

NHS ENGLAND

NORTH OF ENGLAND TRAINING PROGRAMME IN CHILD AND ADOLESCENT PSYCHOTHERAPY

Guidance on the Application Process for Trainees 2024

2. Introduction

This document sets out the process by which trainees will be selected to undertake training in child and adolescent psychotherapy with the Northern School of Child and Adolescent Psychotherapy (NSCAP). It also gives further information about support and summarises the requirements for training.

Each year NSCAP selects a cohort of trainees who meet the requirements as set out by the [Association of Child Psychotherapy \(ACP\) to train as Child and Adolescent Psychotherapists](#). These trainees are then eligible to apply for a NSCAP accredited training post, in a NHS Child and Adolescent Mental Service (CAMHS) or equivalent clinical service in the NHS or third sector, closely linked to the NHS. These posts are in the northern region of England and have been accredited by NSCAP. They provide the learning environment, multi-disciplinary setting along with the necessary clinical and research opportunities and service supervision to complete the requirements of the training.

2. NSCAP

NSCAP is one of five ACP accredited training centres in the UK. Two are located in London, one in Birmingham and one in Scotland.

NSCAP is an NHS organisation which is hosted by Leeds and York Partnership NHS Foundation Trust. It is an Associate Centre of the Tavistock and Portman NHS Foundation Trust and the University of Essex. All trainees are enrolled on the Professional Doctorate in Child and Adolescent Psychoanalytic Psychotherapy with the University of Essex.

The training team consists of experienced child and psychotherapists working across the north of England with ongoing clinical and research work. The training also draws on specialists in the field to provide intensive case supervisions, doctoral supervisors, and colleagues from allied professions and across the other training centres, in particular the Tavistock and Portman NHS Trust.

3. Summary of the Training of Child and Adolescent Psychotherapists

Child and Adolescent Psychotherapists are core members of multi-disciplinary child and adolescent mental health teams, (CAMHS). Their training which is structured to a training competency framework, equips them to make a unique contribution in understanding the child's perspective of the world. The Child and Adolescent Psychotherapist's primary task

is the assessment and treatment of children and their families, with the ability to offer long-term individual psychotherapy when necessary. They also offer short term work, under-fives work, family assessments; and provide supervision, teaching and consultation across all primary and specialist services and with a range of professions, and with other agencies such as social services and education.

The training in child and adolescent psychotherapy provided by NSCAP will enable trainees to develop the clinical, professional, research and academic skills needed to prepare them for practice as professional Child and Adolescent Psychotherapists eligible for membership of ACP. Practice, research, and theory are closely linked, and the training reflects an integrated approach, including close attention to the development of psychoanalytic based clinical skills. The training provides a thorough grounding in the emotional development of children and adolescents, drawing on psychoanalytically orientated developmental perspectives. It enables trainees to assess and treat a broad range of mental health problems in childhood and adolescence. It encourages clinical sensitivity and solid practice. The training increasingly focusses on the important dynamics of difference and diversity within clinical, professional and research work and how these impacts on all aspects training.

Training Psychoanalysis/Psychoanalytic Psychotherapy is an essential cornerstone of the training to help develop the personal qualities necessary for clinical practice.

Academic Qualification

The training provides an academic as well as a professional qualification drawing on a training competency framework. Trainees are registered for the Professional Doctorate in Child and Adolescent Psychoanalytic Psychotherapy (DPsych Psych) with the University of Essex. Trainees in certain circumstances have an option from year 3 onwards to follow the MProf academic qualification.

Training Requirements

The ACP Training Council set out the requirements for training and monitors the quality of each training school's delivery. Trainees need to demonstrate that they have met the competencies as set out by the Training Competency Framework as required by the ACP to qualify as a child and adolescent psychotherapist at NSCAP.

There is a full day of in-person, on-site seminars and supervisions on Thursdays. In-person Thursday training days are integrated with online clinical, research and tutorial learning across the week.

Trainees do most of their training within their clinical services where they are employed. The training is full time over 4 years. There is a 0.8 whole time equivalent, 5-year pathway available in specific circumstances.

Key elements of the training

THEORY AND TECHNIQUE

The “taught” elements of the training cover:

- Human growth and development
- Disturbance of development and psychopathology
- Psychoanalytic theories
- Techniques of treatment and knowledge of relevant research, outcome studies and evidence based methodologies
- Psychotherapeutic techniques

CLINICAL WORK UNDER SUPERVISION

i. Intensive Psychoanalytic Cases

Students are required to treat three patients in intensive psychoanalytic therapy, usually 3 times a week. The cases must include:

- a pre-latency child
- a latency child
- an adolescent

For developing experience of a diversity of cases the aim would be to have some gender mix across the three intensive cases. One case is expected to be in treatment for two years and two cases for a minimum of one year each. This is closely linked to the clinical requirements of each case.

