Improving Access to Psychological Therapies, London Recruitment 2017:

Information for Applicants

Post Graduate Certificate in Low Intensity Cognitive Behaviour Interventions

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.
Background

For this intake (Autumn 2017), London is looking to recruit approximately 98 trainees to work across the capital.

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 IAPT programme, please see the NHS England website: https://www.england.nhs.uk/mental-health/adults/iapt/

Each training place involves being employed by a service for the length of the contract. Contracts vary according to the service but will be a minimum of one year.

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 IAPT 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.

Interview dates will be confirmed later in the process. Interviews unfortunately cannot be rearranged if candidates are unavailable.

This intake will start in autumn 2017. 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.

Those without a valid work permit to work in the UK are not eligible to apply.
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 taken into account.
- 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 IAPT 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
Please see the Job Descriptions and Person Specifications in the appendices 1 and 2. Applications can only be made online via this link:

Please follow the link and click on the “Apply Here” button. This will take you to an “Apply online checklist”, select that you have read and understood the information, and click ‘submit’.

On the following page search for ‘low intensity’ in the enter keyword section and this will bring up the course details. Click on the ‘Apply Now’ option for the ‘post graduate certificate in low intensity cognitive behavioural interventions’, this will now take you to the application form.

You will need to create an account on the UCL 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 IAPT 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:
You will be asked to include one academic reference but this is not essential. One of your references should be from your most recent or current employer. Referees should not be personal or family contacts. The referee that you give on your form will be are contacted automatically after the application is submitted. If you do not wish for your current employer to be contacted in this way you may provide a different referee at this stage. If you are successfully offered the position then your IAPT service employer is likely to request your provide your current/most recent employer as a condition of pre-employment checks.

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.

Contacts
Due to the high volume of applications expected, UCL is unable to respond to 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 IAPT at https://www.england.nhs.uk/mental-health/adults/iapt/

If you have any technical issues completing the application, please contact UCL admissions.
Appendix 1: Job Description

Post Title: IAPT Psychological Well Being Trainee

NHS Band: 4

Job Purpose

This is a training role within the Improving Access to Psychological Therapies Programme (IAPT). The post-holder will work within the IAPT 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
1.1. Accept referrals via agreed protocols within the service.
1.2. Assess and support people with a common mental health problem in the self-management of their recovery.
1.3. Undertakes patient-centred 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.
1.4. 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.
1.5. 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.
1.6. Educate and involve family members and others in treatment as necessary.
1.7. 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.
1.8. Attend multi-disciplinary meetings relating to referrals or clients in treatment, where appropriate.
1.9. Complete all requirements relating to data collection within the service.
1.10. Keep coherent records of all clinical activity in line with service protocols and use these records and clinical outcome data in clinical decision making.
1.11. 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.
1.12. Assess and integrate issues surrounding work and employment into the overall therapy process
1.13. Operate at all times from an inclusive values base which promotes recovery and recognises and respects diversity.

**TRAINING AND SUPERVISION**

1.1. Attend and fulfil all the requirements of the training element of the post including practical, academic and practice based assessments.
1.2. Apply learning from the training programme in practice
1.3. Receive supervision from educational providers in relation to course work to meet the required standards.
1.4. 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.
1.5. Respond to and implement supervision suggestions by supervisors in clinical practice.
1.6. Engage in and respond to personal development supervision to improve competences and clinical practice.

**PROFESSIONAL**

1.1. 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).
1.2. Ensure that client confidentiality is protected at all times.
1.3. Be aware of, and keep up to date with advances in the spheres of treatment for common mental health problems.
1.4. Ensure clear objectives are identified, discussed and reviewed with senior therapists on a regular basis as part of continuing professional development.
1.5. Participate in individual performance review and respond to agreed objectives.
1.6. 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.
1.7. Attend relevant conferences / workshops in line with identified professional objectives.

**GENERAL**

1.1. To contribute to the development of best practice within the service.
1.2. To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Mental Health and Primary Care Services.
1.3. 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.
1.4. 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.
1.5. 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.

1.6. 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 2017:**


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. The salary contained in this JD is indicative only.

