

**Esther John**

CPsychol, AFBPsS, RAPPS.

**Chartered Clinical and Forensic Psychologist**



Health Professions Council Registration: **PYL33303**  
British Psychological Society Membership: **342525**

Esther M. John is a clinical and forensic psychologist with over 19 years of experience working with individuals and groups, both locally and abroad. Her experience of work is within the criminal justice system, law enforcement, children in care and group work in psychiatric hospitals. She is skilled at forensic risk assessments for violent offenders, sexual offenders, honour-based violence offenders and group-based violence offenders including extremists. These professional opinions provide management, supervision and protective strategies to support service users. Her clinical specialism affords her the skill and expertise to provide these risk factors and their associated meaning in the context of co-morbid clinical syndromes. Furthermore, Esther has extensive experience with psycho-educational, psychopathy, personality and mood assessments as well as assessing clinical syndromes such as Autism Spectrum Disorder and other atypical neurological disorders. Esther has engaged in specialist training in assessing and treating trauma and PTSD.

#### **AREAS OF SPECIALISM**

- Autism Spectrum Disorder
- Trauma
- Forensic Risk Assessments
- Cognitive and Capacity Assessments
- Honour Based Violence
- Intimate Partner Violence

#### **PROFESSIONAL QUALIFICATIONS**

<b>2022</b>	Doctorate in Clinical Practice – University of Exeter (expected)
<b>2013</b>	Master of Science Clinical Psychology – University of the West Indies, Trinidad and Tobago
<b>2009</b>	Master of Science in Criminology & Criminal Justice – University of the West Indies, Trinidad and Tobago
<b>2006</b>	Bachelor of Science in Social Work, Minor in Social Society - University of the West Indies, Trinidad and Tobago

#### **WORK HISTORY**

<b>Present</b>	<b>Private Practice</b> <b>Consultant Clinical and Forensic Psychologist Inpatient Forensic Unit- Battersea Bridge House</b> <b>Expert Witness</b> <b>Consultant Psychologist University of London</b>
<b>2018 – 22</b>	<b>Clinical and Forensic Psychologist – UK Civil Service</b> <b>National Crime Agency</b>

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I provide interventions for employees with a history of trauma (PTSD and C-PTSD). Specifically, I facilitate group and individual Trauma Focussed interventions to employees who have experienced violence and traumatic incidents as well as workplace burnout. Clientele is made up of law enforcement officers as well as strategic staff. I also provide intervention for employees with complex personality structures with the aim towards workplace functioning. Similarly, I work with the same goal with employees who are considered to have atypical neurological processing. I develop management plans with employees and their managers to create a supportive environment for high functioning and low distress.

#### **2016 – Present St Helena Government**

I continue to work as a Consultant Forensic Psychologist for St Helena providing risk assessments for the court as needed. I also provide supervision for the Mental Health Team as needed

##### **Mental Health Team Lead & Consultant Clinical Psychologist**

I delivered a model care by shaping culturally sensitive, trauma informed clinical pathways in alignment with UK standards, following Crown investigation of alleged child sex abuse. I also completed forensic Risk Assessments for HMP Jamestown.

As team lead, I served as member of the Health Directorate SMT, prioritising and advocating for solutions to MHT / MH needs of community. I championed the narrowing of gap between quality psychiatric and physical treatment approaches. I led session of psychoeducation for physical health practitioners on management of psychiatric patients in emergency care. In my role, I introduced change, by developing pathways that delivered consistent and dependable therapeutic support to children and adults challenged with traumatic histories. I assessed and oversaw the clinical management of the forensic population. As part of Child and Adolescent Mental Health Services (CAMHS), I supervised the educational psychologist and CAMHS nursing as well as organised and successfully bid for culturally sensitive attachment training. During my work in St Helena, I gained insights into adults with complex personality disorders by leading in-depth assessments, treating individuals with a range of Cluster B personality disorders as a part of adult mental health services. I initiated or completed the following projects.

