



Clinician's Toolkit



Foreword by Onebright

The provision of mental healthcare has changed significantly in recent years, with clinicians needing to adapt to change rapidly.

The requirement for mental healthcare services has never been higher, with more than 1.8 million people a for an assessment and diagnosis (according to NHS Providers).

Prevention and early intervention are the key to helping individuals lead happy and healthy lives as soon as possible, and clinicians are at the centre of making this possible.

To ensure we continue to make great strides in the provision of mental healthcare, the team at Onebright looks to continuously invest in our greatest asset, our clinicians.

That is why Onebright has introduced new tools and created an industry leading platform to partner with our clinical staff to flourish in their practice, supporting them with specialised training, supervision, and leading technology, creating a leading platform for our clinical associates.

This toolkit provides further insight into a day in the life of the Onebright clinical team, and how we are supporting our clinicians through further investment in their careers, whilst also supporting their health.





We are Onebright

the personalised mental healthcare company building a brighter way to provide life-changing support for people around the world.

We have been providing mental healthcare services in the independent sector for over 20 years and have more than **3,000 clinicians** currently providing treatment in **49 languages** to more than **58,000 people a year**, including **200 UK businesses** as clients.

As a leading provider of private outpatient mental health services across a continuum of care and the leading outpatient mental healthcare company in the UK for patient referrals, we remain exclusively focused on mental health – dedicating all our energy and investment into improving end-to-end services for your employees' mental health.

We believe that everyone should have access to the right mental health treatment, wherever and however they need it, and are committed to providing every person with the best mental healthcare. Our services include cognitive behavioural therapy (CBT), psychiatry, and counselling.

We are investing in technology, artificial intelligence, and data science to create highly personalised, on-demand services. From our virtual therapy room to online triage and personalised therapist and treatment matching, we are continually improving outcomes for all.

Our mission is to create a brighter tomorrow by providing easy access to personalised, life-changing mental health support.

Our vision is to be a leading UK and international specialist provider of mental health services for clinicians and clients.

A man with a beard and mustache, wearing a brown sweater over a blue denim shirt, is smiling at the camera while typing on a laptop. In the background, a woman with glasses and dark hair, wearing a grey blazer, is also working on a laptop. They are in a bright office with large windows.

Our values

**We are client
centred**

**We are
committed to
quality care**

**We lead with
integrity and
compassion**

**We support
each other**

We are curious

Training for clinicians

We pride ourselves in our Continuing Professional Development (CPD) and Training for our clinicians. CPD and training are a core part of our clinician proposition because they act as both an engagement tool for clinicians and a quality enhancement to our clinical supply.

Our aim is to further develop a community of practice that attracts top clinicians that share our values. We run quarterly in-house training sessions for our network of therapists to provide business and service updates, and ensure all clinicians know about new processes and services.

Additionally, all Onebright therapists have exclusive access to a world-class specialist CPD programme. Our exclusive CPD training programme offers you access to online resources, training, events, and support for your continuing professional development, all delivered by a network of world-leading clinicians from Bespoke Mental Health.

Some workshops include:

Brief Behavioural Activation

Working with Children and Young People with PTSD

Optimising outcomes in the cognitive behavioural treatment of OCD

Working with parents of Children with Anxiety

CBT for Generalised Anxiety Disorder

The clinicians delivering the workshops are leaders in their clinical fields. The level of CPD we can offer our team ensures that our clients have access to the very best clinicians, with world-class CPD resulting in enhanced clinical service delivery and patient care.

Professor of Translational Psychology, Roz Shafran, and Dr Pam Myles, Director at Bespoke Mental Health, are working in partnership with Onebright to deliver an annual specialist CPD programme including 24 training days, webinars, and masterclasses.

The Onebright Clinician's Standard

At advertisement, interview, and onboarding, we are transparent about our expectations of our clinicians. We are a recovery-focused service, placing the client at the heart of everything we do. We foster a culture in which clinicians can do the job they were trained to do.

Whether a clinician is employed or held on a network relationship, everyone is provided with a named clinical lead to support them, give feedback, and provide guidance as required and we use our extensive range of data and insights to inform meaningful interventions via our clinical leads.

Our clinical leads offer coaching and support, providing reflective space and drawing out the skills, knowledge, and expertise of the therapists. Clients presenting on different pathways have different profiles, so clinical leads can provide contract-specific population context.

