a key part of the work of our senior staff. As well as regular individual supervision sessions, we have a duty supervisor available every day to discuss any urgent issues. Both services offer a program of continuous professional development to all qualified staff, as well as monthly business and separate step meetings for all. The wellbeing of staff is a key priority, and both services offer a range of wellbeing initiatives and activities, some specific to NHS Talking Therapies and others provided by the trust.

Barnet Enfield and Haringey Mental Health Trust have been running NHS Talking Therapies services since the wave 1 roll out in 2008. Both the Barnet and the Enfield services offer step 2 guided self-help, and step 3 CBT and counselling therapies, as well as EMDR and other modalities such as IPT and Behavioural Couples Therapy. Between the two services we currently employ over 150 staff, delivering treatments to over 12000 people a year. As a consequence of the Covid 19 pandemic, both services now offer video and telephone-based options as well as face to face therapy, and working patterns which include a combination of remote working and working on site in place.

Bexley

Mind in Bexley's service model is an NHS Talking Therapies -compliant, stepped care model including primary care counselling services, operating from a central hub location at Mind in Bexleyheath Broadway. This offers borough-wide coverage via a single point of access, with outreach to local GP practices, children's centres and community venues.

The service provides Psychological Therapy services for people experiencing mild to moderate Depression and Anxiety. All resident adults are eligible. Exclusion criteria are clients presenting with: a) severe mental health problem more suited to secondary services; or b) at risk of self-harm or harm to others.

The service's main hub is located in a building fit for purpose in central Bexleyheath, on many bus routes and within walking distance of Bexleyheath railway station, making it an accessible point from anywhere in the borough. The service is open until 8pm on four days, and also on Saturday mornings, enabling people to attend outside normal working hours.

Mind in Bexley (NHS Talking Therapies) services are also delivered from several GP surgeries across the borough. Currently, the Mind in Bexley (NHS Talking Therapies) service is also being delivered from several children's centres in the borough, ensuring that parents of babies and young children can access services in an environment specifically compatible with their needs.

We will also ensure equity of access by delivering services in non-health settings, where appropriate. For example, Saturday workshops will be held in community centres throughout the borough, extending the geographical reach of the Mind in Bexley service.

The Mind in Bexley team comprises a total of CBT High Intensity therapists, Low Intensity therapists and Employment Advisors. In addition, we have Integrative and Psychodynamic counsellors, including trained counsellors in; PCE-CfD, DIT and IPT, working in GP surgeries as well as at the main hub.

Continuous Professional Development is provided via regular supervision, internal skills training sessions, statutory training in-house, and external training. In addition to qualified and experienced therapists, Mind in Bexley staff include, Holistic Wellbeing, and Employment Support workers, Breathing space ensuring comprehensive integrated coverage of patients' needs beyond psychological services.

Mind in Bexley was commended in the London NHS Talking Therapies Clinical Assurance report for its ability to provide an appropriate training environment for staff learning. We have post-graduate CBT trainees and counsellors on placement, with qualified and experienced staff offering appropriate levels of supervision.

Brent

The CNWL Talking Therapies Brent service is a large and well-established service and integrated with clinicians and the Employment workers (managed by Twining Enterprise) working collaboratively. Alongside high and low intensity CBT interventions, the service also has a counselling service which provides DIT, IPT and brief counselling. Individual and group-based treatments are provided. Trainee PWPs are supported with supervision, skill development and a good record of retaining trainees into qualified positions. We welcome applicants who are interested in working with diverse communities and who have local knowledge of and connections to the borough.

The service has their main bases at Fairfields House in Kingsbury and Bell House at Willesden, both have good public transport link and access to parking. Both hubs are comfortable buildings with the required IT resources. The service works in partnership with various community organisations within the borough, physical healthcare teams and also secondary care mental health services and has pathways established for step ups and step downs. The service also works closely with other CNWL Talking Therapies services in other boroughs managed by the same Trust.

The service meets a good level of need given current resources, and also has good recovery rates. There are clear and well-defined systems for triaging and screening of incoming referrals, allocation of clients to step 2 and step 3, management of waiting lists and stepping up and stepping down clients as appropriate. Regular case management and clinical skills supervision are provided to all staff and there is a good system for peer support. Currently the service operates a 'blended' and agile working model, with staff offering in person, telephone and video appointments based on patient need and choice. Trainees will be expected to be based on site as well as remotely, on their clinical placement days for peer

support, supervision, observation and working with patients face to face. Staff wellbeing is actively supported in supervision, through wellbeing champions in the team and an ongoing agenda in all meetings.

Bromley

Talk together Bromley (TtB) is the Bromley NHS Talking Therapies service and is delivered by Bromley Healthcare. TtB provides psychological therapeutic support to adults who live or work in Bromley or are registered with a Bromley GP, supporting them to cope with and recover from mild to moderate mental health difficulties, including anxiety disorders and depression. Bromley Healthcare aim to increase access to highly effective evidenced based psychological therapies as part of a national drive to give mental health the same focus as physical health. We offer a range of easily accessible effective therapies, including self-help resources, online support, group treatments, and face-to-face (currently replaced by videocall) and telephone sessions on a one-to-one basis with trained therapists and/or counsellors. All of our treatment options have been reviewed and recommended by the National Institute for Health and Care Excellence (NICE) as effective for use in the NHS.

Bromley Healthcare pride ourselves on putting our patients first and at the heart of everything we do. All referrals are responded to quickly with an offer of an assessment within five days with one of our qualified practitioners. The team is made up of Psychological Wellbeing Practitioners, Cognitive Behavioural Therapists, Practitioner Psychologists, Counsellors and an Employment Coach. Many clinical members of staff are trained to specialise in certain treatments for specific problems, ensuring the highest quality of support for each patient's needs. Trainees will receive expert supervision from experienced supervisors, and will be guaranteed a diverse and stimulating learning experience.

Patients have easy access to the service, either by being referred by their GP or any other healthcare professional, or by self-referring using the Talk together Bromley website http://www.talktogetherbromley.co.uk/ or phoning the service on 0300 003 3000. Referrals can be made 24 hours a day, every day of the week. Therapies and support will be available in person, by phone and online. We are continuing to provide support via video call, telephone and online during the Covid-19 pandemic. Face-to-face appointments will resume when it is safe and practical to do so.

