**Doctor of Clinical Psychology - University of Sheffield**

**Shortlisting Criteria - 2024 Intake**

Please consider the below criteria anchor points as **general guidance** in applying scores. Dimensions 2-5 are rated from 0- 3. 3 is the maximum for each subscale. Guidance is given for each point of the rating scale. If a candidate meets more than one criteria for a rating point they are only rated once against that criteria and are awarded the highest rating point appropriate to their experience or qualification. Please do not rate a dimension if information is not readily available. Only use information provided on the application form and from referees' reports.

A rating of 0 on any subscale (excluding scale 4: indirect work) means that the applicant should not be interviewed, and no further rating is required. Please use (+/-) **half points** where you think this would be useful.

1. **Academic qualifications**

Does the applicant meet the requirement for an BPS-accredited undergraduate psychology degree awarded a 2.1 or higher, **OR** a non-psychology undergraduate degree awarded a 2.1 **AND** a completed accredited conversion degree? For non-UK qualifications, equivalence data will be provided.

**YES / NO**

1. **Research – Academic/Clinical Research experience**

| **Rating**  **points** | **Criteria** |
| --- | --- |
| **0** | No evidence of achieving a 1st (70% and above) in an undergraduate psychology research project, no research experience in a work role, no published research in a peer reviewed journal, **and** no postgraduate degree involving research. *Note: evidence of at least one of the below criteria is required to score above 0.* |
| **1**  Any one of these | 1. Evidence of achieving a 1st (70% and above) in an undergraduate psychology research project. |
| 1. A completed Master’s degree involving research. |
| 1. At least one work role involving substantial research (e.g.: experience of working on a clinically relevant research project or service evaluation). |
| *For all of the above criteria (a-c), the applicant should clearly demonstrate that they were involved in both the design and evaluation of the project.* |
| **2** | Relevant published research in a peer reviewed journal (manuscripts in preparation or submission cannot be considered) *where the candidate has strong involvement in the work and is named as an author.* |
| **3** | A completed PhD in a relevant discipline. |

1. **Direct work- clinical experience: therapeutic change and recovery**

Use this section to rate relevant experience of working directly and clinically in **change oriented, or recovery work** with populations relevant to the practice of Clinical Psychology. There must be evidence of psychologically informed supervision in relation to the work. This includes individual and group work directly with service users.

| **Rating**  **points** | **Criteria** |
| --- | --- |
| **0** | Limited experience of paid or voluntary work in clinical/voluntary or clinical academic settings exposing the applicant to client groups and service settings directly relevant to clinical psychology. |
| **1** | Experience of working in a professional *helping role*, applicant should demonstrate use of psychological models, and supervision from a responsible professional (Senior Nurse, Social Worker, Other professionally qualified health professional. *See list of posts held, and check employment reference to access this information)*  **AND**  Applicant demonstrates some **reflections** on how the experience has influenced their learning about the application of psychological thinking to supporting people.  **AND**  Applicant demonstrates an understanding of the role and training of a clinical psychologist (*See section on what the applicant hopes to gain from training, and reflections on learning as above)* |
| **2** | As for 1 **and in addition**, Experience of working in a recovery, or **change** oriented role with clients, using psychological models, **OR** involvement in complex assessment and formulation, with supervision from a member of a psychological profession.  **AND**  Some breadth and depth of experience of working clinically with clients demonstrated |
| **3** | As for 2 but with a range of relevant client groups – (consider life stages and diversity) involvement in assessment, formulation **AND** therapeutic work  **AND**  working directly with a clinical psychologist  **AND**  demonstrates learning in relation to effectiveness and change processes |
| At points 1-2 above additional half points may be used if there are specific comments from the referee about clinical skills and/or reflections on learning and experience which link to **NHS values** | |

1. **Indirect work in relevant settings: understanding context, teams and systems**

**NB this should not include direct experience considered under clinical criteria above (to avoid ‘double counting’). Evidence from applicants that is relevant to the wider roles and skills of clinical psychologists should be considered here. This experience may be from work in a psychological professional role, other professional/qualified role or from support work. Applicants must make clear how their experience and learning is relevant to the work and values of the NHS and Clinical Psychology**:

