



VVMS

ASPIRING PSYCHOLOGISTS RESOURCES & TIPS

A RESOURCE PACK AIMED TO SUPPORT RACIALLY
MINORITISED ASPIRING PSYCHOLOGISTS

Version 1 (August 2024)

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HOW TO USE THIS BOOKLET

As long as this guide is in PDF format:

- All links are clickable
- All underlined words and phrases are clickable and take you to a webpage
- All page titles on the contents page are clickable
- The triangular image at the top right of each page functions as a home button



Please feel free to share this booklet with whoever you believe would benefit, just ensure that the booklet is in PDF format so that the links still work.

Feel free to share this booklet with aspiring Psychologists from a racially minoritised background who would benefit.





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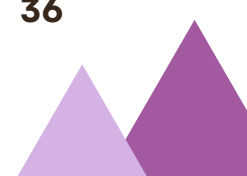
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THE VALUED VOICES MENTORING SCHEME



Aims to improve access to the profession of Clinical Psychology for people who identify as being **racially minoritised** (from Black, Asian or Minority Ethnic groups)



Co-ordinated by 6 DClinPsy courses across the UK



Part of the Widening Access to Clinical Psychology initiative



Trainee and Qualified Clinical Psychologist Mentors are paired with Aspiring Psychologists



A minimum of 3-4 contacts over 12 months, starting from September (with additional webinars and reflective spaces)



Sign-ups start in the Spring, if you are interested, please contact us at valuedvoicesmentoringscheme@ucl.ac.uk

"I find it rewarding to give something back and support mentees who otherwise might not have access to similar professional support or guidance"

"Your mentorship has played a pivotal role in my journey and I am deeply grateful"



THE VALUED VOICES MENTORING SCHEME

- The Valued Voices mentoring scheme is a UCL-led initiative, which was founded by Dr Kat Alcock in 2011.
- The scheme is funded by Health Education England and is run on behalf of the London and South-East Consortium of DCLinPsy training courses (UCL, Royal Holloway, Kings, UEL, Salomons & Surrey) which aims to improve access to the clinical psychology profession for aspiring clinical psychologists from racially minoritized backgrounds.
- The primary aim of the scheme is for racially minoritised mentees to have the opportunity to develop relationships with both trainee and qualified clinical psychologists, with a formal mentoring period of 1 year.
- Mentors can be from any ethnic background themselves.
- NOTE: This scheme is only for people at undergraduate level onwards, who identify as being racially minoritised and live within London or the surrounding area.





HOW THE SCHEME WORKS

- Sign ups have closed for this year and usually reopen around March-April.
- Interested undergraduates and graduates can sign up by emailing valuedvoicesmentoringscheme@ucl.ac.uk in order to register their interest.
- In order to be eligible for the scheme, applicants must be based in the London region and come from an ethnic group that is under-represented in the profession, in relation to the populations we serve in London.
- All eligible participants are offered the opportunity to attend a small-group online workshop, facilitated by three trainees from across the London area training courses.
- These workshops take place in September.
- Those who attend a workshop are then matched with a 1:1 trainee mentor and/or a qualified psychologist from the region.
- This matching takes place in September. Termly, optional webinars are offered for mentees and mentors.





PURPOSE OF MENTORSHIP

- To help mentees consider a range of relevant routes into training
- To encourage to reflect on their experiences to date (clinical, academic and research experience and, if helpful to the mentee, experiences related to minorized identities) and consider how they might talk about them in applications and interviews
- To share experiences of being on a training course
- To guide mentees to relevant documents and resources
- To provide encouragement and advice for mentees about obtaining relevant experience and making a successful application for clinical psychology training
- To help build mentees' confidence
- To provide contact with qualified and trainee CPs to advise mentees towards relevant experience and making a successful application for CP training



EXPECTATIONS OF MENTORS AND MENTEES

- Trainee and qualified CPs are to offer a minimum of 3-4 meetings over a 6-12 month period
- These “meetings” can take place in person, over the phone, via video call or email.
- Mentors and mentees to adhere to professional conduct such as when arranging meetings and clearly communicating with each other (e.g should any meetings be rescheduled)
- Mentees are expected to actively pursue the opportunities offered to them, and mentors should not feel that they should have to “chase” mentees who are not engaging with the scheme.





