



DCP England

Newsletter

April 2019

Welcome to the third DCP England Newsletter. We hope that this new publication is keeping you up-to-date and informed on the issues surrounding our profession. In this issue we hear from some members of the DCP Executive Committee, learn about the activities of our South West Branch and the findings from the 5th Annual Workforce Wellbeing Survey.

England Chair's update – Roman Raczka

I AM WRITING this update on the back of a really positive and forward-looking two-day DCP UK Executive Committee meeting held in London on 15 and 16 April. We had a packed agenda and discussed a wide range of issues including the roles and responsibilities of committee members, the NHS Long Term Plan, experts by experience, the work of the faculties, workforce and training, membership and recruitment, publications, minorities and relationships with other organisations. More on our progress with actions from this meeting will be covered in future editions of the newsletter.

We also had several key members of the BPS head office team present on their work. Chief Executive **Sarb Bajwa** provided an overview on the progress of the society review, following the consultations that took place last year and more recent workshops with the BPS head office team. The fundamental areas to address were to redefine what the society does, and agree how can we change. The objective is to build on the vision of the BPS to develop a Target Operating Model (TOM) in order to move forward. Sarb and the communications team will share more details of the TOM as it is developed.

Sabrina Kamayah, recently appointed as a senior policy officer, described the work of the policy team. Sabrina is leading on mental health and workstreams including the NHS Long Term Plan, workforce development and prevention of ill-health.

Working with Sabrina are four policy officers:

Nic Murray leads on social justice and work areas include inequalities, men and boys, mental health, and knife crime and violence.

Saskia Perriard-Abdoh leads on health including behavioural insights, neurodiversity and obesity.

Andrew Baldwin leads on occupational health including BPS thought leaders, workplace design, and leadership and culture.

Nigel Atter leads on children and young people's mental health, including the Senate campaign, Ofsted consultation, exam stress and autism guidelines.

The policy team intend to provide a resource to members both coordinating responses to policy consultations and issues as they arise, as well as horizon scanning to identify potential areas that we need to be aware of over coming months.

www.bps.org.uk/Psychology-in-Public-Policy

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Get in Touch

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Edited by:

Lawrence Moulin DCP
Communications Lead

England Chair's update, *continued*

Rachel Dufton, interim Director of Communications, shared some of the communication challenges experienced by the Society that she and the team are working to redress. These included outdated systems and difficulties with opting in to communications, as well as practical problems with targeted communications.

Rachel shared her ambitions for an improved communication system that would enable peer-to-peer communications, much more engaging content, multiple ways to connect and the ability

to directly target communications based on a member's interests.

The potential solution that Rachel is working on is the development of an exciting and innovative new communication system that will provide a fully integrated approach to address the challenges and achieve these ambitions. The DCP Executive agreed that we would be one of the groups to pilot the new system, and the aim is for this to be in place by early autumn.



Rachel Dufton
Interim Director of
Communications

Findings from the 5th Annual Workforce Wellbeing Survey

The DCP Leadership and Management Faculty and the New Savoy Conference joint initiative on workplace wellbeing has been in place since 2014. A charter for wellbeing and resilience was launched in 2016 followed by the formation of a collaborative learning network.

The faculty has been running an annual wellbeing survey since 2014, raising awareness of the importance of wellbeing. Last year's survey highlighted concerns indicating that STP plans in mental health will be undeliverable unless wellbeing, capacity and retention issues are urgently addressed.

The results of the fifth annual wellbeing survey were launched at the New Savoy Conference National Assembly earlier this year, indicating that the tide of wellbeing concerns has not yet been turned.

Key findings include:

- Just over eight in ten found their job stressful in the past week at least some of the time.
- Four in ten felt depressed in the past week at least some of the time.
- Almost a quarter said that there were not enough senior staff to clinically lead their service, and this impacted negatively on strategic and professional influence and leadership, with fewer opportunities for progression.
- Almost a quarter had thought of leaving the NHS – reasons for leaving included funding cuts, supervision, stress and burnout, autocratic leadership, disengaged senior management and a bullying culture.

For more information on the Wellbeing survey please findings please follow this link:
<https://www.bps.org.uk/member-microsites/dcp-faculty-leadership-and-management/news>

Dr Amra Rao



Dr Amra Rao
Consultant Clinical
Psychologist



Simon Gelsthorpe
DCP Treasurer



Gary Latchford
Joint Programme
Director, Clinical
Psychology Training
Programme, University
of Leeds, and Consultant
Clinical Psychologist



Dr Jan Hughes
Chair of the Group of
Trainers in Clinical
Psychology

Focus on the DCP UK Executive Committee

Focus on Simon Gelsthorpe

What is your role on the DCP Executive Committee?
I am the DCP Treasurer.

What do you hope to achieve in your role during the next year?

This year is the first year of our new reimbursement system, so my main aims are to ensure that this runs smoothly and that we are able to monitor our recurrent spending effectively.

Where else do you currently work?

I'm about to stand down as Head of Psychological Therapies at Bradford District Care Foundation Trust, and I also have an honorary position with the University of Bradford.

What are your interests outside of psychology?

I love playing out! Particular favourites are swimming, running, and riding my numerous bicycles. Sometimes I get to do all three together in a triathlon, and I'll be representing Great Britain (in my age group) at the Cross Triathlon World Championships in Spain this April. I also get a great deal of joy from listening to music and just being with my family and friends.

Focus on Dr Jan Hughes and Dr Gary Latchford

What are your roles on the DCP Executive?

We are the joint chairs of the Group of Trainers in Clinical Psychology, which represents the 32 clinical psychology training programmes in the UK.

What do you hope to achieve in the next year?