**Band 4**

Basic starting salary for an NHS band 4 post is £19,409. 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

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Essential</th>
<th>Desirable</th>
<th>Assessment Method</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evidence of ability to study successfully at postgraduate level</td>
<td>Psychology or other health or social science related undergraduate or postgraduate degree</td>
<td>Application Form</td>
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<td></td>
<td>Professional training in nursing, social work, occupational therapy, counseling or within a psychological therapy</td>
<td>Application Form</td>
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<tr>
<th>Experience</th>
<th>Essential</th>
<th>Desirable</th>
<th>Assessment Method</th>
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<tbody>
<tr>
<td>Evidence of experience in an employed or formal volunteer helping role with people with psychological, interpersonal or social problems</td>
<td>Work or volunteer experience with people who have experienced a mental health problem</td>
<td>Application Form</td>
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<td></td>
<td>Experience of working in Primary Care Services</td>
<td>Application form / Interview</td>
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<td></td>
<td>Worked in a service where agreed targets in place demonstrating clinical outcomes</td>
<td>Interview</td>
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<td></td>
<td>Ability to manage own caseload and time</td>
<td>Interview</td>
<td></td>
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<tr>
<td>Skills &amp; Competencies</td>
<td>Demonstrates high standards in written communication</td>
<td>Application form</td>
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<td></td>
<td>Able to write clear reports and letters.</td>
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<tr>
<th>Skills &amp; Competencies</th>
<th>Ability to evaluate and put in place the effect of training</th>
<th>Interview</th>
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<tbody>
<tr>
<td></td>
<td>Computer literate</td>
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<td></td>
<td>Excellent verbal and written communication skills, including telephone skills</td>
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<td>Able to develop good therapeutic relationships with clients</td>
<td>Interview</td>
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<td></td>
<td>Received training (either formal of through experience) and carried out risk assessments within scope of practice</td>
<td>Interview / application form</td>
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<tr>
<th>Knowledge</th>
<th>Demonstrates an understanding of anxiety and depression and how it may present in Primary Care</th>
<th>Interview</th>
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<tr>
<td></td>
<td>Demonstrates a knowledge of the issues surrounding work and the impact it can have on mental health</td>
<td>Interview</td>
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<td></td>
<td>Knowledge of medication used in anxiety and depression and other common mental health problems</td>
<td>Interview</td>
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<tr>
<td></td>
<td>Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this post</td>
<td>Interview</td>
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<th>Training</th>
<th>Able to attend a one day per week course</th>
<th>Interview</th>
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<tbody>
<tr>
<td>Other Requirements</td>
<td>High level of enthusiasm and motivation.</td>
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<td></td>
<td>Advanced communication skills</td>
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<td></td>
<td>Ability to work within a team and foster good working relationships</td>
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<td>Ability to use clinical supervision and personal development positively and effectively</td>
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<td>Ability to work under pressure</td>
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<td>Regard for others and respect for individual rights of autonomy and confidentiality</td>
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<td>Ability to be self-reflective, whilst working with service users, in own personal and professional development and in supervision</td>
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<td>Car driver and/or ability and willingness to travel to locations throughout the organisation</td>
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<td></td>
<td>Fluent in languages other than English</td>
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This document gives a brief description of those services/employers who are looking to recruit trainees in 2017. 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 IAPT 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 Camden. My second preference is to be considered for the post of trainee PWP in Islington*

It is important that applicants indicate their service/employer preference in the first line of the ‘supporting statement’ as described in the information packs.
Barking & Dagenham
Talking Therapies Barking & Dagenham provides psychological treatment for people with mild to moderate anxiety and depression with a GP in Barking and Dagenham.

Talking Therapies Barking and Dagenham can provide help for people who experience problems including: Depression, Panic, Phobia, Agoraphobia, Social Phobia, Health Anxiety, Obsessive Compulsive Disorder, Post-Traumatic Stress Disorder, Body Dysmorphic Disorder, medically unexplained physical symptoms and long term conditions.

We offer a variety of therapies including: Cognitive Behavioural Therapy (CBT), Interpersonal Psychotherapy (IPT), Dynamic Interpersonal Therapy (DIT), Couples Therapy for depression, Behavioural Couples Therapy, Guided self-help, Behavioural Activation, and a wide selection of courses, groups and workshops. We also have an in-house Employment Support Team and a Physical Activity Coordinator who work closely with therapists to provide additional support and advice.