TIPS FOR 1:1 MENTORING

Practical

- Assisting mentees in reflecting on CP as a career option, alongside other options where useful and appropriate – motivations, interests etc.
- Helping mentee to reflect on their experience, knowledge and skills gained to date – areas of relative strength and gaps
- Considering what else is needed in order for the mentee to make a strong application to training courses, and how they might go about gaining the relevant experience/knowledge/skills
- Reading through application forms
- Helping mentee to think about interview questions and techniques and practise answering some mock interview questions
- Helping mentee to link theory and practice and develop reflective capacities

Process

- Mentor is to share their own experiences – career path to date, highs and lows, any experiences of mentoring
- Providing a sense of confidence to mentees to feel accepted and thought highly of as a potential candidate for clinical psychology
- Mentor helping their mentee to reflect on blocks and barriers, and think about how to overcome these



EXAMPLE TIMELINE FOR MENTORING SESSIONS

Mentor journey into CP

If you're comfortable, perhaps briefly share how your journey into psychology has been so far. This can include your process of getting onto the doctorate which aspiring psychologists are usually curious about!

Supporting Statement Feedback

Aspiring Psychologists often spend a lot of time applying to roles and are unsure about the quality of their summarising statements.

Reading through their statement and offering feedback paragraph by paragraph with suggestions can be very valuable.

Mock Interview practice

A mock interview can last from 20-40 minutes and can either work like a full formal interview where you can provide feedback at the end, or, some might prefer to practice question by question with feedback given in between. This can be questions the aspiring psychologist has found online or questions you have been asked yourself in the past if you are able to prepare this.

DClinPsy Application Advice

Offering information and suggestions on when to apply, where to get grants if someone cannot afford the application fee, which kinds of experience would be necessary to get onto the course, what the interview/test process is like are all important things many may aspiring psychologists might want to talk to you about.

Discussing identity

Have a discussion around identity with aspiring psychologists. May include the Social Graces.

Discussing different career routes

Aspiring Psychologists are often unsure about what types of job roles are more valuable to progressing. Having a discussion about this can be very helpful. You may want to bring their awareness to schemes such as the ASPIRE scheme or the Aspiring Clinical Psychologists Access Scheme

Sharing helpful resources and groups

You can help bridge the gap in knowledge that aspiring psychologists, especially those who are not in touch with clinical psychologists, might have. Bringing awareness to online groups such as SnapBAM, the Psychological Professions Network and other mentoring groups can help foster networking skills.

Ending session

Thinking about the aspiring psychologists next steps, how they can use their hopefully newfound connections to move forward with new roles and experiences .



THE JOURNEY INTO CLINICAL PSYCHOLOGY

What do Clinical Psychologists (CPs) do?

- aim to reduce psychological distress and improve psychological well-being
- use psychological methods and research to make positive changes to their clients' lives
- complete psychometric tests, interview, observations of behaviour

What mental or physical health problems do CPs work with?

- Psychological disorders -e.g., depression, anxiety, psychosis, bipolar disorder, eating disorders;
- Adjustment to physical illness;
- Neurological disorders;
- Addiction;
- Challenging behaviours;
- Personal and family relationship problems;
- Learning disabilities

Which therapeutic approaches do CPs use?

- Behavioural therapy
- Cognitive behavioural therapy
- Psychodynamic therapy
- Systemic therapy
- Cognitive-analytic therapy
- Dialectical-behavioural therapy
- Mindfulness
- Narrative therapy



THE JOURNEY INTO CLINICAL PSYCHOLOGY

What settings do CPs work in?

- hospitals
- health centres
- community mental health teams
- child and adolescent mental health services (CAMHS)
- social services

Who are CPs employed by?

- the National Health Service (NHS)
- Private Practice

Typical work activities

- Assessing a clients needs, abilities or behaviour using psychometric tests, interviews and direct observation of behaviour
- Working alongside doctors, nurses, social workers, education professionals, health visitors, psychiatrists and occupational therapists;
- Offering therapy, consultation or advice for mental and physical difficulties in collaboration with colleagues
- Developing and evaluating service provision
- Providing consultation to other professions, encouraging a psychological approach in their work
- Support and therapy for carers
- Carrying out applied research, adding to the evidence base of practice in a variety of settings.
- Teaching and Supervision
- More experienced clinical psychologists are often called on to write legal reports and act as expert witnesses.