Bromley Healthcare is a great place to work. The unique way we deliver services and offer everyone who works here a voice, means that your career with us will be rewarding. Social Enterprises are a fairly new and exciting way to deliver healthcare, offering many of the traditional advantages of the NHS (such as excellent training and development) with the freedom for innovation by being able to reinvest any surpluses we make into the community.

Camden iCope & Islington iCope

Camden and Islington are lively and diverse inner-London boroughs. The Camden and Islington NHS Foundation Trust (C&I) runs well-established NHS Talking Therapies services including Camden iCope and Islington iCope, https://www.icope.nhs.uk

We pride ourselves on celebrating our diversity, having exceptional staff well-being initiatives, and a strong programme of continued professional development (CPD). We strive to offer excellent care to our patients and fundamental to our work are C&I's four cultural pillars.

Since the pandemic we have been supporting clinicians to work in a hybrid way. We are proud to be able to offer all patients the choice of face-to-face appointments, sessions via the telephone and appointments via video. All clinicians are welcome to work from our office five days a week and we can also support clinicians looking for hybrid working patterns. We ask all clinicians to work a minimum of 2 days in the office and one evening until 8pm.

During your training year you will be supported by a large, friendly, multidisciplinary team. You will have your own one-to-one case management supervisor who you will meet with weekly for one hour. You will also have regular support from your line manager and senior PWPs. We will work with you to build up your clinical caseload in a manageable way over time whilst completing the Low Intensity CBT training course.

Strong and well-established links with the community and voluntary sector partners help us to connect with and reach out to both Boroughs' diverse communities. The Camden and Islington NHS Talking Therapies teams work in an integrated way, sharing resources and expertise, reflective spaces, and staff knowledge. C&I has a long history of research, development and service innovation in primary care mental health and psychological interventions, which is facilitated by our strong working relationship with University College London (UCL).

We are looking for dynamic, reflective, and motivated individuals to attend the Pg. Cert training to deliver Low-Intensity CBT based psychological interventions in Camden or Islington. Following completion of training, we encourage our practitioners to continue to develop professionally in the role of Psychological Wellbeing Practitioner, for e.g., taking on lead roles in specialist areas, engaging with or running reflective spaces, training in supervisory roles to name a few.

We pride ourselves on being diverse, friendly, and supportive teams and encourage those applicants to apply who feel that their values align with our ethos.

(The ability to speak other languages fluently is an advantage; we have a particular need for Turkish, Sylheti and Somali speakers due to prevalence of these languages in C&I)

City & Hackney

Talk Changes – City and Hackney NHS Talking Therapies is a dynamic and high performing NHS Talking Therapies service. Our recovery rate for 2020-2021 was 63%, which is higher than the national average of 51%, despite higher levels of social deprivation in the borough of Hackney.

The service is led by a Clinical Lead, two Deputy Clinical Leads and a Service Manager who provide clinical, operational and strategic leadership. We have a strong supervision structure

within the service from a team of Senior CBT Therapists and supervisors.
Our Step 2 Team consists of 27 Psychological Wellbeing Practitioners and Senior Psychological Wellbeing Practitioners, Deputy Low Intensity Lead and Low Intensity Lead, with structured supervision provision for assessments and treatment. The service has an emphasis on continuing professional development with a programme of regular clinical skills workshops offered throughout the year. We provide the supervision and CPD required to enable our therapists to gain and maintain BABCP accreditation.

We operate a clear stepped care model and have strong links with the Low Intensity training course at UCL, where some of our staff are also course tutors. The majority of patients are offered Low Intensity interventions as a first line treatment, although some presentations (e.g. PTSD and social anxiety) go straight to High Intensity.

We are part of Homerton University Hospital NHS Foundation Trust, which means that we are particularly well placed to integrate NHS Talking Therapies services for people with Long Term Medical Conditions. We also have strong links with other providers of psychological therapy in the borough as part of the City and Hackney Psychological Therapies Alliance.

There is a research culture within the service; we have close links with the Department of Psychology at Royal Holloway and a regular schedule of research projects. We take an active role in the newly established North Central and East London NHS Talking Therapies Research and Service Improvement Network.

In addition to CBT the service also offers Behavioural Couples Therapy, Interpersonal Therapy, Mindfulness Based Cognitive Therapy and Eye Movement Desensitization and Reprocessing Therapy.

We have recently significantly expanded our Employment Support team as part of a DWP pilot project to increase the number of Employment Advisor's working within NHS Talking Therapies to a ratio of 1 Employment Advisor to 8 therapists.

We are well resourced with both clinical rooms and office space available at our base, the Louis Freedman Centre for Wellbeing at St Leonard's Hospital. We have 30 rooms for direct clinical work and one group room. In addition to this many of our therapists also provide clinical sessions in GP practices throughout the borough. Staff have ready access to administration space at all times as well as a central staff kitchen with tea and coffee making facilities. Currently, most staff are working remotely during the pandemic, with the expectation that all staff will return to working on site for at least part of their working week as pandemic restrictions are eased.

Croydon
Croydon Talking Therapies (NHS Talking Therapies) is one of four NHS Talking Therapies services run by South London and Maudsley NHS Foundation Trust (SLaM).

We are a warm and welcoming team, enthusiastic, innovative, creative and flexible. We strive for excellence in treatment, supported by frequent and high-quality supervision. We appreciate the importance of investing in our team and there are regular opportunities for

personal development and on-going clinical training, both within the team, and across the four SLaM NHS Talking Therapies services. We value staff -wellbeing and have a dedicated team that leads on well-being initiatives. We welcome and embrace diversity ensuring that equality and inclusivity are frequently discussed and remain high on our agenda.

We have close links with the training courses, and truly understand the needs of our trainees - affording them an optimal training experience, with time to reflect and plan, as well as see clients.

Our interventions include CBT, guided self-help; psycho-educational workshops and groups, together with telephone triage, signposting and employment support. Croydon is a large and diverse London borough. We operate extended hours with therapy venues in GP surgeries across Croydon, at a sub-base in Purley, and at our main team base at the Bethlem Hospital. Trainees will be expected to provide some evening clinics and to be flexible in working across different locations.