Trainees need to have completed one year of training psychoanalysis before starting an intensive training case. Therefore, the vast majority of trainees begin their clinical work with a range of non intensive clinical work such as once weekly psychotherapy cases and joint pieces of family/parent/carer work and closely supervised assessment work. Most trainees start their intensive cases early in the second year of training. The timing of this is agreed in discussion with the service supervisor, personal tutor, the training team and a view from the training analyst.

Each case will be supervised by a different intensive-case supervisor so offering an in depth and rich psychoanalytic learning experience from a range of senior clinicians.

ii. Once/twice weekly psychotherapy cases

In addition to intensive work, trainees are required to treat children, adolescents or parent/carers on a, once or twice weekly. Generally, the experience will be of at least six such cases and each treatment should last a minimum of one year.

iii. Parent Work

A parent or parental couple, whose child may or may not be in therapy, must be seen for at least one year. If more than one such case is undertaken, this may replace one of the required non-intensive child cases.

iv. Other Clinical Experience

Trainees are expected to gain experience of the following:

- brief psychotherapeutic work
- Manualised short term psychoanalytic psychotherapy (STPP)
- co-work with colleagues from other clinical and non-clinical disciplines
- assessment of children and adolescents for psychotherapy
- generic assessment work. Initial meetings with families etc.

The total experience in intensive and non-intensive work must include varying ages, both sexes and a range of clinical presentations and levels of disturbance.

Towards the end of the training, trainees are expected to develop skills in consulting to other members of the professional network and may undertake some form of teaching-role under supervision.

RESEARCH

One session a week ($\frac{1}{2}$ day) or equivalent is for research studies. This work may either be undertaken in the clinic, or in another suitable location such as the Trust library or from home. Trainees are expected to engage in a topic of research which is of relevance to their clinical and professional development and often adds value to the services that they work in. The research tasks over the 4 years of training include the following:

Year 1

- Critical appraisal of research papers
- Overview of key principles of quantitative research
- Systematic literature searching
- Qualitative research methods

Year 2

- A small qualitative research project
- Research project proposal
- Application for research ethics approval

Years 3 & 4

- Completion of the doctoral thesis

TRAINING ANALYSIS

This is a central contribution to the trainee's growth and development as a Child and Adolescent Psychotherapist. It enables trainees to further their awareness, understanding and tolerance of unknown parts of their personality and enhances their sensitivity and capacity to reflect on their cases. During clinical training, trainees are expected to have four sessions of analysis per week. The school will assist trainees in finding an ACP accredited training analyst/psychoanalytic psychotherapist.

Trainees have to balance the requirement to attend regular analysis with the demands of their employment and the need to complete all their training requirements within the period of the training. Trainees often attend analytic sessions outside clinic working hours. With the agreement of their service supervisor and Trust there may be some flexibility around the hours of work in the clinic to enable trainees to attend analysis, particularly where extensive travel is involved.

4. Employment and Funding Arrangements

All of the NHS funding via NHS England, for child psychotherapy trainees in the north of England is managed by NSCAP. The school provides the funding to cover the trainee's salary and other agreed expenses and reimburses a significant proportion of training analysis fees direct to the trainee, up to an agreed maximum of £5000 per year. This will not cover the full cost of the trainee's analysis fees which are typically in the region of £9680 pa).

Clinical trainees are employed full-time for the period of their training. They are employed on a training contract that is dependent on their satisfactory progress as a trainee with NSCAP. If the training with NSCAP is ended, for whatever reason, the contract of employment is terminated. The period of training is four years and funding is usually only be provided for that period..

The funding provided by NSCAP covers the following items:

TRAINING SALARY

The school will fund salary costs to the employing Trust including "on-costs" such as NI and pension contributions. The Agenda for Change salary level for the Trainee Child and Adolescent Psychotherapists is Band 6 (April 2023 Pay Circular). Trainees' salaries will progress once they have two years' experience in the role.

<i>Year of Training</i>	<i>Pay 2023/24</i>
1	£35,392
2	£35,392
3	£37,350
4	£37,350

The Trainee's necessary costs in attending seminars, analysis and supervision will be reimbursed via the Trust. Trainees will submit claims in the normal way to the Trust which will make payment to the Trainee and then reclaim the costs from NSCAP. Trainee's travel expenses should be paid at the agreed NHS Agenda for Change rate and should not include travel from home to their place of employment. Therefore, where the Trainee travels to analysis or other training activity on the way to or from their place of employment, they should only be reimbursed for the costs of additional mileage over and above that which they would otherwise have incurred by travelling directly to and from work and home.