THE JOURNEY INTO CLINICAL PSYCHOLOGY

Work Experience

- Work experience is vital for progression to postgraduate study and a great way to gain a practical insight into psychology which will help you stand out from the crowd
- In most cases, your experience is on a voluntary basis before it is paid
- Many universities have specific requirements on work experience, it is best to look on their websites regarding their criteria

What is helpful for CP doctorate applications?

- a good range and level of academic/research/clinical experience
- knowledge of the NHS and experience working in the NHS or through contact with NHS clients or carers via research, local authority or charity sector.
- Understanding the role of Clinical Psychology
- Strong references showing research/clinical competence and suitability for training

The application process

- Applications are made through the Clearing House for Postgraduate Courses in Clinical Psychology.
- They provide a handbook giving details of all courses and deal with all applications.
- Their website: <https://www.clearing-house.org.uk/>
- The deadline for applications is the end of November each year
- Shortlisting for interviews - March
- Interviews - March to May
- Confirm places - early June
- Start course - September/October



THE JOURNEY INTO CLINICAL PSYCHOLOGY

Eligibility Criteria for Home Fee Trainees

Entry onto a postgraduate course usually requires:

- An undergraduate degree in Psychology - 2:1 or above
- Graduate Basis for Chartered Membership (GBC) (via the British Psychological Society)
- Experience of clinical and/or clinical research experience (e.g., mental health advocate, PhD, assistant psychologist, health care assistant, research assistant etc.)
- Some experience must be paid
- Pre-settled or settled status
- International routes are available in some course centres

Structure of the Course

- It is a 3-year full-time paid (for home fee trainees) taught doctoral course - trainees are employed by the
- NHS
- 50% placement, 20% college, 30% private study and research
- Approximately - 3 days placement, 2 days at university with occasional research days
- Some courses have exams.
- All courses require some form of academic written work (e.g., clinical case reports, essays, service-related research project from a placement).
- Research thesis
- Some courses may also offer part-time options, based on individual needs (e.g. Lancaster)



THE JOURNEY INTO CLINICAL PSYCHOLOGY

Things to consider when choosing a course

- Look at the clearing house or the specific university's website to gain an understanding of the course's philosophy and favoured therapeutic approaches.
- Size of cohorts
- Structure of course
- Research interests
- Range of placements
- Location of placements and travel time to get there.
- Location of course

OTE: Please keep in mind that all courses are different and prioritise teaching different approaches. Some courses may be more aligned with the Power Threat Meaning Framework and others less so.

Job Description/Person Specification

- The job description includes typical job duties and duties on placement during training, academic duties, and the research requirements of the role.
- Clinical, research, and academic requirements, skills, and qualities are specified
- These can be found on course websites or by Googling 'trainee clinical psychologist job description/personal specification', and checking through course websites.
- Please check individual course websites to find their job descriptions/personal specifications, such as UCL



THE JOURNEY INTO CLINICAL PSYCHOLOGY

Job List

This is a list of the common jobs that current Trainee Clinical Psychologists did before they got onto training. This list is not exhaustive, as job titles and roles are changing all the time. We hope this can give you a general idea of the kinds of roles to look out for. We have also included keywords to search for when looking for jobs.

These jobs are colour-coded based on non-psychology roles that can help provide you with transferable skills, **experience you may be able to gain while studying**, jobs most current trainees got straight after university and roles which usually require a **few years' experience**.

- Support worker
- Research assistant
- Recovery worker
- Nursing assistant
- Peer mentor
- Graduate Mental Health Worker
- Behaviour Support
- Teaching Assistant
- Learning support assistant
- Youth worker
- Positive Behaviour Specialist (PBS)

- Volunteer
- Healthcare assistant
- Retail Assistant
- Student Mentor
- Behaviour Support
- Administrator
- Befriender

- Retail Assistant
- Teacher
- Barista
- Customer Service
- Bartender
- Store Assistant
- Sales Advisor

- Assistant Psychologist
- Psychological Wellbeing Practitioner (PWP)
- Mental Health Worker
- Mental Health Practitioner
- Patient Advice Liaison
- Recovery College Co-Ordinator
- Drug and Alcohol Practitioner
- Counsellor
- Wellbeing Advisor
- Wellbeing Officer
- Children's Wellbeing Practitioner (CWP)
- Education Mental Health Practitioner (EMHP)

Keywords when searching for jobs:

Search Terms	Common populations and settings	
Wellbeing	Children and Young People	Perinatal mental health problems
Mentor	Working-age adults	Neurodevelopmental difficulties
Mental Health	Older adult services	Addiction problems
Practitioner	<u>People with:</u>	Care Home
Coach	Learning disabilities	Inpatient
Outreach	Mental health problems	Community
Engagement	Memory/cognitive problems	Hospital
Recovery	Chronic Pain	GP
Advisor	Eating Disorders	School
Psychology	Personality disorder	IAPT
Assistant	Brain injury	Forensic Charities
	Psychosis	University



PREPARING FOR THE DOCTORATE - TOP TIPS FROM TRAINEES

Writing Emails

1. Research the person/department you are asking to have work experience with - this will show you are interested and enthusiastic and not just sending out standard emails to everyone, as it will be more specific to that person or organisation.
2. Be flexible and try and fit in with when they offer you experience as best as you can.
3. When emailing to ask managers for time out of your current job to do other related roles (e.g., working as a health care assistant, but requesting time to work in a voluntary capacity in the community psychology team), make sure you specify how you will fit this around your existing full-time work. Also say why you feel this would benefit your job and your development.
4. When emailing to request for work experience always briefly discuss your previous relevant experience; why you are asking for work experience in this area; and what you are looking for specifically (i.e., 2 days a week shadowing a clinical psychologist, or 1 day a week data entry etc.).
5. Attach your CV to work experience request emails.
6. Always spell check your emails and check that the names of the people you are emailing are correct!
7. Have separate email templates written up for requesting assistant psychologist experience and research assistant experience.



PREPARING FOR THE DOCTORATE - TOP TIPS FROM TRAINEES

Where to look for jobs

1. Look in the voluntary sector, as there are loads of great opportunities and there is usually less bureaucracy. This means you may be able to create more of a role for yourself or take on leadership roles.
2. Sign up to NHS jobs - www.jobs.nhs.uk
3. Look on local council websites at their job section.
4. Sign up to Psychologist Appointments, which is the British Psychological Society's jobs website - <https://www.bps.org.uk/jobs> You can also look at the back of The Psychologist magazine (British Psychological Society publication) for adverts.
5. Sign up to your local assistant psychologist group, as they often send out emails regarding local job opportunities.
6. Look for jobs in range of places, not just the NHS, as all are still valid: mental health charities (Mind, Young Minds, Rethink), inpatient units, nursing homes, social work, research and private organisations (e.g., The Priory Hospital often have healthcare assistant posts).
7. Look on www.jobs.ac.uk for research jobs
8. [Institute of Psychiatry jobs section](#) on their website and [UCL website's job section](#) usually have research assistant jobs posted.
9. Email researchers who are doing clinically relevant research at your university to see if you can volunteer or get paid research assistant jobs.



PREPARING FOR THE DOCTORATE - TOP TIPS FROM TRAINEES

Where to look for jobs

10. Network - ask around for work experience
11. Look for Assistant Psychologist jobs - remember that these are very competitive and are **not** essential to get onto training
12. Assistant Psychologist applications tend to stay open for a few hours, have stock paragraphs ready that you can adapt to the job role (e.g., paragraph about communication, paragraph about organisational skills).

Applications

1. Make the application as specific as possible to that job and say why you are interested
2. If they give essential and desirable criteria, write out each one with an example of why/how you meet the criteria.
3. Take each item from the person specification and apply this rule: Point, Example, Reflect. Say how you meet this, give an example of how you demonstrate this, and give a Statement of reflection - something you learned or something you would do differently
4. Do not make your application too long!
5. Avoid waffling or vague/unclear statements
6. Note any transferable skills, even if you haven't done assessment, formulation, intervention etc. before.
7. Don't cram - give a few key examples of your experience that match the job specification.
8. Use concise sentences and paragraphs to make your form easier to read.



PREPARING FOR THE DOCTORATE - TOP TIPS FROM TRAINEES

Applications

9. Always spell check!

10. Don't worry if you aren't hearing back from jobs straightaway or are getting rejections. It takes a while to build up skills in writing application forms and it is good practice just to fill a few out.

11. For the doctorate application, strong references that show your research/clinical competence and suitability for training are very helpful.

12. When a doctorate application, speak to a trainee. They can give up to date advice, what courses may be looking for, issues for psychologists and helpful reading ect.

