**Senior Educational Psychologist

Soulbury EP Scale B points 5-8 + up to 3 SPA points**

**Job Description**

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| **Job Purpose** |
| To work as part of Telford & Wrekin EPS Senior Leadership Team to help lead service development, manage staff and to take responsibility within the service for specific lead areas of professional practice. To apply psychology in schools and the wider community to promote the positive development and the well being of children and young people. To promote and secure positive life outcomes for children, young people and their families in Telford & Wrekin.To contribute to work that aims to improve educational and social outcomes for children and young people living and being educated in Telford & Wrekin. To support the Educational Psychology service to provide efficient and effective commissioned tasks for the Local Authority and traded services to schools and other settings/agencies.  |
| **Major Tasks**  |
| * To deliver psychological services within a framework of consultation to schools / settings, children & their families.
* To undertake continuing professional development and engage in regular professional supervision
* To provide supervision to Educational Psychologists and/or Trainee Educational Psychologists and Assistant Psychologists within Telford & Wrekin EPS.
* To participate as a member of the Senior Leadership Team contributing to service development and policy formulation, attending management meetings and fulfilling management duties.
* To work with families, young people, schools and service providers to identify local needs and develop local qualitative and quantitative performance indicators.
* To be responsible for quality assurance of service delivery ensuring that robust systems are in place for the collection, analysis, evaluation and regular reporting of data for key performance indicators for service / stakeholders and strategic board.
* To take a lead role within the service for selected areas of professional practice identified in consultation with the Co-Principal Educational Psychologists.
* To assist with the management of budget and resources as agreed by the Co-Principal Educational Psychologists.
* To support the Council’s vision and priorities both internally and externally.
* To work under supervision to promote and facilitate the development of inclusive practice to improve educational outcomes for all pupils, especially those who are vulnerable and/or have additional educational needs.
* To work under supervision to deliver psychological services to schools and settings.
* To contribute to the ongoing development and delivery of the traded EP service and other team developments.
* To fulfil safeguarding responsibilities in line with Local Authority Child Protection Procedures.

**Key Tasks*** To work at all times within the guidelines provided by professional Codes of Conduct of the Association of Educational Psychologists, the Health Care Professions Council and the British Psychological Society, and policies concerning data protection and health and safety.
* To contribute to strategic EP service management and delivery, in partnership with the Senior Leadership Team.
* To deliver psychological services within a framework of consultation to a group of

schools / settings, children & their families. This will involve consultative support to parents, staff and other agencies, concerning the needs of individuals and groups of children. * To offer psychological intervention to children, young people and their families; and

where appropriate, referring to other agencies and working within multidisciplinary teams. Intervention may include a range of approaches, e.g. therapeutic and / or guidance on educational strategies. * To contribute to statutory work with children and young people who live in

Telford & Wrekin, in accordance with relevant legislation.* To contribute to the professional development of heads, teachers and other

relevant staff in schools and to school governors as appropriate; and to provide a training input to a range of agencies and groups (e.g. Social Services and Health) * To provide advice to other LA officers on matters relating to the educational needs

and psychological development of children and young people. * To contribute advice and information relating to the educational needs and

psychological development of individual children and to assist in the development and implementation of the Authority’s policies on meeting the needs of children and their parents/carers and schools. * To undertake continuing professional development and engage in regular

professional supervision in accordance with HCPC standards. * To undertake such other tasks as may be reasonably required by the SEND Group Manager or Co-Principal Educational Psychologists.
* To adhere to security controls and requirements as mandated by the SSA’s policies, procedures and local risk assessments to maintain confidentiality, integrity, availability and legal compliance of information and systems.
* To promote equality, diversity, and inclusion, maintaining an awareness of the

equality and diversity protocol/policy and working to create and maintain a safe, supportive and welcoming environment where all people are treated with dignity and their identity and culture are valued and respected.* To understand the Councils’ duties and responsibilities for safeguarding children,