TRAINING ANALYSIS FUNDING

The costs of four times weekly personal analysis will be reimbursed up to a maximum amount of £5000 per annum. This maximum amount has been agreed for the next three years with NHS England. Reimbursement up to this limit is paid directly to the trainee who is then responsible for negotiating the analytic contract and paying the fee to the analyst. The fee charged by the analyst to the trainee will exceed the maximum reimbursement from NSCAP. Trainees should be aware that they would have to personally fund anything over the current limit, this is likely to be approximately £4680 each year.

PART-TIME TRAINING OPTION

In certain specific circumstances it may be possible for trainees to undertake the training in 0.8 whole time equivalent, (wte) over five years.

The nature of child psychotherapy training as it is funded and delivered by NSCAP and elsewhere in the NHS is that full-time training is the norm. The requirements of the training mean that being in a full-time post throughout the training period is the optimum way of completing the requirements. Where 0.8 wte training is considered it will be with the knowledge that this will have to take place within a framework that is orientated towards the full-time trainee. Given that the full-time training is already four years long, completing at 0.8 wte will be an option that is only offered to a very small number of trainees where it is felt their circumstances require it and where both NSCAP and the service offering the training post agree they are able to support 0.8 wte trainee.

The arrangements for part-time training are summarised as follows:

- Employment would be on the basis of 0.8 wte. Trainees would be paid at 0.8 of the agreed full-time trainees' salary.
- One day per week would be spent at NSCAP (onsite or online) for seminars.
- The remaining time would be spent training post undertaking clinical and research work. The reduced hours could be split over 3 full days allowing one day off per week, or over four shorter days allowing greater flexibility on those days.
- Attendance to training analysis would be four times per week in the same way as full-time trainees. It would be for the trainee to negotiate with their analyst suitable times that allow them to fit in the training and work hours and trainees would have to fit in these analytic sessions in addition to their minimum work and training hours.
- The maximum annual allowance for reimbursement of analytic fees is based on the normal training period of four years. Part-time training will extend this period to five years.

Applicants wishing to be considered for part-time training should indicate this in their application and set out the reasons why they wish to undertake the training in this way.

Successful candidates will apply for training posts alongside full-time trainees and commencement of the training will be dependent on the candidate securing a training post that is willing to support a part-time trainee.

5. Entry Requirements

NSCAP wishes to encourage applications from people with a diverse range of professional backgrounds, and from all sections of society. Where individuals do not currently meet our eligibility criteria our approach will be to help them to address their needs so that they are able to apply in future years. Please talk to us if you are unsure about the requirements or have a specific development need that we can support.

The pre-clinical training qualification of each trainee must be approved by the Professional Standards Committee of the ACP.

ENTRY CRITERIA

Please refer to the [ACP Website Standards for Entry into an ACP Accredited training](#).

Training analysis – It is not a requirement for applicants to have had analysis or psychoanalytic psychotherapy during the pre-clinical course. However, as analysis is an essential component of the clinical training, applicants are strongly advised to have had some experience of psychoanalysis/psychoanalytic psychotherapy on a weekly basis (1-4 x week) prior to submitting their application. At the very least applicants are expected to have accessed one or more consultations with a training analyst or psychoanalytic psychotherapist, recognised by NSCAP and the ACP, as part of the process of considering whether they wish to apply to undertake the training. This will help potential trainees understand something of the process of personal analysis and enable them to make a more informed decision about whether they are ready to apply.

APPLICANTS FROM OUTSIDE THE REGION

Individuals not living in the regions covered by NHS England funding for NSCAP are welcome to apply to NSCAP for training in child and adolescent psychotherapy if they choose to locate to the region. If successful in their application to NSCAP they may then apply for a training post in the region, funded by NSCAP in the usual way.

6. Process for Selecting Trainees and Filling Training Posts

The application process is in two distinct parts. Firstly, candidates will make an online application. Applicants are shortlisted and invited for a two-stage interview process at NSCAP. NSCAP is required to submit the details of all selected trainees to the Professional Standards Committee of the Association of Child Psychotherapists who will consider whether their qualifications and experience meet the criteria set out above. **Full details of the application process to NSCAP for 2024 are contained in Appendix A.**

Secondly, the candidates accepted by NSCAP will apply to one or more of the training posts in the northern region that have been accredited by NSCAP. **Interviews take place**

in June 2024. The key aspects of the process of selection by Trusts and associated timescales are as follows:

1. The list of accredited places in any particular year is revised annually as posts become available, and others are developed. It is therefore not possible to publish a definitive list of posts in advance of applications to the training in January. Applicants selected for the training will receive formal notification of the posts by the end of April or early May each year.