13. Get as many people as possible to look over your doctorate application. Universities want applicants to really try getting their personalities across.

14. On your personal statement on the doctorate form, don't just list what you have done, as there is a CV section that is already dedicated to this. Really reflect on how your experiences have shaped you, what you have gained from them, and discuss how they have made you suitable for training.

Interview Tips

1. Do mock Interviews with a CP if possible

2. During the interview, reflect on the process of the interview (e., 'that feels like a much harder question, I think I jumped in with an answer but I want to add something else'). Interviewers will not mind!





PREPARING FOR THE DOCTORATE - TOP TIPS FROM TRAINEES

Interview Tips

3. Research the people/organisation that will interview you if you know them.
4. Be enthusiastic and passionate about the area of work you are interviewing for.
5. Read some recent literature on the area the job role is covering, even if you just do a google search and find the most recent information!
6. Hone your 'thinking on your feet' skills, so you come across at interviews as original and thoughtful rather than well-rehearsed.
7. Look up some general interview questions on the internet and get a family member to ask them to you.
8. Try to relax when you are there, the interviewers are rooting for you to do well and aren't out to trip you up.
9. If you are offered an interview it is good to show an interest in the role/department, e.g. phone them beforehand and ask questions about these things.
10. When you go into the interview shake the interviewers hands and confidently smile and introduce yourself.
11. No matter how good/bad you think your interview went, at the end say thank you to the interviewers and that you look forward to hearing from them with a smile.
12. All interviews (good or bad) are a learning experience and a way for you to develop your communication skills, as well as reflecting on your experiences.



PREPARING FOR THE DOCTORATE - TOP TIPS FROM TRAINEES

Other useful tips

1. Get exposure to CPs wherever you work if you can - this is invaluable to understanding their role and how it is evolving
2. Network with other psychologists as much you can!
3. Get as much experience as you can - you can be more sure about your if you would like to be a CP
4. Ask for opportunities to get involved with any research, service evaluations or therapeutic groups within your university or organisation.
5. If possible, get a broad range of experience with different client groups
6. Every client/patient you encounter is different - how you reflect on your different experiences that count.
7. Be prepared to work incredibly hard...don't give up and don't lose heart!
8. There is a [clinical psychology forum](#) for pre-training applicants. It provides information on job opportunities, gaining relevant experience, key reading ect. There is also a forum section, which invites applicants to share their past experiences. There may be competitive/negative comments, which can put some people off applying altogether. Try and focus on your own development as such conversations may make you more anxious
9. Don't take what other people think too seriously, if you think you have enough experience and are ready, apply!
10. Make some mistakes and learn from them before making your first application to the doctorate.
11. Talk to trainee CPs wherever possible, they are usually up to date with issues CPs are facing - it is often part of their teaching.



PREPARING FOR THE DOCTORATE - TOP TIPS FROM TRAINEES

12. Don't stress too much if you don't get on to the doctorate as quickly as you want to. Training is quite full on, enjoy your pre-training jobs, your weekends and evenings are valuable and should be enjoyed during this period!

13. Do voluntary work alongside your degree if you can. It can help you begin to understand the world and language of public services. It can also help with securing a paid post when you graduate.

14. Seek opportunities to supervise others, do leadership roles or get involved in writing papers (if doing research work).

15. Try to attend teaching/conferences.

16. Always ask for opportunities to observe a psychologist or psychology related work

17. If you have a low 2:1 do a master's course if you can, as this may put you in a better light academically - only do this if you are in the position to do so.

18. The Clinical Psychology Forum - useful to read through for up-to-date research in the area

19. The Psychologist - a monthly publication by the British Psychological Society for a forum for discussion, communication and controversy

20. Read up on current NHS topics and mental health policy e.g the Mental Health Act



SOURCES OF INFORMATION

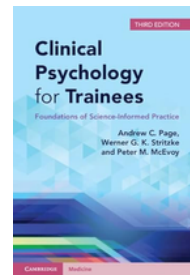
Books

Loves Executioner - Irvin D. Yalom

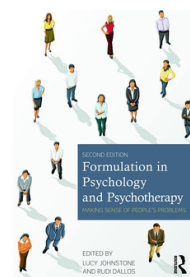
Useful to have an idea of what reflection is



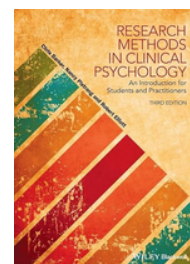
Clinical Psychology for Trainees: Foundations of Science-Informed Practice - Andrew Page & Werner G. K. Stritzke



Formulation in Psychology and Psychotherapy: Making Sense of People's Problems - Lucy Johnstone & Rudi Dallos.