Our recognition of within-group differences is a factor in our achievement of 87–92% recovery rates, compared with the NHS IAPT services at 54%.

Onebright applies a routine outcomes framework, as endorsed within NICE guidelines. These clinical outcomes allow for benchmarking against statutory services. We also use a standard outcome dataset consisting of six clinically proven measures for adults, which have been demonstrated to be reliable and valid instruments in the screening of mental health disorders and provision of indicative diagnosis. We use different validated and reliable measures for children and young people.

The outcome measures are completed in advance of the clinical assessment process, to enable symptom severity to be determined and future changes in symptoms and functioning to be evidenced; the scores support future clinical decision-making.

Onebright looks for accredited members from the following governing bodies to join our ever-growing network of clinicians:

**British Association for Behavioural
& Cognitive Psychotherapies (BABCP)**

The British Psychological Society

Nursing and Midwifery Council

**British Association for Counselling
and Psychotherapy**

General Medical Council

**The Health and Care Professions
Council**





A day in the life of a clinician

// Every day I feel I learn something new and develop myself – whether it be about the organisation or clinically. Onebright is an incredibly supportive organisation to be a part of. //

Becky Brinklow, BABCP Accredited CBT Therapist
and Children & Young People Clinical Lead

BABCP Accredited Therapist and Children & Young People Clinical Lead profile:

Tell us more about you and your role

I joined as a CYP CBT Team Lead 9 months ago and successfully became a CYP Clinical Lead recently. I am an accredited CBT therapist, providing clinical supervision and line management within the CYP team. I also support in overseeing the quality, safety and effectiveness of therapy delivered and have played a role in developing the CYP team for the new CYP pathway which has recently successfully launched. It has been an exciting time for our team!

What does a typical working day look like for you

No day is the same for me and it varies with clinical sessions, supervision, line management, discussions with the team and wider organisation. With remote working, you get out what you put in, so I am very keen to speak to lots of different people throughout the day and be very present within my role.

How do you start your working day, what are your key steps to a successful working day

Like many therapists, I love a to do list! I like to know what my tasks and expectations are for the day to make sure I manage my diary and time effectively. A successful day for me is knowing that I have achieved everything to the best of my ability, but have also been there to provide adhoc support to my colleagues and therapists within the team.



How does the training and support at Onebright assist you throughout your day?

Every day I feel I learn something new and develop myself – whether it be about the organisation or clinically. Onebright is an incredibly supportive organisation to be a part of – everyone is approachable and will be able to answer any questions I have.

Do you receive any daily business / practice management support from Onebright?

Support is there, anytime I feel I need it.

How did you first hear about Onebright and what made you join the team?

Onebright's communication with me even prior to being interviewed and then after the interview process was exceptional – nothing like I had experienced before. They made you feel so valued before you'd even started working there. I knew at that point it was an organisation I was desperate to be a part of and one that aligned with my values. I instantly knew my colleagues were people to admire, learn from and whom shared my passion for providing quality therapy to clients.



// Onebright have an amazing platform for development. They encourage their therapists to progress, grow and develop. Onebright supported me to go for my EMDR training and now I'm an EMDR practitioner. //

Christine Hanson, Clinical Lead

// I have now left my NHS therapist role to work with Onebright. I feel that after 25 years in the NHS, I am finally able to do the role that I was trained to do. //

PG Dip CBT, BABCP accredited CBT Therapist

// Onebright is a really progressive organisation, and it is so refreshing. //

PG Dip CBT, RN (MH) BABCP accredited CBT Therapist

// If you want more flexible working hours and to work more independently, I could not recommend working for Onebright enough. They have very skilled and dedicated practitioners that make for a good productive working environment. //

Adrian Cockx, Cognitive Psychotherapist

// The governance team is very supportive and on hand to answer any queries promptly. The training provided is second to none and I feel working for Onebright has enabled me to grow further as a clinician. //

Cilem Hussain, Senior Cognitive Behavioural Psychotherapist

// I find working with Onebright a real pleasure. I appreciate the humanism, professionalism, governance system and support. //

PG Dip CBT, BABCP accredited CBT Therapist



Why join us?



**Socially committed
team**



**Career
progression**



**We are committed
to quality care**



**Fast-growing
company**



**Diversity
and inclusion**



**Technological
investment**



**Employee
benefits**



**Clinical
governance**



**Work with
great clients**

Looking forward to tomorrow

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Call the Clinical Recruitment Team on 01904 933519

www.onebright.com/join-our-team