We pride ourselves on being a supportive service and we take continuing professional development seriously. We have regular in-house training sessions, we invite lecturers and training providers to offer group trainings and we encourage staff to take initiative on finding out about current developments and training opportunities.

As the service offers out of hours appointments, all clinical staff are expected to work some evenings or Saturdays. However, we recognize people have changing personal circumstances and are willing to discuss flexi-hours and part-time once training is completed. This will be discretionary and will need to take into account service requirements at the time.

Brent
The CNWL Talking Therapies Brent service is a ‘third wave’ IAPT site and was set up 1st December 2010 and is run by CNWL NHS Foundation Trust. The team has undergone recent expansion following additional investment to meet service targets and development needs. The team is well resourced 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.

The service operates a ‘hub and spoke’ model of delivery with staff being located at the main hub located at Fairfields House in Kingsbury. There is also a satellite hub based at Bell House in the Willesden area. The step 2/PWP team is based at Fairfields House in Kingsbury. Services are also delivered at GP surgeries across Brent. The central hub is a comfortable building with the required IT resources. GP based work is organised in collaboration with GP clusters and we are in the process of increasing the range of services we offer by working in partnership with the voluntary sector and community groups. 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.

**Bromley**

Bromley Working for Wellbeing is a partnership between Bromley Healthcare, Bromley and Lewisham Mind and Bromley Community Counselling Service. Together we provide a highly effective service which is achieving good outcomes for our patients and is a model of best practice in partnership working. Bromley Healthcare provides the High Intensity part of the service with Bromley and Lewisham Mind providing the Low Intensity interventions and employment support. Bromley Community Counselling Service provides all counselling interventions in GP surgeries. Bromley and Lewisham Mind also leads on service user involvement for the overall service. BWW is a dynamic service and there is potential for career development for PWP trainees either by way of specialism development or becoming a Senior PWP.

Trainees will receive excellent supervision from accredited, experienced supervisors, and will be guaranteed a diverse and stimulating learning experience.

For more information about Bromley Working for Wellbeing, see our website on www.bromleyworkingforwellbeing.org.uk

Bromley and Lewisham Mind is a well-respected voluntary sector provider with a reputation for delivering high quality and innovative services. PWP trainees will deliver support in a variety of community settings across the Borough. Interventions include individual face-to-face sessions, structured psycho-education groups, cCBT and telephone contact.

For more information contact one of our team on: 0203 328 0361 or at www.blmind.org.uk.

**Camden and Islington**

Camden and Islington are lively and diverse inner-city Boroughs. The Camden and Islington NHS Foundation Trust runs well-established IAPT services in both boroughs – iCope Islington Psychological Therapies and Wellbeing Service in Islington and iCope Camden Psychological Therapies Service in Camden. Our IAPT services are strongly integrated with primary care with workers based in almost all GP practices. We also work closely with voluntary sector partners and offer clinical sessions in a range of community venues. We collaborate with public health colleagues in reaching out to the Boroughs’ diverse communities. The Camden and Islington IAPT services work closely together and have a track record of research and development and service innovation in primary care mental health and psychological interventions, facilitated by our links with University College London. Our services are friendly and supportive with good integration between LI and HI staff working together in geographical teams.
We are looking for bright and motivated people who are keen to train in CBT based interventions and practice these in primary care and community locations in Camden or Islington. Following completion of the IAPT course, we support continuing professional and career development.

We want to further increase the diversity of our staff and ability to speak other languages fluently is an advantage (we have a particular need for Turkish, Sylheti and Somali speakers).

**City and Hackney**
City and Hackney is a large and well-established IAPT service, it was one of the first wave sites in 2008 and many of the original therapists remain part of our team today. The service sees over 5000 patients a year and offers a range of low and high intensity therapies. We operate a clear stepped care model; patients who present with mild-moderate depression or anxiety are offered Low Intensity interventions first and are stepped up if they do not recover within 4-6 sessions.

Our Low Intensity workforce consists of 3 WTE Senior Psychological Wellbeing Practitioners (band 6) and 10 WTE Psychological Wellbeing Practitioners (band 5) as well as 4 band 4 trainee PWP’s. Since 2008 we have had a very successful track record of training low and high intensity therapists in partnership with the London training courses, with the result that everyone has passed the course (some with distinctions).