- Completed the scoping, designing and implementation of an intervention service for young people with psychosis.
- Provided individual and family intervention within a CBT framework.
- Ongoing therapeutic groups for women with depressive and anxious states by partnering with mental health nurse to initiate two weekly groups.
- Directed clinical incident reduction debriefings and workshops centred on managing acute stress and post-traumatic stress disorder (PTSD) for South Atlantic rescue teams.
- For the forensic population I developed a peer support team between islands
- Led psychological and risk assessments for UK and South Africa trained officers on fitness for firearm use.
- Completed research that assessed the efficacy of BDI and BDI on remote populations - supervised by the University of Exeter

##### **Her Majesty's Prison & Probate Services (HMPS) – London**

As a senior member of Indeterminate PP / Indeterminate Sentence Prisoners national team I was responsible for developing and managing a trauma interventions pathway that delivered short- / long-term therapeutic support high risk offenders. The offender groups I worked with presented with complex presentations of trauma, atypical neurological functioning, and behavioural / personality problems. As a result of these complex interconnected concerns most were deemed to be high risk within prison settings and in the community. I lead in the

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development of a trauma informed pathway with core components that explored and managed atypical neurological functioning. I also completed risk assessment for the parole board on highly complex offenders. In my role I provided psychological services in diverse settings within the CJS, including therapeutic and community wings. I co-facilitated group sessions and comprehensive programmes as well as worked with multi-disciplinary teams to manage dual-harming behaviour. Within a consulting role I provided the following services:

- Reinforced risk mitigation strategies with clinical elements and advised management on resilience, risk, and vulnerability of high-risk offenders while considering business needs and resources.
- Lend expertise to offender management processes regarding assessment, care in custody, and teamwork (ACCT), self-harm, and personality disorder assessments.
- Provided expert witness testimony for both the Parole Board and MAPPA
- Supported the professional development of multidisciplinary staff, mentor trainee psychologists, to Maintain personal Continued Professional Development (CPD) requirements and standards.

**2010 – 16**

**Clinical Psychologist – Trinidad & Tobago Police Service**

Served in three roles simultaneously, including direct clinical practice, consultant to senior management, and researcher as first ever psychologist appointed to this law enforcement agency. Leveraged proven, relevant approaches during psychological assessments of police officers and family members, including psychological / neurological tests, interviews, direct / indirect observations, and self-reporting measures; analysed and interpreted collected data. Received a spectrum of referrals, ranging from clinical syndromes, Intimate Partner Violence, and absenteeism to involvement in firearms incidents. Clinical states spanned somatoform disorders, PTSD, and psychotic states to substance addiction. Strategized psychological treatment and management of mental health needs in alignment with area's and police force's culture.

- Treated individuals in various clinical states through supportive counselling and in-depth therapy based on Trauma Focused-Cognitive Behavioural Therapy (TF-CBT), Dialectic Behavioural Therapy (DBT), and / or Person-Centred Therapy (PCT).
  - o Utilised psychiatric / social work input, psychoeducation, and information from client's supervisors.
  - o Applied Mitchel Model during clinical debriefings post-police-involved shootings.
- Prioritised risk assessments in the workplace, advising clinical / administrative supervisory professionals on psychological aspects of risk assessments and risk management.
- Transformed recruiting processes aimed at hiring more effective personnel by integrating psychological considerations to overall process; advocated for and successfully became member of interview panel.
- Facilitated psychological interventions post-police involved shootings and accidental firearm discharges
- Instrumental in shaping more cumulative policy and mental health strategies by generating written documents detailing impact of police-involved shootings and PTSD on officers

**2015 - 16**

**Consulting - Trinidad & Tobago Police Service**

Worked with senior management teams to develop their understanding of psychological risk assessments and associated benefits. Led senior-ranked officers in balancing psychological support with disciplinary actions by advising on proper intervention / response to officers' mental health issues. Coached internal therapeutic team towards deploying psychology and evidence- based approaches.

- Facilitated workshops on theoretical frameworks, personality disorders, and managing clients within a multi-disciplinary team approach.

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**2013 – 16****Child & Adolescent Psychiatrist – Dr Shafe’s Office – Trinidad & Tobago**

Completed psychoeducational and psychological assessments for children, referred from a child and adolescent psychiatry private practice. Managed long-term therapeutic interventions for a caseload of four clients, basing interventions on PCT, CBT, and psychodynamic models. Worked one-on-one with children referred from family court; wrote reports per court requests / processes and provisioned expert witness testimony. Hosted group sessions for parents of children with autism and neurological issues.

- Completed parental assessments, on behalf of family court of parents with substance abuse, intimate partner violence (IPV), and mental health concerns.
- Trained family court social workers on risk assessments and understanding and reporting attachment concerns.