Research Methods in Clinical Psychology: An Introduction for Students and Practitioners - Chris Barker, Nancy Pistrang & Robert Elliott.





USEFUL LINKS



@MinoritiesGroup



minorities.cp@gmail.com



<https://www.facebook.com/groups/minoritiesclinpsy/>



<https://bmesupport.typeform.com/to/flxpnA>



[Seeing Is Believing VVMS Channel](#)



[Division of Clinical Psychology: Pre-Qual | BPS](#)

- They hold a variety of events to learn, discuss, reflect such as: applying for Clinical Psychology Training and Preparing for Interviews Networking Event.
- They also have a list of resources including Tips for Training and Assistant / Aspiring Psychologist groups.

@DCPPreQual



[BiPP Network | Black and Minority Ethnicans in Psychiatry & Psychology Network](#)

- The BiPP Network work to advance representation.
- They host events and activities which address and tackle racial inequalities in the mental health profession

@BiPPNetwork



APPLICATION, SUPPORT AND RESOURCES

Clearing House for Postgraduate Courses in Clinical Psychology

- Central Leeds Clearing House administer the application process nationally for Clinical Psychology training programmes.
- You can find course requirements, applying for training, and track the status of your application.
- You can also use the website for specific information about each course, and the course websites themselves.

The Alternative Handbook 2023: A Trainee's Guide to Postgraduate Clinical Psychology Courses BPS Shop

- The BPS Alternative handbook is completed by Trainees across the Clinical Psychology programmes.
- Trainees outline their views on various aspects of their course which includes selective procedures, course content, location, theoretical orientations, staff research interests, placement opportunities and support structures.
- This is free to download once you have made a free account.

Minorities in Clinical Psychology Group

- Aims to provide a support network for those who identify as being from a marginalised background.
- The group advises on issues of inclusivity and diversity and aim to promote change in minority representation across the Clinical Psychology Profession.
- The link provided is to their Slack page - It includes tips for interview preparation alongside example interview questions.