NSCAP will advise trainees on which places are most likely to meet their needs and be a manageable location for them to combine clinical practice, training and analysis. The aim is for trainees to have a choice of posts to apply to. There is an information evening in May in which applicants will be given advice interviews. When a trainee makes an application to a training post, this indicates that he or she is able and willing take up a place there.

2. Applications are made directly to training posts during May and panel interviews take place in June. An 'Offer of Place' meeting takes place which service supervisors from each post and at times service managers attend as well. Along with members of the NSCAP Training Team, decisions are made in matching each candidate with a post, ensuring best fit both in terms of the candidate, the training post and requirement to fill all the commissioned posts. Trainees are then informed of the decision immediately after this meeting. The trainees are then required to become student members of the ACP to give them the professional indemnity cover that they will need in the post.
3. It is possible that individual trainees may be unable to secure a training post in the year of their initial application, particularly if there is competition for posts in a particular geographic area. If this happens trainees will need to defer their training place with NSCAP until the following year and reapply for a training post/s at that time.

A timeline of the application process is provided at Appendix B.

Further Information

If you require any additional information about any aspects of these Guidelines please contact the Director of Clinical Training of the Northern School of Child and Adolescent Psychotherapy:

Dr Rajni Sharma
Director - Child & Adolescent Psychotherapy Training

&

Carolyn Wellings
Operations and Business Development Manager

PROCESS OF APPLICATION TO NSCAP AS A CLINICAL TRAINEE

The closing date for applications is 21st January 2024.

Applicants will make an online application to be accepted as a clinical trainee to NSCAP. The link for My Tap applications is as follows:

<https://tavistockandportman.nhs.uk/training/courses/child-and-adolescent-psychotherapy-m80n/>

Or it can be found on the website:

<http://www.nscap.org.uk/content/child-and-adolescent-psychotherapy> .

Please refer to the Application Guide (incl FAQs) when completing the online application.

In addition to the information required for the online application, please submit the following directly to Amy Deakes nscapadmin.lypft@nhs.net

2. One electronic photograph

3. Details of two people who can be contacted for references. One should be the current employer. NSCAP will contact the Organising Tutor of the relevant Observational Studies course in all cases.

4. The following papers from their pre-clinical training:

- Infant Observation paper
- Work Discussion paper

**Students who are in the final year of the observation course and who may not have completed all of the required papers should submit with the application all those papers that are available and then submit the remaining papers as soon as they are completed. If this is the case please enclose a summary of the main themes you intend to explore in your Infant Observation & Work Discussion papers (approx 1500-2000 words each).*

5. Evidence of graduate status. The original of a valid degree certificate must be seen by a member of NSCAP staff who will make a copy of the original and sign it to say they have seen the original. Copies will not be accepted.

** Students who require the award of the Masters degree in Psychoanalytic Observational Studies in order to meet the graduate requirement should state so clearly in their covering letter. Students in this position who meet the other requirements for acceptance onto the training will be given the status of provisional acceptance subject to successful award of the Masters.*

6. Evidence of Enhanced Disclosure from the Disclosure and Barring Service. Current observation course students should already be in possession of Enhanced Disclosure.

N.B. Applications will not be accepted without all of the required elements including points 6 and 7. It is the applicant's responsibility to ensure that these are sent, or seen, by the closing date.

Submitted applications will be considered by the Training Group to determine whether candidates should be short-listed for interview at NSCAP. Short-listed candidates will be invited for interview by early March. The interview is a two-stage process. Interview A is an opportunity to reflect on the decision to apply for the Clinical Training, and Interview B is an exploration of the applicant's learning and work experience. Interviews take place on different days with different members of the Training Group.

The successful candidates will be formally notified that they have been accepted as Trainee Child and Adolescent Psychotherapists with NSCAP by the beginning of April.

Unsuccessful candidates will be offered a follow-up meeting with one of the interviewers and given advice and support on areas of development that could allow them to make an application in future years. Where additional elements of the pre-clinical course need to be completed this could be arranged at one of the three centres in the north.

APPLICATIONS

The closing date for applications is 21st January 2024.

If you need further information please contact:

Amy Deakes, Business Support Officer/Course Administrator

Tel: 0113 855 8750

Email: nscapadmin.lypft@nhs.net

Timeline of Application Process for NSCAP Trainees 2024