The service operates within one of London’s most diverse and exciting inner city boroughs (we also cover the City of London). Our local population is made up of a large proportion of BME groups; [Afro-Caribbean, Turkish-speaking and Orthodox Jewish] so an interest in working with these groups would be would be a considerable advantage.

**Ealing IAPT**
Ealing IAPT, is a dynamic and innovative service that is passionate about improving access to psychological therapies for the population it serves. The borough of Ealing comprises a diverse community. As a pathfinder site, we have achieved great success making psychological therapies culturally appropriate and accessible to the BME community. This is reflected in our high access rate for the BME population and recognition in the National IAPT BME Positive Practice Guide.

We are currently involved in numerous exciting initiatives to engage hard to reach groups, such as people with long term health conditions and perinatal difficulties. This involves group therapy, outreach work, community engagement and creative workshops embedded in the community, destigmatising mental health. We provide a range of evidence based interventions including Eye-movement desensitization reprocessing (EMDR), Behavioural Couples Therapy (BCT), Dynamic Interpersonal Therapy (DIT), Interpersonal Psychotherapy (IPT), Counselling for Depression (CfD) and Acceptance and Commitment Therapy (ACT).
Supervision is an essential part of our success and high recovery rates. We have a number of different systems in place to develop your clinical skills. As well as weekly, individual supervision sessions we have a duty system available at all times to discuss any urgent issues. In addition there are daily assessment 'debrief' sessions to ensure that any new assessments are discussed immediately and decisions are made quickly to help move our service users along the most appropriate care pathway. Reflective practice is also available to the team to optimise staff well-being. The strong support combined with supervision from highly experienced supervisors makes Ealing IAPT the ideal place to undertake your role as a Trainee High Intensity therapist.

Ealing IAPT is dedicated to staff well-being and uses a collaborative approach to develop the service and support the team. We are known as a diverse, friendly team that listens to one another and endeavors to progress people in terms of their continued professional development. The team is made up of individuals from various professional backgrounds, including Counsellors, a Clinical Psychologist, a Counselling Psychologist and a Mental Health Advocate. We work closely with GPs and secondary care services, giving you experience in liaising with professionals from a variety of settings. The Trust welcomes 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 different spoken languages.

Enfield and Haringey
Enfield and Haringey IAPT (www.lets-talk-iapt.nhs.uk) is a lively, forward-thinking service delivering evidenced based psychological therapies across a large part of multi-cultural North London. The Enfield service is provided by Barnet, Enfield and Haringey Mental Health Trust, and the Haringey Service by Whittington Health. In line with the NHS Operational plan, for 2016/17 both services were contracted to meet 15% of CMI need. This will rise to 16.9% by the end of Q4 2018. We are seeking highly committed, enthusiastic and forward thinking people to join our thriving services, and have 7 PWP training places available, 3 in Haringey and 4 in Enfield.

We would like to encourage applications from suitable candidates who can speak fluently in a second language to English, particularly Turkish/Kurdish, Farsi, Polish, Albanian, Arabic, Spanish, Portuguese or Russian.

We have been running IAPT services since the wave 1 roll out in 2008, and now provide a highly successful integrated step 2 and step 3 IAPT service across both boroughs. We currently employ over 100 staff, delivering treatments to over 10,000 people a year.

For more information check out our web site www.lets-talk-iapt.nhs.uk

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 IAPT 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.

We have three HI trainee (band 6) and three LI trainee (band 4) posts. The posts are fixed term contracts for the duration of the training. The employer is Oxleas NHS Foundation Trust www.oxleas.nhs.uk.

The Trust welcomes 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.

Hammersmith & Fulham
Back on Track (Hammersmith & Fulham IAPT) is a very well established and high performing service. 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 weekly reflective practice group based on the principles of compassion-focused therapy. We also schedule regular mindfulness practice sessions, yoga and other wellbeing events for the team.

At Back on Track you will work in a very friendly, supportive and well-resourced service and we pride ourselves on an outstanding continuing professional development program. As a trainee PWP you will have weekly individual clinical supervision as well as monthly clinical skills groups and journal clubs. In addition we commission bespoke training events for the team. For example, during the last year our PWP’s have attended training on GAD, social
anxiety, low self-esteem, perinatal working, working with older adults, compassion-focussed therapy and ACT.