Our service model post the pandemic will include a significant amount of homeworking for qualified staff and some homeworking for trainees.

Training contracts will be for one year in the first instance. NHS salary scales and terms and conditions apply.

Please refer to our website for further information https://slam-iapt.nhs.uk/croydon/welcome-to-croydon-iapt

Ealing Service
Ealing NHS Talking Therapies is one of the first NHS Talking Therapies pilot sites established. Since 2008, we have been delivering and improving the evidence-based psychological treatment within the borough. We are one of three NHS Talking Therapies services provided by West London NHS Trust, Hounslow and Hammersmith & Fulham being the others, which enables us to share the improvement initiatives and resources.

As a team, we are always improving and are passionate about enabling access to psychological therapies to the diverse population of Ealing we serve.

Why choose us?

We will support you and prepare you to be a competent PSYCHOLOGICAL WELLBEING PRACTITIONER!

Structured clinical and line management supervision system forms part of our success. As a Trainee PWP, you will benefit from weekly clinical supervision, monthly line management supervision, and monthly step 2 clinical skills group.

We place emphasis on appropriate identification of psychological difficulties and correctly indicated treatment.

A dedicated team of clinical supervisors, who have graduated from the programme, are passionate about supporting trainees in their development. In addition to regular supervision, we operate a duty system on a daily basis, supporting clinicians with urgent queries.

The management team at Ealing NHS Talking Therapies is committed to staff wellbeing and we have recently commissioned a QI project on staff wellbeing, led by staff across the different staffing groups within the team. Staff wellbeing team help organise away days, staff competitions and staff socials! You will be able to relax in an open space staff room during your breaks.

Our main base is in West Ealing, easily accessible from West Ealing station and Ealing Broadway station.

We support gradual caseload increase, preparing trainees for a qualified role in a graded manner. The working week is split between the University attendance, working from home and working from the office.

The service offers a variety of therapy options to the patients and we are very proud to be consistently offering all the NHS Talking Therapies -approved therapies, such as, EMDR, DIT, IPT, BCT, CfD and CtfD. To that effect, we are committed to Continuing Professional Development (CPD) of our staff and training in additional NHS Talking Therapies modalities is highly encouraged.

We have close links with our neighbouring NHS Talking Therapies services and share our CPD events with them, providing an opportunity to link up with our colleagues across the Trust.

Over the last year, our staff have attended training in complex PTSD, LTC, OCD and others, delivered by the experts in those fields.

To increase access and engage all groups of our community, we operate evening clinics (up until 8pm) Monday – Thursday. The post holder will be required to work one evening shift a week (12-8pm).

For more information about our service please visit our website https://www.westlondon.nhs.uk/ealing-talking-therapies.

Greenwich

Greenwich Time To Talk is provided by Oxleas NHS Foundation Trust. It is an integrated Step 2 and 3 service, with a purpose-built team base on Eltham High Street. We have provided the NHS Talking Therapies service for the population of Greenwich since 2009 and we cover Greenwich, Eltham, Charlton, Woolwich, Plumstead and part of Thamesmead. We are a well-established and respected service, with positive feedback from service users, carers, local GPs and other health care workers and 3rd sector organisations. We are proud that we deliver NICE recommended treatments as they are meant to be delivered, and work across the age range from age 16 and over. We have specialists to work with the 16 and 17-

year olds and others dedicated to older adults and people with long term physical health conditions.

Our Step 3 and Step 2 Teams (consist of Psychological Wellbeing Practitioners, Clinical Psychologists, Cognitive Behavioural Therapists, Counselling Psychologists, and Counsellors), We also have an employment support team. Within our team we have a Clinical Lead (a Consultant Clinical Psychologist), 5 Senior CBT Psychotherapists who are all BABCP Accredited and the majority of the CBT psychotherapists are BABCP accredited, and two senior Psychological Well-being Practitioners.

We offer a range of interventions from public workshops to tackle stigma, low intensity (Step 2) psycho-educational groups and guided self-help treatments through to high intensity (Step 3) group and individual treatments. We work in partnership with a range of mental health and well-being services and 3rd sector organisations. We highly value supervision and in vivo behavioural experiments. Greenwich is a diverse borough and applicants who speak another language in addition to English will be particularly welcome to apply, however this will not be a shortlist criteria.

The posts are fixed term contracts for the duration of the training. The employer is Oxleas NHS Foundation Trust www.oxleas.nhs.uk

Hammersmith & Fulham Back on Track
Back on Track (Hammersmith & Fulham NHS Talking Therapies) is a friendly, well established and high performing service. The service is respected among service users, referrers and commissioners.

We are one of the three services provided by West London NHS Trust, Ealing and Hounslow being the others.

Why choose us?

We will support you!

We believe that a key to our success is the emphasis we put on the wellbeing of our team members. For example, the service provides a monthly reflective practice group based on the principles of compassion-focused therapy. We also schedule regular mindfulness practice sessions and other wellbeing events for the team.

At Back on Track you will work in a very friendly, supportive and well-resourced service with a large PWP team. The team is led by PWPs who have progressed into senior positions, including a Professional Lead, a Lead PWP and 2 Senior PWPs. We also have a specialist community engagement PWP role within the team.
As a trainee PWP you will have regular line management support, weekly individual clinical supervision, monthly clinical skills groups and a specific reflective practice forum based on self-practice and facilitated by our lead PWP. There are opportunities to liaise with and work alongside step 3 clinicians through duty and supervision support.

In this service we are passionate about increasing access to psychological therapies for the local population. To ensure the service is accessible to those that can't make daytime appointments, we operate evening clinics four days a week. All team members work one evening per week (12-8pm) with the option to also work one early shift per week (8am – 4pm).

We offer a caseload of 16 contacts per week (including 4 telephone assessments) and a working week split between college attendance, working from home and working from one of our centres based in the borough of H&F.

The service provides a range of individual and group CBT interventions provided via the telephone, video and face to face sessions as well as having a comprehensive online CBT programme which offers step 2 and step 3 treatment via an online therapy platform. As trainees you will work towards delivering therapy via our online programme.

We are committed to engaging hard to reach groups which involves outreach, innovative community engagement projects and bespoke approaches to treatment, usually group based, the meet the specific needs of local communities. As a trainee there will be opportunities for you to facilitate some community group sessions as well as delivering treatment via language and BSL language interpreters.

