

DCP UK Chair's update

Roman Raczka



In this month's Chairs Update, I would like to highlight a number of very important initiatives that are being undertaken by the DCP.

Equality, Diversity Inclusion and Antiracism

The tragic killing of George Floyd by Minneapolis police in May 2020 showed just how deeply embedded prejudice and discrimination are in modern society. This was an urgent call that action was needed, to promote equality in our organisations, in our nations and across the world. It is now over a year since the killing and a time for all of us to reflect how we may have changed personally and professionally as well as within the organisations that we are linked to. In the BPS and DCP, actions on Equality, Diversity and Inclusion have been identified as one of the key strategic priority areas. The DCP Equality, Diversity Inclusion and Antiracism Task and finish group co-chaired by Dr Alan Kassedijan and Dr Shazma Thabusom was tasked with a range of actions to address including:

- Create a comprehensive strategy to increase and support Black and Minority Ethnic representation in all parts of the DCP, including making these safe places for people to contribute.
- Work with GTiCP and CTCP to support training and accreditation.
- Create range of interactive listening spaces and training opportunities for qualified psychologists.
- Maintain support for ongoing work including the DCP workstream on racial disparities and health inequalities and the work of the Minorities subcommittee and the Prequalification Group in reaching out to students, aspiring and trainee clinical psychologists.
- Work across the BPS and other Divisions including working with the BPS Equality Diversity and Inclusion Taskforce chaired by Nasreen Fazal-Short.
- Reach out to other professional groups, to learn from what others have done.

Alan and the group are working to address these actions. Alan reports that the work of the Group has centred around gaining clarity over the systems and subsystems of the DCP and BPS. The group are liaising with leading professionals in the field of equality and diversity external to the DCP and BPS including Joy Warmington and Roger Kline. This consultation will inform the action plan moving forward. Alan and Shazma are coopted members of the DCP Executive Committee and also members of the BPS Diversity and Inclusion Taskforce. The DCP Task and Finish Group has representation from other key subcommittees including the Group of Trainers in Clinical Psychology (GTiCP), Minorities in Clinical Psychology Group, Pre-Qualification Group and representation from the DCP Covid Workstream working in collaboration to ensure that the EDI & Anti-Racism Task & Finish Group is more impactful, better informed and co-ordinated.

Unfortunately, Shazma has had to stand down (for personal reasons) and so we are actively seeking another co-chair to work with Alan.

Living and Working Well Reflective Space Sessions

The DCP is developing a member wellbeing and support strategy to respond to fast-shifting horizons and support its members. Following on from the positive feedback from the wellbeing meetings last year, we have been rolling out the next series. We are providing a free monthly

space to talk in a supportive environment about the current situation from our different roles and perspectives, and consider what these new circumstances means for us personally, socially and professionally.

These meetings are an opportunity to consider our vulnerability and resilience during the pandemic and beyond and strengthen our capacity to support one another and find a way forward for us, our clients and our community, and to better understand and influence in our respective roles.

Participants are invited to join one session or the whole series at no cost.

Dates of the future meetings

22 July

25 August

28 September

28 October

24 November

2 December

All sessions will be facilitated by Amra Rao and Sheelagh Rodgers. [Find out more details and access Zoom links on our website.](#)

The Division of Clinical Psychology and New Savoy Partnership Annual Wellbeing Survey 2021

The pandemic has posed a number of challenges for those working in psychological services. These challenges include, but are not limited to, anxieties around health risks, adjustment to digital working and new roles, pressures around work-life balance, loss of extended support, and exposed racial and social inequalities. Against this backdrop, the DCP/New Savoy Partnership annual wellbeing survey seeks to measure the wellbeing of staff in psychological services.

Any psychological professional working in psychological services within an organisation (for example, the NHS, third sector, charitable or private organisation) is encouraged to complete the survey.

The survey asks questions in three areas: (1) demographic and background information, (2) workplace wellbeing and experience of working during the Covid-19 pandemic, and (3) general wellbeing.

The survey should take no more than 20 minutes to complete and you can access the survey from this link: https://cardiffunipsych.eu.qualtrics.com/jfe/form/SV_2a7Cw7j3bxfwXkO
Survey completion deadline is **31 July 2021**.

National Assessors Scheme

The National Assessors Scheme is looking for senior and experienced colleagues who are interested in becoming National Assessors, to assist employers in ensuring the quality of appointments to Consultant (AfC Band 8c and above) level posts.

The scheme encourages applications from people of all backgrounds particularly applications from people with a disability, BAME and LGBT+ who are currently under-represented across the Society.

Following the review of the National Assessor scheme and the establishment of a new operational system we are particularly interested in recruiting new National Assessors in the following specialties and Nations/Areas where there are currently shortages, however all applications will be considered:

- Adult Mental health (North and South West)

- Children and Young People (South West, South East and Scotland)
- Clinical Health and Health Psychology (South West and South East)
- Counselling Psychology (All areas)
- Intellectual Disabilities (All areas)
- Management (South West and South East)
- Psychosis and Complex Mental Health (All areas)
- Services for Older People (All areas)
- Substance Misuse (All areas)
- Psychologists practising in Wales
- Psychologists practising in Northern Ireland

To request a role description, application form or for more information please contact NationalAssessors@bps.org.uk

Read our guidelines on the appointment of consultant psychologists

If you are an employer seeking National Assessors to assist with appointment panels, please go to: <https://www.bps.org.uk/lists/natass>

There is now an undertaking to provide two National Assessors within five working days of the request being made. Alternatively, you may wish to contact a National Assessor directly.

The BPS database is searchable by postcode and specialism. Assessors will need to be contacted to confirm availability, meaning you may need to contact multiple assessors.

New and emerging psychology roles in England

At the recent Chief Psychological Professions Officer (CPPO) monthly Webinar, Adrian Whittington and colleagues presented on the planned new role of Mental Health and Wellbeing Practitioner (MHWP), developed as one of the objectives of community mental health transformation.

The MHWP will be a Band 5 role designed with a specific training to undertake collaborative care planning, and deliver wellbeing-focused psychologically-informed interventions for people with severe mental health problems.

The MHWP will be one of the family of wellbeing practitioner roles, together with Psychological Wellbeing Practitioner (PWP), Children's Wellbeing Practitioner (CWP) and Education Mental Health Practitioner (EMHP) roles that offer similar approaches, across different settings.

The role has been developed with input from experts in the field of psychological interventions for severe mental health problems including experts by experience, and with consideration of risks and challenges. The first MHWP trainees will start training in March 2022. HEE and NHSE/I anticipate 30–40 trainees per region in the first year, doubling each year for the next three years.

In addition to the MHWP, there are a number of other new and emerging roles across England that can contribute to adult community mental health transformation. Other roles include the pilot of an 'Associate Psychological Practitioner' role in the North West, and the Clinical Associate in Psychology (CAPS) role that is being taken forward in a number of areas across England using the apprenticeship levy.

As there will be a number of roles that offer psychologically-informed interventions more discussion will be needed to clarify the similarities and differences between them. The DCP will engage in these discussions through our Workforce and Training Sub-committee – Chaired by Prof Tony Lavender – as well as in other meetings.

Dr Roman Raczka

Division of Clinical Psychology, Chair