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). For qualified members of staff there are a number of flexible working options and we support a number of staff who, for various reasons, chose to work on a part-time basis.

The service provides a range of individual and group CBT interventions including telephone and face to face therapy and we will shortly be starting to use Skype therapy as well.

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. We have also expanded the range of evidence-based treatment modalities available for our service users to include EMDR, Stress Control, Interpersonal Therapy (IPT), Cognitive Analytical Therapy (CAT), Behavioural Couples Therapy (BCT), and Dynamic Interpersonal Therapy (DIT).

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.

Harrow
Harrow IAPT service is provided by Central and North West London NHS Foundation Trust (CNWL) in partnership with Harrow in Mind for the Step 2 service. 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 so as to provide an efficient and timely service.

We would welcome applications from candidates who have diverse language skills. Trainees are recruited on a fixed-term basis for one year.

http://www.cnwl.nhs.uk/service/harrow-iapt/
**Havering**
Havering IAPT 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 IAPT offers appointments Monday to Friday between the business hours of 8-8pm.

Havering IAPT 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 IAPT service. We are an integrated service providing a range of step 2 interventions including guided self-help delivered by telephone, face-to-face, online and in groups, alongside step 3 high intensity CBT, Counselling, Brief Dynamic Interpersonal Therapy DIT, Interpersonal Therapy IPT and Couples Therapies. 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. Hillingdon is a wave 1 Early Implementer site for Long Term Conditions and part of a bid to expand Perinatal mental health services across North West London. Trained and trainee PWPs deliver a range of outreach workshops in the community, at Job Centres, Children’s Centres, in hospital settings, to staff groups to support their own work with patients with common mental health problems or long term health conditions and also deliver service promotion courses as well as specialist groups such as the Diabetes Wellbeing Group. We have strong links with Community Nursing teams delivering specialist support for people with COPD, diabetes and coronary heart disease, and through the LTC pilot also work with hospital consultants and their specialist teams.

Trainees are based at our primary hub in Uxbridge and are well-supported by experienced supervisors. You will have opportunities to work with a range of clients and across innovative service developments, as well as building strong clinical skills.

Our low intensity trained and trainee staff are highly valued in the service and, in return, we support trainees into employment in our service, where possible, and invest in the continued professional development of PWPs. Our Trust, and service, support flexible working and once qualified, applications for part-time and flexible hours will be considered in line with service needs.
We are part of CNWL NHS Foundation Trust which includes Hillingdon community nursing services where strong links exist with our Community nursing teams in joint working to practise integrated mental and physical health delivery and build sustainable and progressive primary care therapy partnerships. We work with individual community teams in diabetes, cardiac rehab, pulmonary disease, cancer and long-term conditions and acute and community maternity services and Clinical Health Psychology. We have an exciting perinatal programme providing antenatal groups with midwives and psychology maternity specialists and have engaged with local Children’s Centres to offer groups and individual therapies on site for women needing crèche support during treatment.

Hillingdon, in West London, has a diverse population of 260,000. Uxbridge has good transport links with central London, and is easily accessible by road, bus and tube/rail.

Trainees will be appointed on fixed-term 1-year contracts initially. Salary terms and conditions apply. For more information, please refer to the CNWL website: www.cnwl.nhs.uk

We have three Low Intensity PWP trainee band 3 posts.

**Hounslow**
The Hounslow IAPT service is provided by West London Mental Health Trust, the employing organisation for these posts, in partnership with Anchor Counselling and Twining Enterprise. We are focused on delivering high quality, client-centred care in line with our Trust values.

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.

We are seeking to recruit individuals who welcome an exciting challenge and want to make a significant contribution to the borough. We encourage staff to pursue specialist interests that would equally benefit the service, including research and audit projects, group work, workshops and community outreach work. We have been successful in our recent bid to become a Wave 2 integrated IAPT (LTC) site and the development of pathways with LTC services will be a key focus for this year. This will be alongside our other priorities of the development of our online therapy platform, ‘My Mind Matters’, increasing access for older adults and improving outcomes for people from BME backgrounds.

We are committed to the development of our staff and to providing opportunities for Continuing Professional Development. Because West London Mental Health Trust also runs the IAPT 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 would particularly welcome applications from clinicians able to offer assessments and treatments in the following languages: Urdu, Punjabi, Hindi, and Polish.