We very much welcome applications from all sections of the community who fulfil the criteria for the post. We are keen to ensure that our workforce reflects the community it serves, particularly in terms of ethnicity, gender, disability and experience of mental illness.

For more information about our service please visit our website: https://www.westlondon.nhs.uk/handf-talking-therapies.

Haringey

Haringey NHS Talking Therapies Let's Talk is a lively, forward thinking service delivering evidence based psychological therapies across the multi-cultural borough of Haringey. We are one of the original wave 1 sites, having started in 2008. We have developed and thrived over the years since we began. Our main office is located at Crouch End Health Centre, and we have other hubs within the community; we will be working a combination of face-to-face and remote working. We have a strong and committed staff team dedicated to delivering high quality psychological interventions to our patients and we regularly achieve excellent recovery rates. As a team we are friendly, supportive and welcoming.

Some of the treatments we offer are:
Guided Self-Help, Cognitive Behaviour Therapy (CBT), Counselling and digital treatments such as SilverCloud. Our more specialist treatments include Couples Therapy for Depression, Dynamic Interpersonal Therapy, Interpersonal Therapy (IPT) and EMDR (Eye Movement Desensitisation Reprocessing).

We have an LTC (Long Term Health Conditions) stream where offer step 2 and step 3 treatments for patients experiencing difficulties managing their health in diabetes, COPD, heart disease and MSK Chronic Pain. And we offer an active Outreach programme led by a

dedicated Outreach Community PWP as part of our commitment to engage hard to reach groups. We also have an innovative Employment programme.

As a PWP trainee you will receive weekly individual good quality clinical supervision and a monthly management meeting. Additional learning is provided through our clinical skills training for trainees. As a team we meet for regular team meetings, peer supervision and journal clubs. We also provide a range of in-service CPD for staff and encourage self-development through further training and skills development. Our more experienced PWPs and therapists are encouraged to become involved in screening supervision, training and other projects in the service, including taking on lead roles such as digital or employment leads. Many of our current assistant psychologists and PWPs have moved on to clinical psychology and High Intensity training as a result of some of these opportunities.

If you are committed, enthusiastic and keen to contribute, we encourage you to apply. We welcome applications from everyone in the community who fulfil the criteria and we are keen to recruit staff who reflect the community we serve in terms of ethnicity, gender and diversity. The ability to speak another language (in particular Turkish, Farsi, Polish and Albanian) is an advantage and welcomed.

The posts are on 1-year fixed term contract, and upon successful completion of the course, trainee PWPs are offered a permanent Band 5 PWP position.

For further information please visit our website www.lets-talk-iapt.nhs.uk

We hope to welcome you to our service soon!

Harrow
Harrow NHS Talking Therapies service is provided by Central and North West London NHS Foundation Trust (CNWL). It also provides specialist employment services by our partner organisation Twining Enterprise.

With a population of over 242,000 living in an area of just under twenty square miles, Harrow is one of the most ethnically diverse populations nationally with established Gujarati and Irish communities and more recently Asian, African, Afghan, Somali and Eastern European communities.

Improving health and wellbeing for the residents of Harrow is important to manage the diverse health care needs of the population including long-term conditions. We work collaboratively with other health care professionals in the community, providing an efficient and timely service.

You will be supported by a very friendly team, including your supervisor who you will meet with weekly, and the Senior PWPs and your line manager who you will have regular contact with. We pride ourselves in supporting clinical development and we will provide you with a safe supportive environment for your clinical skills to grow. You will attend our fortnightly clinical skills sessions, as well as in-house CPD, peer and safeguarding supervision sessions and you will have opportunities to learn about a range of therapeutic orientations. You will

also be encouraged to take on a specialist interest role based on your own particular areas of interest (e.g Long Term Conditions, Perinatal, Older adults, BME, LGTBQ+, Young adults, audits, digital marketing).

Most of our PWPs have continued on with us onto HI training, and then as qualified HI CBT therapists which helps to create a close-knit team culture. We have lively well-being leads who amongst other things organise monthly hourly catch-ups, games and yoga & mindfulness sessions for everyone as part of your working hours. We also offer very generous flexible hybrid working arrangements.

We would welcome applications from candidates who have diverse language skills.

Trainees are recruited on one-year Band 4 contracts which transition into permanent Band 5 contracts on passing the PWP course.

https://talkingtherapies.cnwl.nhs.uk/harrow/

Havering
Havering NHS Talking Therapies provides triage, assessment and treatment of clients who self-refer, or are referred by GPs or other health professionals, to access primary care psychological therapies. The service offers Step 2 and Step 3, face-to-face, telephone, individual and group psychological interventions by Psychological Well-being Practitioners (PWP) and High Intensity Therapists respectively, to clients with common mental health problems such as depression and anxiety. The service also offers signposting to other services as well as refers on to appropriate voluntary, statutory, crisis, secondary and tertiary care services. The service works in close partnership with Richmond Fellowship, Big White Wall and MIND. The service operates from a variety of NELFT settings as well as GP surgeries and community services. Havering NHS Talking Therapies offers appointments Monday to Friday between the business hours of 8-8pm.

Havering NHS Talking Therapies achieves good recovery rates, and meets waiting times and access targets. Service also has high data quality and patient satisfaction.

Hillingdon
The Hillingdon Talking Therapies Service, part of Central and North West London (CNWL) NHS Foundation Trust, is looking to recruit highly motivated and talented trainees to join a supportive, experienced and exciting NHS Talking Therapies service. We are a well-established integrated service providing a range of step 2 interventions including guided self-help delivered by telephone, face-to-face, online and in group settings, alongside step 3 high intensity CBT, Counselling, Brief Dynamic Interpersonal Therapy DIT, Interpersonal Therapy IPT and Couples Therapies.

We work with community teams in diabetes, cardiac rehab, pulmonary disease, cancer, long-term conditions, acute services, community maternity services and Clinical Health Psychology. We have an exciting and well established perinatal programme providing antenatal groups where midwives and psychology maternity specialists have joined sessions and work closely with local Children's Centres to offer groups and individual therapies on

site for women needing crèche support during treatment.