This is the last of our three year stint as joint chairs, and as most people will know it's been unexpectedly hectic with the withdrawal of funding for nurse and AHP training, uncertainty about support for our own training, the new Association of Clinical Psychologists, the NHS Long Term Plan, and a focus on wider psychological professions, including associate psychologists emerging in England. It's kept us busy!

Where else do you currently work?

We're the joint programme directors for the Leeds clinical psychology training programme. We're also both employed by Leeds Teaching Hospitals, where Jan is involved in clinical supervision and Gary has a clinical role working with patients with Cystic Fibrosis.

What are your interests outside of psychology?

Gary: coffee, running, walking, pubs, photography, movies, pubs!
Jan: tea, singing, walking, family stuff, pubs!

Training and workforce update

Trainee salary support is being reviewed under the Education Funding Reform Programme in Health Education England for a number of professions, including clinical psychology. Members of the DCP workforce and training subcommittee have been in discussion with colleagues from HEE, and want to reassure members that no change will be implemented until there is agreement between NHSE and HEE.

In particular there needs to be consideration of how any developments in the profession are consistent with the NHS Long Term Plan. Further engagement is planned including a consultation between HEE, the DCP workforce and training subcommittee and the Association of Clinical Psychologists. We will keep you informed of any updates.

There has been a lot of discussion recently about associate psychologists in England, with some recognition of the potential for the wider psychological workforce, but also many concerns from clinical psychologists about the development. Last month, a consultation started for new apprenticeship standards for associate psychology training. Tony Lavender and Gary Latchford led the DCP response, which formed a major part of the submission by the BPS. You can see their submission at the link below, and we are still awaiting the outcome.

<https://www.bps.org.uk/sites/bps.org.uk/files/Member%20Networks/Divisions/DCP/CAP%20Scheme%20Briefing%20Paper.pdf>

Dr Jan Hughes

Reducing violent crime

At a recent DCP London Conference on behaviour change and public health interventions, Karyn McCluskey, Chief Executive of Community Justice Scotland, spoke about how violent crimes have been successfully reduced in Glasgow by treating them as a public health issue.

Decades of treating violence as a criminal justice issue has failed to solve the problem. Instead Glasgow authorities have aimed to interrupt transmission, change behaviour, and change cultural norms.

They educated young people about the dangers of gangs and violence, and created a network of navigators in Glasgow's hospitals to support and signpost victims to services. Crucially, this work was conducted by people with lived experience of violence.

In addition, strong community links were made with the police, social workers and health workers, firefighters, dentists, vets, politicians, and editors of national media outlets.

Fundamental to this work was a willingness to take risks and experiment, an approach that often fails to happen due to what Karyn referred to as the 'terror of error'.

Karyn quoted the American writer Adam Gopnik in saying there is never a miracle cure for complex social issues, and solving them requires the 'intercession of a thousand small sanities'.

Dr Roman Raczka

(Adapted from a longer article written by Holly Smith, James Payne-Gill and Robert Turton)



Karyn McCluskey
Chief Executive of
Community Justice
Scotland

Spotlight on the South West Branch

Alex Dibley, Chair of the South West Branch, gives an overview of their work.

In the South West we are a small but dedicated committee who continue to focus on increasing meaningful expert by experience involvement for the profession, supporting learning across the career span and being a critical friend to powerful structures.

Our AGM and addictions CPD day was delayed in February due to snow, but we are meeting on Friday 26 April in Taunton. The theme came out of input from our recent expert by experience committee member and we have speakers talking about commissioning challenges, the impact of language on future treatment adherence, and the issue of opiate addiction in pain management services from both professional and expert by experience perspectives.

Our past chair Annie Mitchell was involved in organising the first compassionate care symposium in Exeter, which brought staff together from four organisations to encourage and celebrate compassionate care, winning the Schwartz Innovation Award. This was a well-attended and warmly received event by staff from the acute NHS trust, mental health trust, hospice charity and ourselves, which we hope to re-create next year.

We are planning a joint event with BPS South West in October which will focus on bringing together different psychology professions across the region to focus on learning throughout our career. This is the second time we have joined up with BPS South West, the feedback from last year's event was very positive and we look forward to further work across different psychology specialisms.

We are in the early stages of planning a summer NHS Long Term Plan event which we hope will be a space for clinical psychologists in the region to come together to consider the plan's impact and explore creative ways forward. Anyone interested in developing this event please do get in touch.

We are developing for our links with local training courses, and would like to strengthen this in the coming year. We also know that we need to be more actively engaged with local heads of services, and we are in full support of a local Psychology Professions Network in the region which we believe would be a real asset to members.



Alex Dibley
Chair of the South
West Branch

Local DCP branch events

Upcoming events

DCP West Midlands (free event open to all Branches) – A Development Event for Newly Qualified Psychologists, 13 May:

<http://www.bps.org.uk/WestMid-NewlyQualifiedPsychologists-13May>

DCP London and DCP South East Coast Conference – The NHS Long Term Plan: Delivering more effective and psychologically informed care to individuals, groups and communities on 17 June:

<https://www.eventbrite.co.uk/e/the-nhs-long-term-plan-delivering-effective-psychological-care-tickets-59838374188>



Dr Roman Raczka
Consultant
Lead Clinical
Psychologist, Chair
of DCP England

Local DCP branch details

If you are a member of the DCP you are automatically a member of your local DCP branch.

DCP Yorkshire and Humber

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DCP East Midlands

There is a lot of enthusiasm in the East Midlands to reenergise the branch, and we will be having a teleconference to make this happen in early May. If you want to be part of that please contact me, Roman Raczka, on DCPEngland@bps.org.uk

DCP West Midlands

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Lawrence Moulin
Chair of DCP West
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Dr Frances Blumenfeld
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