One year fixed-term contract [www.hounslowiapt.nhs.uk](http://www.hounslowiapt.nhs.uk)


**Kensington and Chelsea**

Take Time to Talk, The Central and North West London Foundation NHS Trust (CNWL) IAPT 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, Take Time to Talk provides patients with the least intensive intervention at the right time for their needs. At step 2 we provide outreach workshops, Online CBT and guided self-help interventions. We offer Step 3 Cognitive Behavioural Therapy, Counselling, EMDR, DIT, IPT, Couples Therapy, Mother Tongue Counselling in Farsi and Arabic, and we have a dedicated Long Term Health Conditions team supervised by a Clinical Health Psychologist. 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 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 IAPT 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 IAPT staff are able to join CPD events and to liaise with staff in the other two C & I IAPT services. We support continuing professional and career development.

We have 3 LI trainee (Band 6) posts. These posts are fixed term contracts for 12 months, but we are keen to retain trainees 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.

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 IAPT service in Kingston. As we are about to launch iCope Online, there will also be opportunities to gain experience in providing e-therapy via secure video link, email, text and phone.

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

If you have any queries, please call 0208 339 8040 to speak to: Claire Mongibeaux (Ex-PWP, High Intensity CBT Therapist) or Kate Steel (PWP)

**Lambeth Talking Therapies (Lambeth IAPT)**

Lambeth is a very diverse borough with over a third, 35%, of the population being from ethnic minorities. It is the 9th most deprived borough in London.

**Overview:**
South London and Maudsley NHS Foundation Trust provide the Lambeth Talking Therapies (IAPT) service. The service particularly works with BME communities.

**Why join us?** Lambeth Talking Therapies is driven by clinical excellence. We are led by a team with the highest expertise in psychological service development and psychological therapy. We are committed to staff development and have excellent opportunities to develop this through CPD opportunities across SLAM and the Institute of Psychiatry, Psychology and Neuroscience. The Centre for Anxiety Disorders and Trauma is part of the service and bring nationally and internationally recognised expertise in Cognitive Behaviour Therapy. We are an outstanding service, recognised as one of the best in London.

PWPs are at the heart of our service and key to how our service develops. We listen to our staff and they are integral in how the service changes. Staff work in a variety of settings; in
community centres, GP surgeries, and team bases. Our main team base is near Brixton tube, we have two smaller bases in Palace Road, Streatham and in Waterloo.

Other requirements:

We would particularly welcome candidates who are fluent in Spanish or Portuguese (for our Latin American clients), or who represent our black and ethnic minority population.

Working hours
We require all staff to work one regular evening a week in a shifted day (12-8pm), to facilitate access, and alternatively some Saturday mornings, about in 6 (or more if convenient) in order to co-facilitate a Saturday morning workshop in the community. The post holder must be available to do either, depending on the service need. We are open to part time working, which would include the shifted day.

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

Lewisham
IAPT Lewisham is looking to recruit 2 enthusiastic and committed individuals to train as Psychological Wellbeing Practitioners. 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. IAPT 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
Thinkaction is a provider with significant experience of delivering high quality, successful
IAPT services throughout the South East of England. As the mental health arm of the national charity, Addaction, we have significant experience of supporting individuals from a range of backgrounds across the country. We are looking for two enthusiastic, driven and energetic new trainee PWPs to join our Merton team.

The Thinkaction services are driven to increase access to primary care psychological therapies to people across the communities in which we work. Within the Merton borough, we are able to accept referrals from anyone over the age of 18 and registered to a GP within the CCG, who is experiencing symptoms of mild to moderately severe anxiety or depression. Within the service, we offer a range of therapy models, including a range of Step 2 interventions that are face to face, over the telephone and in a group setting. In order to support increased access, we do offer appointments out of hours and so evening and Saturday working may be required.

Within Thinkaction, staff are supported by a clear Operational and Clinical Governance framework. All staff receive regular clinical supervision and reflective space, as well as line management and team meetings. Within Addaction, there is a strong ethos of supporting staff to develop and to grow within their roles and within the organisation. We have a comprehensive internal training programme that is accessible to all staff, and is complemented by Individual Personal Development Plans which are reviewed regularly.