This provides PWP trainees with opportunities to learn about a range of therapeutic approaches as well as support with facilitating step 3 Perinatal and Long-Term Conditions groups and outreach workshops. As a result of the COVID-19 pandemic our service has been successfully offering virtual face to face treatment sessions, groups and workshops via video conferencing platforms and there are opportunities for flexible working with both remote and on site working in COVID secure offices. Currently our trainees are required to come on site once a week.

In our service we are enthusiastic about increasing access to psychological therapies to the Hillingdon population and have currently set up a wide range of exciting initiatives for community groups such as BAME, younger adults, perinatal, Long term conditions, carers and here at Hillingdon with are linked to the Employment service Twinning's, who we work closely with to ensure support for our clients wishing to return to employment.

CNWL Hillingdon is an innovative service who are passionate and committed to staff development, and staff wellbeing. We provide ongoing staff support and staff support services such as our "Keeping Well" initiatives that has been successful since its launch in 2020.

Trainees are based at our primary hub in Uxbridge and are well-supported by experienced supervisors on a weekly basis with the additional learning being offered through our interactive clinical skills supervision tailored for our trainees. We have also successfully set up a buddying system for our trainees as additional support through their training year. You will have opportunities to work with a range of clients and across innovative service developments, as well as building strong clinical skills. In addition, Trainees will receive dedicated support at management level, with our Step 2 Lead overseeing their training year and providing regular support and monthly reflective meetings.

Our low intensity trained and trainee staff are highly valued in the service and we believe in investing highly towards staff development and staff wellbeing. There are regular opportunities to develop within our service through CPD opportunities, both in- house training and via external training providers. As a team we meet for regular team meetings and peer supervision and encourage self-development through further training and skills development. Our step 2 Team wellbeing initiatives include monthly happy hour and regular opportunities to bond as team, something our trainees have thoroughly enjoyed during their training year.

At present, all trainees will be appointed on a fixed term 1-year contract initially, and upon course completion, we are keen to recruit as many of our own trainees into permanent positions as we can.

The London Borough of Hillingdon, has a diverse population of 260,000. Being based in Uxbridge we are in advantageous location with good transport links with central London, and we are easily accessible by road, bus and tube/rail.

We are a warm and welcoming team that continues to grow and thieve and we look forward to offering you a place with us during your training year. For more information, please refer to the CNWL website: https://talkingtherapies.cnwl.nhs.uk/hillingdon

Hounslow Service
We are Hounslow NHS Talking Therapies, a close-knit and friendly team who provide a dynamic and innovative service to our service users in partnership with our third-party counselling partner and Twining Enterprise. We are focused on delivering high quality, client-centred care in line with our Trust values.

We are always improving and are passionate about improving access to psychological therapies to the population we serve.

We are one of the three services provided by West London NHS Trust, Ealing and Hammersmith & Fulham being the others.

Why choose us?

We will support you!

We are committed to the development of our staff and to providing opportunities for Continuing Professional Development. Because West London NHS Trust also runs the NHS Talking Therapies services in Ealing and Hammersmith & Fulham we are able to offer training opportunities across the services, which over the last year has included training on delivering group CBT and working with perinatal clients.

We also encourage staff to pursue specialist interests that would equally benefit the service, including research and audit projects, group work, workshops and community outreach work.

Hounslow is a diverse borough with a large Asian community (34.4%) and over 120 community languages, with Urdu, Punjabi and Polish being the most commonly spoken first languages after English. The majority of our referrals come from GPs, but we also have referral pathways and close links with the local perinatal mental health service, secondary care mental health services and long-term conditions (LTC) services.

In this service we are passionate about increasing access to psychological therapies for the local population. To ensure the service is accessible to those that can't make daytime appointments, we operate evening clinics four days a week. All team members work one evening per week (12-8pm).

We offer a manageable caseload and a working week split between college attendance, working from home and working from one of our centres.

We are seeking to recruit individuals who welcome an exciting challenge and want to make a significant contribution to the borough.

We would particularly welcome applications from clinicians able to offer assessments and treatments in the following languages: Urdu, Punjabi, Hindi, and Polish.

For more information about our service please visit our website: https://www.westlondon.nhs.uk/hounslow-talking-therapies.

Kensington & Chelsea
Community Living Well, The Central and North West London Foundation NHS Trust (CNWL) NHS Talking Therapies service in Kensington and Chelsea, and Queens Park/Paddington, offers a unique range of integrated psychological therapies for adults registered with a local GP who are experiencing common mental health problems. We are located in a vibrant, appealing, and interesting London borough, and we are committed to appointing the best possible staff members to take part in our community mission.

Using a stepped care approach, Community Living Well provides patients with the least intensive intervention at the right time for their needs. At step 2 we provide outreach workshops, Online CBT, Psychoeducational groups and guided self-help interventions. We offer Step 3 Cognitive Behavioural Therapy, Counselling, EMDR, DIT, IPT, Couples Therapy and we have a dedicated Long Term Health Conditions team which has a mixture of step 2 & step 3 staff supervised by a dedicated Long term health conditions lead. The service also includes a team of Primary Care Liaison Nurses and a Consultant Psychiatrist, offering intermediate care to patients who require medication reviews and stabilization of mood, and a Step 4 Clinical Psychology team offering specialist psychology assessment and treatment. We work from three designated Hubs, in North and South Kensington and Chelsea.

Our High Intensity CBT therapists receive case management from their line manager and clinical supervision with an experienced, BABCP-accredited supervisor. Our Psychological Wellbeing Practitioners offer Low Intensity CBT interventions, and receive case management from the Senior PWP's/Step 3 staff and clinical skills training from a BABCP-accredited CBT therapist. All members of the team are welcome to attend monthly journal club, and are supported as appropriate to engage in continuous professional development.

Kingston
Kingston iCope Psychological Therapies Service is Camden & Islington NHS Foundation Trust's third NHS Talking Therapies service, based in the Royal Borough of Kingston in Surbiton.

Kingston iCope is a friendly, supportive and well-integrated service with LI and HI staff working closely together in one large building – Hollyfield House in Surbiton – also shared by other professional groups employed by Your HealthCare, including our employment specialists, Balance, and an ASD assessment service. Surbiton station is on a direct line to Waterloo (Zones 1-6).