Relevant ‘other experience’ should expose applicants to working with populations who may use Clinical Psychology services, and can be considered where the applicant’s involvement may be as a professional, carer, or supporter (clinical or non-clinical) *rather than within a more formal/direct therapy oriented relationship or setting.*

Experience relevant to understanding organisational issues and contexts should be considered here. This may include leadership roles, supervising others, teaching, training, team formulation, consultation, and interdisciplinary working.

| **Rating**  **points** | **Criteria** |
| --- | --- |
| **0** | No evidence of sustained work experience with people experiencing psychological distress beyond some brief or basic paid, shadowing or voluntary experience, and no reflection on life outside of a student or immediate work role |
| **1** | Some vocational experience relevant to understanding people with a range of life experiences, diversity issues, and/or organisational processes.  This can be paid or voluntary **and** may link to personal experience for example of parenting/caring roles, or community experiences e.g., taking a role in helping with or running community support groups, educational settings, clubs etc. This can include indirect work as a psychological professional, other professional, or support worker. This can include *supporting* indirect clinical work through activities such as training and consultancy or multidisciplinary working.  **AND**  psychologically informed reflections on the above in relation to the role of the clinical psychologist, diversity, values and how these inform the development of the applicant towards readiness for training. |
| **2** | Significant experience relevant to interpersonal / organisational aspects of clinical psychology. This may include working in a health or social care setting with a professional training and qualification (for example nursing or social work), where the focus is not on psychologically informed change work (which is rated above in Clinical experience section). This can include indirect work as a psychological professional. This can include *substantial involvement* in indirect clinical work such as taking a significant role in activities such as training and consultancy or team formulation  **AND**  psychologically informed reflections on the above in relation to the role of the clinical psychologist, diversity, values and how these inform the development of the applicant towards readiness for training. |
| **3** | Extensive relevant experience in relation to interpersonal aspects of clinical psychology. This can include indirect work as a psychological professional, other professional or non-qualified role. This can include *leadership* activities and *responsibility* for aspects of indirect work such as training, consultancy or the supervision of others  **AND**  reflections on diversity  **AND**  demonstrates values consistent with the NHS and the role of the clinical psychologist |

1. **Personal Qualities and Interpersonal skills**

Review the ratings provided on the standard references. Also, the comments from referees on interpersonal and organisational skills. Also note any comments in the applicant’s personal statement which give rise to concerns about values, or clear demonstration of values. *Please check quantitative scores on reference as well as qualitative information from referees and personal statement.*

| **Rating**  **Points** | **Criteria** |
| --- | --- |
| 0 | Direct comment or indication from referee that candidate is presently unsuited for clinical training (for example limited ability to plan own workload, organise appointments with clients, engage appropriately with clients, work to deadlines or having limited capacity to learn from feedback or supervision etc)  **OR**  very poorly organised application form  **OR**  Minimal evidence of self-awareness or socio-political awareness |
| 1 | Referees’ comments suggesting that candidate is able to form good, empathic and respectful working relationships with clients, colleagues and staff.  **AND**  Evidence that the candidate is responsive to feedback. *(Check quantitative scores on reference as well as qualitative information from referee.)*  **AND**  effective written communication skills as evidenced by a well-written application form.  **AND**  Evidence of organisational potential and flexibility which enables planning, monitoring, and adjusting of own workload, in relation to both clinical and academic work. Evidence of awareness of own characteristics and wider socio-political context of the work |
| 2 | **In addition** to 1 above:  Positive referees’ comments on candidate’s skills and abilities to manage multiple demands and perform well under pressure/demonstrate resilience  **AND**  evidence of the ability to self-reflect, learn from supervision and of a commitment towards a career in clinical psychology. Able to describe how their awareness (incl. experience of difference or adversity) has contributed to a better understanding of the wider context of psychological wellbeing. |
| 3 | **In addition** to 1 and 2 above:  Exceptional referees’ comments on candidate’s skills with clients, staff and colleagues, and their ability to function to a high level in novel or uncertain environments  **AND**  evidence of highly developed skills of self-reflection. Able to articulate how their awareness (incl. experience of difference or adversity) has contributed to a better understanding of the wider context of psychological wellbeing, with a demonstrable impact on work and/or relationships. |