The Thinkaction services have high recovery rates, regularly meeting or exceeding the national targets. Staff are supported with clear operating procedures around triage, assessment and treatment allocation. The team is experienced as well as welcoming and supportive. Within the Merton borough there are exciting opportunities to get involved in working with specific communities within the borough, to increase access into the primary care psychological therapies and to widen the breadth of services that we offer.

Newham
Newham Talking Therapies is a well-established IAPT service with a strong focus on high quality treatment. The service offers a comprehensive package of tailored programs for clients through a stepped care treatment model. Low intensity and high intensity cognitive behavioral therapy packages are delivered through group or individual formats and in addition to CBT, there are a comprehensive range of other therapies offered at 3 including, EMDR, interpersonal therapy, systemic therapy and psychodynamic therapy. Working as part of Newham Talking Therapies offers numerous opportunities for learning and development through strong team support and clinical supervision. The service is expanding its workshops programs, therefore offering the chance to develop group skills and work alongside colleagues to deliver innovative treatment programs. The service treats all common mental health problems and there is particular expertise in PTSD within the team. Due to the very diverse populations in Newham, there is a unique opportunity to work with clients from a wide variety of cultural backgrounds.

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.

**Redbridge**
The Improving Access to Psychological Therapies (IAPT) service provides psychological treatment for people with mild to moderate anxiety and depression who have a GP in Redbridge.

Redbridge IAPT 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 IAPT 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 IAPT 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 IAPT 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.
**Sutton**

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.

Sutton Improving Access to Psychological Therapies (IAPT) service forms part of Sutton Uplift. Sutton Uplift is a primary mental health service, which incorporates a Wellbeing Service, the Sutton IAPT service, an Assessment Team and a Primary Care Recovery and Support Team. The Sutton IAPT service delivers a range of evidence-based psychological interventions (e.g., CBT, IPT, DIT) 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. Sutton IAPT is professionally managed by a Consultant Clinical Psychologist and operationally managed by a Service Manager. The clinical team includes qualified Clinical and Counselling Psychologists, IAPT High Intensity CBT Practitioners, Psychological Wellbeing Practitioners, and Graduate Mental Health Workers who provide evidence-based psychological interventions in line with NICE guidance. Sutton IAPT 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 evening during the working week.

For further information you may wish to look at our website [www.suttonuplift.co.uk](http://www.suttonuplift.co.uk)

We have two trainee (band 4) posts. The posts are fixed term contracts for 12 months.

**Tower Hamlets**

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

Compass Wellbeing (CIC) is a social enterprise based in East London. Formerly the Tower Hamlets Primary Care Psychology and Counselling Service, we have provided psychological therapy services to general practice and the local community for over 30 years, and provided an IAPT service since 2009. We are a stepped care service offering evidence based interventions. Our team consists of Clinical Psychologists, Counsellors, Counselling Psychologists, High Intensity Therapists and Psychological Wellbeing Practitioners offering CBT, DIT, IPT, Counselling for Depression and Couples Therapy for Depression. We provide individual and group work.

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, they will also have regular line management to support them through the training process and help them with the transition from trainees to qualified therapists.

Flexible working requests will be considered once qualified. As the service offers out of hours
appointments, the post holder will be expected to work some late evenings during the working week.

We particularly welcome applications from local residents and Sylheti speakers.

We have three PWP trainee posts. The posts are fixed term contracts for 12 months.

**Waltham Forest**
Waltham Forest IAPT is an expanding service which is based in the borough of Waltham Forest and is part of North East London Foundation Trust. Our IAPT service provides a service at both high and low interventions to a highly culturally diverse population. The service operates from its base in Leytonstone, community centers and GP surgeries. We provide a range of NICE recommended therapies at both high and low interventions for those suffering from mild to moderate depression and anxiety disorders. We provide both individual and group format based therapeutic interventions. The service offers CBT, DIT, IPT and BCT.

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 8.00 am to 8.00 pm and Fridays 8.00 am to 5.00 pm with the intention to expand our working hours to include weekend working to improve access to the service.

The posts are fixed term contracts for 12 months.

**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 Jobs in Mind.

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 brings 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 19 High intensity and 8 low intensity therapists as well as a number of IAPT and Clinical Psychology trainees and Assistant Psychologists. We offer individual and
group step 2 and 3 CBT interventions and have a strong outreach programme 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/