The service works closely with GPs, the voluntary sector, Public Health (reaching out to our very large population of Koreans, Tamils, etc), and our substance misuse colleagues a short walk away at Surbiton Health Centre. We value diversity in our staff and their ability to

speak other languages fluently.

Camden & Islington has a track record of research and development, service innovation in primary care mental health and psychological interventions, facilitated by its links with University College London. Kingston NHS Talking Therapies staff are able to join CPD events and to liaise with staff in the other two C&I NHS Talking Therapies services. We support continuing professional and career development.

These posts are fixed term contracts for 12 months, but we are keen to retain trainee's post-qualification if posts are available. As we operate from 8 a.m. to 8 p.m. three days per week, and 8 a.m. to 6 p.m. 2 days a week, there are opportunities for flexible working, and potentially for job-share/part-time posts.

At Kingston iCope we deliver treatment over a range of modalities including group, telephone, online, and 1:1. Following qualification, PWPs are encouraged to undertake project work and there are opportunities for additional specialist training. We are looking for bright, motivated people who are keen to train in CBT based interventions, such as Guided Self Help, and to practice these skills in our NHS Talking Therapies service in Kingston.

Please refer to our website for further information http://www.icope.nhs.uk

Lambeth
Lambeth Talking Therapies is a well-established, successful, friendly service with over 110 members of staff. Our team is made up Psychological Wellbeing Practitioners, High Intensity therapists, clinical support workers and administrators.

Lambeth is a borough of high social and psychological needs with considerable cultural diversity. We value this and want to reach these needs. We would like our team to reflect the diversity of our community and therefore we would welcome applications from individuals from a Black, Asian or any other minority backgrounds. We would particularly welcome candidates fluent in Portuguese (we have a large Brazilian and Portuguese community), Spanish (for our Latin American clients) and Mandarin or Cantonese (for our clients from the Chinese community.

Lambeth Talking Therapies Service Mission:
Working with people to reduce the distress and practical problems caused by common mental health problems; by developing and supporting staff who are dedicated to providing high quality, continuously improving psychological services to all of Lambeth's diverse population. As a service, we are committed to being an anti-racist service. This commitment is ongoing and represents our desire to cultivate a culture that represents anti-racism, equity and belonging. We will not allow racism and discrimination to have any place within the service.

Why join us?
PWPs are at the heart of our service and our focus is on staff wellbeing and individual development. We know our service can only be as good as the people who work here, and we will invest in

you to maximise that potential. Lambeth Talking Therapies is part of the South London & Maudsley NHS Trust, which is one of the largest mental health trusts and is driven by clinical excellence. As such we have excellent opportunities to develop staff through CPD opportunities across SLAM and the Institute of Psychiatry. The Centre for Anxiety Disorders and Trauma is part of the service and brings nationally and internationally recognised expertise in Cognitive Behaviour Therapy. We are an outstanding service, recognised as one of the best in London and were rated the highest in the most recent SLAM Staff Survey.

Location
Brixton is the heart of the borough, we have two team bases here as well as two others in Stockwell and Streatham. All our bases have great transport links and are close to coffee shops and food markets for enjoying your lunch break! We offer a flexible approach to working and the majority of staff are working 1-2 days in the office and the rest of the time at home. We each work one evening session a week from 12-8pm in order to be able to provide out-of-hours appointments to clients.

Training
As we train a high number of PWP's each year (16 trainee's over two cohorts) you will join a separate cohort to the other London services. In Lambeth we have successfully teamed up with Croydon Talking Therapies to have our very own cohort of Trainee PWP's which is delivered by two academic tutors who are both employed with UCL and also work within the two services. This is a unique opportunity to join a smaller cohort which is more tailored to the individual services and therefore the trainees. You will have access to all of the usual benefits and perks of being a UCL student, however the teaching does not take place on site at UCL. **Instead the training will be delivered face to face in locations across Lambeth and Croydon and as such you will be required to travel to both locations.**

The contract is a fixed term one-year training contract. See our website www.slam-iapt.nhs.uk

Lewisham
We are a large and thriving service of psychologists, CBT therapists, counsellors, PWPs, assistant psychologists, employment workers and administrators. We have five welcoming and cohesive teams, working from team bases and GP practices across the Borough, to deliver a stepped care service for the people of Lewisham with common mental illness. NHS Talking Therapies Lewisham works closely with other mental health and community organisations and there are opportunities for staff at all levels to be involved in service development.

As a service, we strive for clinical excellence and pride ourselves on the breadth of treatment that we offer, including a wide range of NICE recommended interventions in addition to CBT. As part of the Kings Health Partnership we have links with sites of specialist expertise such as the Institute of Psychiatry and the Centre for Anxiety Disorders and Trauma. We value supervision and CPD opportunities for our staff, and are committed to supporting the development and progression of all team members.

These are busy, demanding but rewarding posts, in a culturally diverse borough with high levels of social and psychological need. We are seeking clinicians of the highest calibre, with excellent organisational skills, flexibility and creativity, to join our team. We are looking to

recruit a representative workforce for a culturally diverse Borough. Particularly we would welcome applications from males, older applicants and those interested in working with a diverse community. We have been successful in creating posts (fulltime and part time) to retain many of our trainees once qualified.

Merton

South West London & St. George's Mental Health NHS Trust (SWLSTG) provides mental health services at primary, secondary and tertiary levels to the residents of Sutton, Merton, Kingston, Richmond and Wandsworth. Merton Improving Access to Psychological Therapies (NHS Talking Therapies) service forms part of Merton Uplift. Merton Uplift is a primary mental health service, which incorporates a Wellbeing Service, the Merton NHS Talking Therapies service and a Primary Care Recovery Support Team. The Merton NHS Talking Therapies service delivers a range of evidence-based psychological interventions (e.g., CBT, IPT, EMDR, BCT) to people with common mental health problems (i.e., depression, anxiety disorders and eating disorders) within a stepped-care model. We are a busy and experienced team who see people aged 18 and over for psychological assessment and treatment. Merton NHS Talking Therapies is professionally managed by a Consultant Clinical Psychologist and operationally managed by a Service Manager. The clinical team includes qualified Clinical and Counselling Psychologists, NHS Talking Therapies High Intensity CBT Practitioners and Psychological Wellbeing Practitioners who provide evidence-based psychological interventions in line with NICE guidance. Merton NHS Talking Therapies is a well-established service with a proven track record in supporting our trainees to succeed. In order to improve access, the service offers out of hour's appointments and the post holder will be expected to work at least one late evenings during the working week. For further information you may wish to look at our website https://www.mertonuplift.nhs.uk

PWP trainee posts are Band 4 for fixed term contracts for 12 months. A contract for a permanent band 5 PWP qualified post will be offered within the SWLSTG NHS Talking Therapies services subject to the successful completion of the training.