**SPECIALIST TRAINING AND PROFESSIONAL DEVELOPMENT**

- 2022** Autism Diagnostic Observation Schedule – Marianna Murin
- 2022** Making Sense of the Senses ASD Management - Dr John Biddulph
- 2022** EMDR- A Rapid, Safe, and Proven Treatment for Trauma (advanced theoretical framework) - Megan McQuay
- 2021** Certified Autism Spectrum Disorder Clinical Specialist Intensive Training - Drs Stephen W. Porges, Rebecca Sachs and Tamara Rosen
- 2021** Trauma-Informed Clinical Strategies for Equity, Inclusivity and Client Empowerment: Social Justice, Ethics & Diversity in Therapy - Resmaa Menakem and Dr Monnica T Williams
- 2021** 2-Day: Trauma Conference: The Body Keeps the Score-Trauma Healing - Bessel van der Kolk, MD
- 2021** Certified Clinical Trauma Professional (CCTP) Intensive Training Course DRS - Robert Rhoton, J. Eric Gentry, & Bessel van der Kolk, M.D.
- 2021** Advanced Trauma Treatment for Children and Adolescents: A Certified Child and Adolescent Trauma Professional Training Course - Drs Jennifer Lefebvre & Janet A. Courtney
- 2021** Acceptance and Commitment Therapy (ACT) Intensive Course Steven C. Hayes & Dr. Daniel Moran
- 2021** Mastering DSM-5® Differential Diagnosis, Mental Health Documentation & Medical Necessity Beth Rontal and Margaret L. Bloom
- 2021** Critical Incident Debriefing Shiri Spector
- 2021** The Clinician's Suicide Prevention Summit: Treatment Strategies to Inspire Hope and Save Lives Kevin Hines
- 2020** Diagnostic Interview for Social & Communication Disorders (DISCO) (additional and specific training to work with offenders) - Lorna Wing Centre
- 2020** PTSD & Trauma Masterclass Workshop - Heather Sequiera
- 2020** Complex Trauma Dissociation & Flashbacks – Heather Sequiera
- 2020** Trauma Treatment with EMDR, CBT and Somatic-Based Interventions: A Certified Clinical Trauma Professional Training Course - Jennifer Sweeton
- 2020** Defining Terrorism- International Forum of Terrorism Risk- Conference Attendance, October 13-15

- 2020** Multi- Level Guidelines Risk Assessment for Group Based Violence – Dr. Stephen Hart, HMPPS
- 2020** PATRIARCH (Managing Honour Based Violence) – Dr. Stephen Hart, HMPPS
- 2020** Innovations in Dialectical Behaviour Therapy: The Latest in Real-World Treatment Techniques Eboni Webb, Steven Girardeau, Sheri Van Dijk & Lane Pederson Dialectic Behavioural Therapy – Running DBT Skills Development Groups- The Association for Psychological Therapies
- 2020** The Risk for Sexual Violence Protocol (RSVP)– HMPPS
- 2019** The Hare Psychopathy Checklist - Revised – TIOFF- Jane Ireland
- 2019** The Hare Psychopathy Checklist- Interrater Reliability- TIOFF Jane Ireland Training
- 2019** Historical Clinical Risk Management- 20 V3 Assessing Risk for Violence (HCR-20 V3) – HMPPS
- 2019** Spousal Assault Risk Assessment (SARA) – HMPPS
- 2019** International Personality Diagnostic Examination (IPDE) – HMPPS
- 2019** Structured Assessment of Protective Factors- HMPPS
- 2018** CBT for Personality Disorders – Beck Institute for Cognitive Behaviour Therapy
- 2018** MBT for Personality Disorders - Peter Fonagy and Anthony Bateman
- 2016** TF-CBT Case Studies from Law enforcement – TTPS and UWI
- 2016** Assessment & Treatment of PTSD – Green Cross Academy, Regent University
- 2015** Child & Adolescent Suicidality & Depression Management – University of the West Indies
- 2015** Researcher and Facilitator of Anger Management Programme - UWI and Trinidad and Tobago Prison System
- 2015** Traumatic Incident Reduction – Traumatic Incident Reduction Association
- 2014** CBT for Anger Management University of the West Indies
- 2014** Advanced Psycho-Educational Assessment & Neurological Testing - Boston Children’s Hospital Facilitated by Jane Bernstein)
- 2013** Psychometric Testing, Measurement & Report Writing (WAVE) Saville Consulting
- 2012** Traumatic Incident Reduction Practitioner Training- Traumatic Incident Reduction Association