NOTABLE YOUTUBERS



Sharon B



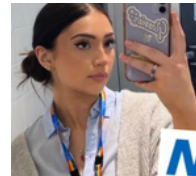
Francis Madden



TheOxfordPsych



Selina Ozay



KCL Increasing Access Committee

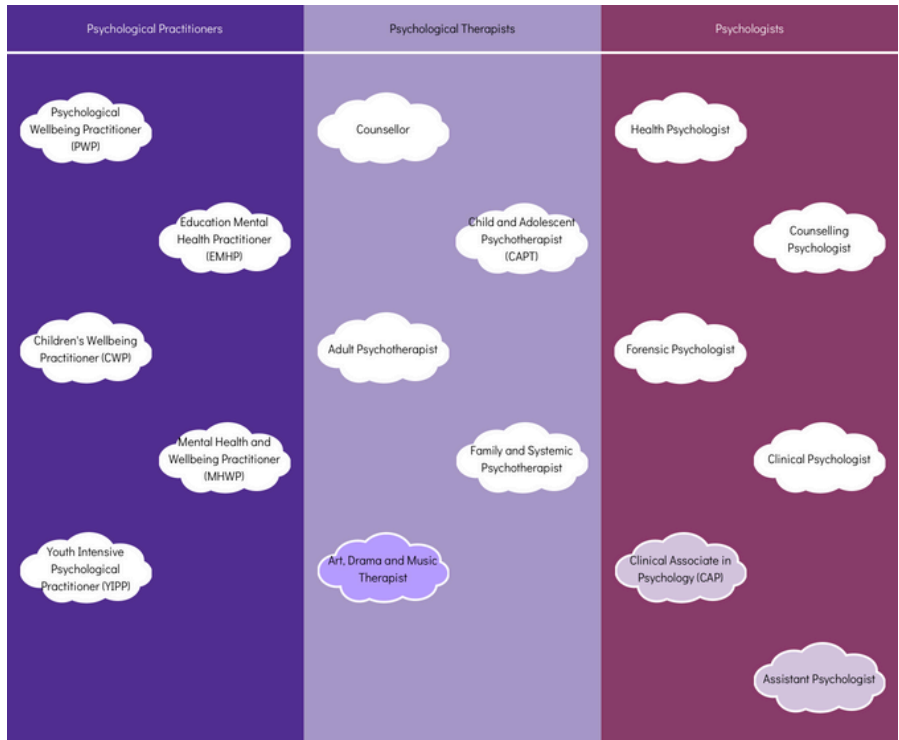


Seeing Is Believing





PPN CAREER MAP





PPN

 Psychological Professions Network

PROMOTING EXCELLENCE IN
PSYCHOLOGICAL HEALTH &
WELLBEING





MAILING LISTS

Aspiring Psychological Professions Mailing List



**South London
and Maudsley
NHS Foundation Trust**

KCL Aspiring Psychological Professions Mailing List



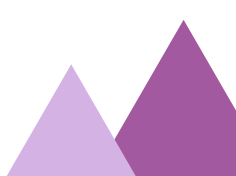


SOUTH ASIAN MALE THERAPISTS SPACE

[Click here to learn more](#)

A space to meet aspiring, trainee and qualified therapists / psychologists who are male and South Asian.

Contact Dr Shah Alam:
shahclinpsych@gmail.com





UK Doctorate in Clinical Psychology International Community

[Click here to learn more](#)

A unique online community that connects international aspiring psychologists who are currently undertaking doctorate clinical psychology training in the UK or hoping to train in the UK.





Collective for Asian Psychological Therapists

[Click here to learn more](#)

A collective for Asian psychological therapists of all modalities (aspiring, trainee and qualified) coming together to reflect, learn and grow.
@CAAsianPT





BACP Network

[Click here to learn more](#)

A peer-led, pre-training group that aims to support people who identify as 'Black' throughout their journey of becoming a Clinical Psychologist.





Black, Asian & Minority Ethnic Mentor Scheme

Black, Asian & Minority Ethnic Mentor Scheme

[Click here to access their webpage](#)



Black, Asian & Minority Ethnic Mentor Scheme

Welcome to the Mentor Scheme at the University of Bath

To support and guide aspiring clinical psychologists from Black, Asian, and Minority Ethnic (BAME) backgrounds





Aspire Mentoring Scheme

[Click here to access their webpage](#)

The screenshot shows the University of Essex website. At the top left, it says 'University of Essex' and '60'. On the right, there are search and menu icons. Below the navigation bar, the text reads 'EQUITY, DIVERSITY AND INCLUSION IN CLINICAL PSYCHOLOGY TRAINING' in orange, followed by 'Aspire Mentoring Scheme' in large white letters. Below this, there is a 'DEPARTMENTS' section with a menu icon. The main content area features the heading 'DCP ASPIRE Mentorship programme' in purple. Underneath, there is a 'Guidance' section with the following text: 'Aspire is a mentoring scheme created by the University of Essex Clinical Psychology Doctoral programme. The scheme is funded by NHS as part of their racial equity initiative. It aims to provide mentoring for ethnic minority aspiring psychologists who are interested in applying to a clinical psychology doctoral programme in the UK.' Below this, it says 'We have been meeting every 3 months since January 2021.' At the bottom, it states 'Aspiring mentees please sign up via [Qualtrics](#)'.





SNAPbam

SnapBAM Scheme

Support Network for Aspiring (Clinical Psychologists of Black, Asian and Mixed (Heritage)

[Click here to access their webpage](#)

SNAPbam

Support Network for Aspiring (Clinical) Psychologists of Black, Asian and Mixed (Heritage)



@SNAPbam2020



snapbam2020@gmail.com

We're a 900+ members LinkedIn peer support group for aspiring Clinical Psychologists from ethnic minority backgrounds.

Group Entry Criteria:

1. Ethnic Minority
2. Interest in Clinical Psychology
3. Interest in studying the doctorate in the UK

We run regular webinars, reflective groups, study groups, workshops, etc. The group facilitates plenty of networking between its members (including event panelists).

Join our community:



<https://www.linkedin.com/groups/12423672/>



Breaking Through Mentoring Scheme

Breaking Through

Welcome to Breaking Through Mentoring Scheme!