Newham

Newham Talking Therapies is one of the original pilot site's for NHS Talking Therapies services that is an experienced and innovative service. The service has been able to adapt a comprehensive digital provision whilst working remotely to meet the current the challenges of the pandemic. The service offers a range of evidence-based psychological interventions using the stepped care approach for LI and HI including CBT, EMDR, interpersonal therapy, systemic therapy and psychodynamic therapy.

The service has a range of workshops and groups for depression, anxiety, ACT and LTC, therefore offering the chance to develop group skills and work alongside colleagues to deliver innovative treatment programs.

Working for Newham Talking Therapies offers numerous opportunities for learning and development through strong team support and clinical supervision. Trainees will be offered weekly individual case management alongside both group clinical skills supervision and group trainee clinical skills supervision fortnightly. The low intensity management team consists of experienced lecturers who support staff development within the service. The

service provides CPD opportunities to all staff to help with further development which the service prides itself on with the strong internal progression and retention.

Working in the borough of Newham offers staff the opportunity to work with service users from a very diverse population and wide variety of cultural backgrounds who have mild to moderate depression, anxiety, OCD, PTSD, LTC. The service looks to involve service users within the development of our treatment packages using people participation initiatives to ensure the highest level of care is being offered at all times.

Newham Talking Therapies has a strong focus on staff wellbeing and with our wellbeing champions are continuously looking at new initiatives to promote wellbeing throughout the team.

Being part of Newham Talking Therapies will offer a range of experiences and allow trainee therapists to be part of an innovative, evolving service as well as offering a solid, supportive foundation to build clinical skills.

Newham has good transport links from Stratford with central London, and is easily accessible by road, bus and tube/rail.

https://newhamtalkingtherapies.nhs.uk/

Redbridge
The NHS Talking Therapies service provides psychological treatment for people with mild to moderate anxiety and depression who have a GP in Redbridge.

Redbridge NHS Talking Therapies can provide help for people who experience problems including; Depression, Panic, Phobia, Agoraphobia, Social phobia, Health anxiety, Obsessive compulsive disorder, Post traumatic disorder, Body dysmorphic disorder, Habit disorder, Medically unexplained physical symptoms, Long term conditions.

The therapies Redbridge NHS Talking Therapies can provide include: Cognitive behavioural therapy (CBT), Interpersonal psychotherapy (IPT), Dynamic interpersonal therapy (DIT), Couples therapy for depression, Behavioural Couple therapy, Guided self-help, Behavioural Activation and Books on Prescription.

As the service offers out of hour's appointments, the post holder will be expected to work some early mornings and late evenings during the working week.

Richmond
The Richmond Wellbeing Service (Richmond Borough Mind) is seeking two PWP trainees to join their Low Intensity NHS Talking Therapies team. The post holders will provide low intensity interventions to clients with anxiety and depression.

Richmond Borough Mind provide low intensity interventions whilst our partners in East London NHS foundation Trust provide hi intensity interventions and specialist psychiatry liaison service ensuring that the service delivered is seamless for all clients experiencing

treatment with us.

The post holders will work with people from different cultural backgrounds and ages, using interpreters when necessary and work in various community settings (including GP surgeries and other community settings). The post holders will be expected to work one late shift weekly (Mon to Thursday according to need). Richmond Wellbeing Service is a shared provider of NHS Talking Therapies primary care therapy and specialist psychiatry liaison service. The post holders will be based in the Borough of Richmond, and may work from the main base and from other locations within the Borough.

Richmond Borough Mind and our partners East London Foundation Trust join as a whole service for some aspects of training and for staff to meet regularly in whole team meetings

We are a friendly, supportive team and highly committed to Clinical excellence.

Southwark
NHS Talking Therapies Southwark (TTS) has been an NHS Talking Therapies service since 2008 and currently we have over 100 WTE staff. We provide a full range of NICE recommended step 2 and 3 interventions for depression and anxiety including CBT, IPT, Counselling, DIT, BCT and EMDR. The postholders will join TTS to deliver high quality cognitive-behavioural therapy to clients with depression and / or anxiety.

Successful applicants can expect to join a highly valued and motivated TTS workforce which consists of cognitive behavioural therapists, clinical / counselling psychologists, counsellors, PWPs, career coaches and our Admin team. They will be expected to see clients in outpatient clinics and possibly in other community setting like children centres. Most of our staff do at least one evening a week and are involved in delivering both individual and group treatments.

We have three team bases, Tessa Jowell Health Centre, Maudsley Hospital and Guy's Hospital and post holders will be based at one of them but are expected to have to travel between the sites occasionally. Our Trust headquarters is located at Denmark Hill less than 5 minutes from the train station (zone 2).

Our PWPs offer telephone or video sessions working from home or a team base, and face-to-face sessions. TTS also offers a number of groups usually co-facilitated by a PWP and a high intensity therapist. Every week PWP trainees attend their team meeting, individual case management supervision, and clinical skills supervision group. There is also a bimonthly meeting for all PWPs and their supervisors and the lead for low intensity work, to review, discuss and develop the low intensity provision within the service.

These posts are ideally suited to individuals who wish to be trained as PWPs, and to gain experience in working in a person-centred, well-supported and dynamic NHS Talking Therapies service. We are seeking enthusiastic and committed trainees who are passionate about developing their skills in order to help improve the lives of others.

Sutton

Sutton Uplift consists of 6 teams including the NHS Talking Therapies service who provide mental health support to the diverse patients within the London Borough of Sutton. The Uplift team consists of a wide range of specialist practitioners including mental health nurses, a psychiatrist, occupational therapists, trainee GP's, counselling psychologists, clinical psychologists, CBT therapists, psychodynamic counsellors, psychological wellbeing practitioners, wellbeing navigators, and employment specialists. The step 2 team you will be working in is a small, friendly and supportive team who strive to provide treatments that are evidenced based and beneficial for patients in our borough. Our main base is at the Jubilee Health Centre East in Wallington, which is located on a small busy high street with ample free parking spaces in the community and public transport links with National rail, Wallington Station being a 5-minute walk away, as well as being on a busy bus route.

We look to support our trainee PWPs in their career aspirations and are proud of our qualified PWPs who have progressed to trainings in clinical psychology, counselling psychology, senior PWP roles internally and high intensity training and beyond. We are currently offering all new trainee PWP's the opportunity of promotion in service into a band 5 PWP role once they have completed their training and passed the course successfully.

All our trainee PWPs receive weekly one to one supervision usually from a senior PWP or high intensity therapist. You will also be offered weekly clinical skills, team training sessions, staff wellbeing sessions, weekly mentoring sessions with a qualified PWP and are encouraged to pursue training opportunities that will enhance your practice.

Due to the current pandemic we are offering the opportunity to work from home for some of the week and at base no more than 2 days a week.

We look forward to welcoming your application to our team.

For further information you may wish to look at our website www.suttonuplift.co.uk

Tower Hamlets
Tower Hamlets is a diverse, vibrant and exciting place to work. We are a proactive and forward-looking service. With one of the highest deprivation levels in the country, we have a strong commitment to meeting the needs of the diverse community in which we are located.

At ELFT, we provide psychological therapy services to general practice and the local community. We are a stepped care service offering evidence-based interventions. Our team consists of Psychological Wellbeing Practitioners and High Intensity Therapists offering CBT, EMDR, DIT, IPT, Integrative Therapy and Couples Therapy for Depression. We provide individual treatment sessions, computerised CBT and treatment groups.

Trainees will have the opportunity to develop and hone their skills, through working with a team of highly experienced clinicians whilst attending training. As well as having weekly clinical supervision, trainees will also have regular line management and CPD opportunities to support them through the training process and help with the transition from trainee to qualified therapists.

As the service offers out of hour's appointments, the post holder may be asked to work one late shift a week (11am-7pm). Flexible working requests will be considered once qualified and there will be an option of home working.

We particularly welcome applications from local residents and Sylheti speakers.

Waltham Forest
Waltham Forest NHS Talking Therapies is an expanding service which is based in the borough of Waltham Forest and is part of North East London Foundation Trust. Our NHS Talking Therapies service provides both high and low -intensity interventions to a highly culturally diverse population. The service operates from its base in Leytonstone, community centers and GP surgeries. Currently practitioners work in service one or two days a week, so therapy is also offered over telephone, video or via our online platform Silvercloud. We provide a range of NICE recommended therapies for those suffering from mild to moderate depression and anxiety disorders. The service offers CBT, DIT, IPT and BCT. There are also groups available for a variety of needs including Long Term Conditions, many of which are offered by a Step 2 and Step 3 practitioner together.

Both high and low intensity therapists are encouraged to develop a specialist area of interest in relation to the work they undertake. Therapists have access to weekly clinical supervision and case management.

The service currently operates Monday to Thursday from 8.00am to 8.00pm and Fridays 8.00am to 5.00pm – qualified staff are expected to work one evening per week, and flexible working arrangements can be discussed.

Wandsworth
Talk Wandsworth (Wandsworth NHS Talking Therapies) provide a wide range of Step 1, Step 2 and Step 3 interventions to the diverse population of London Borough of Wandsworth. Our office is based opposite Tooting Broadway station and we have a good working relationship with secondary care provided at Springfield University Hospital. We currently have 14 qualified PWPs, two senior PWPs, 9 trainees and are growing. The PWPs in our service divide their time between telephone screenings, providing telephone/video/face to face Guided Self Help, Silver Cloud and co-facilitating groups.

Our PWPs receive weekly one to one supervision, weekly clinical skills supervision, monthly reflective practice, line management and monthly training sessions. We support and encourage the team to pursue training opportunities that will enhance their practice and we support our PWPs in their career aspirations.

Each of our PWPs choose a champion area where they are able to develop the service and explore ways to provide better care for diverse groups and communities as well as work closely with our Step 1 wellbeing team to provide workshops in the community to reach out to these population groups.

Our staff led 'Wellness Warriors' provide weekly mindfulness practice, team socials, a

monthly staff wellbeing newsletter and are available for feedback from the staff to implement any ideas that arise to improve staff wellbeing within the service.

Our Step 3 clinicians are a mixture of CBT therapists, Clinical and Counselling Psychologists. We provide individual CBT, IPT, DIT, EMDR plus Couples Therapy and also have counselling provision as part of our partnership with The Awareness Centre.

Successful trainee PWPs will progress to a permanent band 5 PWP position in one of our South West London and St Georges mental health trusts (SWLSTG) dependent on successful completion of the course and probationary period. We especially welcome applicants from black and minority ethnic backgrounds.

Westminster

The CNWL Talking Therapies Service Westminster is delivered by Central and North West London NHS Foundation Trust (CNWL), with specialist employment and vocational advice services provided by our partner organization.

Westminster is an area of contrasting affluence and deprivation and the extent of health inequalities that we need to address is among the widest in the country. Westminster has approximately 230,000 residents. More than a million people come to work in or visit the borough every day. This diversity and transience bring with it hugely diverse health needs. More than half of our population was born outside the UK, with more than 150 languages spoken in our schools alone. There are a significant number of refugees and asylum seekers in Westminster and a large number of people have also migrated from the new European Union member states.

We have a team of 17 High intensity and 16 low intensity therapists as well as a number of NHS Talking Therapies High & Low Intensity, and Clinical Psychology trainees. We offer online C-CBT, individual and group step 2 and 3 CBT interventions and have a strong outreach program offering workshops in the community. Clinical work is delivered in GP surgeries and other community venues as well as in our two hubs located in Paddington and Victoria.

Westminster has a large Arabic-speaking population, and applications from Arabic-speaking candidates would be particularly welcome.

See our website http://cnwltalkingtherapies.org