The scheme is a Plymouth and Exeter Dclin initiative, aimed at helping people of colour (PoC) to break through into the profession of clinical psychology and land a place on a doctorate course

Founded and co-led by Dr Nneamaka Ekebusi & Dr Sabinah Janally

Why has this mentoring scheme been established?

Research has shown that PoC applicants seeking to pursue a career in the field often experience a lack of support both personally and professionally (Meredith & Baker, 2007). Many of the applicants have also encountered racial discrimination leading to a loss of confidence and a limited sense of belonging within the profession or within their own clinical team (Ragaven, 2018). The mentoring scheme will operate as part of a broader system approach, seeking to address social and systemic inequalities within the field of clinical psychology and mental health.

Who can sign up to the scheme?

The scheme is open to anyone who self-identifies as a person of colour who is considering applying, or has applied, for clinical psychology training – this does not need to be at the University Plymouth or Exeter but we welcome applications as part of our ongoing work in improving the inclusivity of clinical psychology training and practice. Having a first degree in psychology is not a requirement, we acknowledge and encourage applicants who have taken other routes within their career.

Who are the mentors?

The scheme hopes to allow mentees to develop relationships with both trainee and qualified clinical psychologists, who can provide guidance, support, and encouragement to potential candidates. **Mentoring will involve group sessions** with an ethnic minority qualified Clinical Psychologist and a Trainee Clinical Psychologist currently on a Dclin programme at Exeter or Plymouth university.

The scheme will also organise workshops at key points over the year (e.g. before application deadlines, before interviews, etc) to offer support to members as a whole group and learn from each other. We are operating the scheme as a collaboration between members and so may offer other events or activities based on member requests.

What is mentoring?

Mentoring is a protected relationship which supports learning and helps individuals to reach their potential. With consideration of the barriers to pursuing a career in clinical psychology, the mentoring scheme will aim to provide support to mentees who may be considering a career in the field.

The mentor and mentees can decide between them what kind of activities might be useful. This might include advising on application form drafts, interview practice, and, careers advice to gain relevant experience to apply for training.

How to apply?

If you are interested in applying for the scheme, please send an email to breakingthrough@plymouth.ac.uk

Special thank you to Valued Voices Mentoring scheme (founded by Kat Alcock at UCL in 2011 & further developed by Kat Alcock, Chelsea Gardener and Judy Addeh-Davis in 2014) for helping inspire and support the establishment of the scheme.



BRAVE Mentoring Scheme

Broadening Racial Access - Vision of Equity

[Click here to access their webpage](#)

**The BRAVE Mentoring Programme for Aspiring BAME Clinical Psychologists:
The Experiences of a Mentee, Mentor and Equality Diversity and Inclusion Team.**

This article discusses the introduction of the BRAVE Mentoring Programme for Aspiring BAME clinical psychologists. It aims to reflect the hopes of the programme facilitators (working as part of the Equality Diversity and Inclusion Team), as well as the experience of a mentee and mentor participating in the programme.

Key words: equality* diversity*; mentorship*; professional development*

Introduction:

The BRAVE (Broadening Racial Access – Vision of Equity) mentorship scheme for aspiring clinical psychologists was developed and launched at the University of East Anglia (UEA) in February 2022, following the national recognition of the underrepresentation of ethnic minoritised groups within the Clinical Psychology workforce (Health Education England, 2021., British Psychological Society, 2015., Williams et al., 2006).

The name BRAVE was given to reflect and represent the courageous nature of aspiring clinical psychologists from Black Asian and Ethnic Minority backgrounds, who face systemic inequality and barriers to accessing the profession (Scior et al, 2016), and of those in the profession who seek fairness and positive change.



SOURCES

<http://www.nhscareers.nhs.uk/explore-by-career/psychological-therapies/careers-in-psychological-%20therapies/psychologist/clinical-psychologist/%20>

<http://careers.bps.org.uk/area/clinical%20>

<http://www.bps.org.uk/system/files/Public%20files/your%20journey%20jan%202014%20web.pdf%20>

<http://www.prospects.ac.uk/clinical%20psychologist%20job%20description.htm>

A special thanks to the London Widening Access Working Group for contributing to the formation of a portion of this resource pack, your expertise and advice is greatly appreciated!



THANK YOU FOR READING THIS GUIDE

If you have any comments or suggestions to give for this booklet, please fill in [this survey](#) to provide feedback. Your responses are greatly appreciated.