young people and adults as they apply to the role within the council. * To assist Educational Psychologists in providing psychological advice to the Local Authority on children and young people undergoing EHC needs assessement or reviews.
* To support school/setting-based interventions at SEN Support of the SEND Code of Practice under the supervision of an Educational Psychologist.
* To assist Educational Psychologists in understanding and reporting on the needs of pre school children undergoing multidisciplinary assessment at the Child Development Centre.
* To develop and maintain effective relationships with colleagues, external agencies and clients, demonstrating effective interpersonal skills in working with people at all levels and from a wide range of backgrounds.
* To attend and contribute to work based team meetings and CPD events.
* To maintain accurate and up to date work records in accordance with service protocol.
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| **Complexity** |
| The post holder will be engaged in direct work with children, young people and their families across the 0-25 age range. They will liaise with school staff and multi-agency colleagues in the Educational Psychology Service and with a range of partners across disciplines including Health and Social Care. |
| **Resources** |
| ICT equipment and access to relevant resources will be provided. The post holder will be dealing with confidential, personally sensitive information.  |
| **Impact** |
| Support effective delivery of a wide range of commissioned Educational Psychology services. Support recruitment and retention of qualified Educational Psychologists. |
| **Physical Demands** |
| Travel between sites and transport of materials. |
| **Working Environment** |
| The post holder will work in an open plan office environment and will be required to visit schools and settings in Telford and Wrekin and out of borough settings as required. Flexible working is also available as agreed with the Co-Principal Educational Psychologists. |
| **Emotional Context**  |
| The nature and complexity of the work means that it can be emotionally and psychologically demanding. Emotional resilience and active engagement with professional supervision, individual and peer, are required. |
| **Other** |
| The postholder will be expected to carry out any other duties as are within the scope, spirit and purpose of the job, commensurate with the grade. The postholder will be expected to actively follow Telford & Wrekin Council policies, including those such as Equal Opportunities, Human Resources, Information Security and Code of Conduct etc. The postholder will be expected to maintain an awareness and observation of Fire and Health & Safety Regulations. |

**Person Specification**

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| **Criteria** | **Standard** |
| **Qualifications** | * Degree in psychology or equivalent, providing Graduate Basis for Chartered Membership (GBC) with the British Psychological Society (BPS).
* Professional qualification in Educational Psychology (Masters or Doctorate).
* Registered with the Health and Care Professions Council as a practitioner psychologist.
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| **General** | * Legally allowed to work in the UK.
* Able to travel independently between schools and settings.

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| **Experience** | * At least 3 years experience of working as an Educational Psychologist with children and young people, including evidence of work involving looked-after children & young people and care experienced children & young people.
* Experience of multi-agency work including co-professionals and partner agencies.
* An ability to engage in an interactive and dynamic process of assessment of children in context and to maintain focus on best outcomes for children and young people.
* An ability to draw upon the knowledge base in applied educational psychology to formulate solutions to problems presented.
* Strong commitment to delivering high quality supervision.
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| **Knowledge** | * Evidence of a commitment to continuing professional development to maintain professional registration and to contribute to the development of the service.
* Excellent motivation, communication, team working, networking and negotiation skills with an ability to win confidence and credibility across a broad range of stakeholders
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| **Skills** | * Proven ability to forge partnerships and build positive working relationships, and influence other partners and organisations
* Strong written communication skills, including the ability to produce high quality records, presentations, training materials and/or correspondence that are tailored to the target audience
* Ability to deliver quality services to set targets within deadlines, under pressure and maintaining professional standards
* Ability to use ICT effectively in delivering services. Experience of software packages such as MS Office, email, databases and spreadsheets
* Full driving licence
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| **Personal style & behaviours** | As a council employee you will be supported and expected to demonstrate the Council’s Core Behaviours. Please note that these may be updated from time to time and are available on the Council’s intranet pages.Ability to work both independently and as part of a team and having a solution focussed orientation. |
| **Fluency Duty** | This post has been identified as a customer facing role and therefore the Council is required to fulfil their statutory duty under Part 7 of the Immigration Act 2016. As a public body, the Council is obliged to ensure members of staff in such roles are able to have a command of spoken English which is sufficient to enable the effective performance of their role.The post holder will be dealing with clients (children and adults) and colleagues and discussing complex issues often of a sensitive nature.This post has been assessed as requiring C1 level under the Common European Framework of Reference for Language (CEFR).More information is available at: <http://ecouncil/Fluency/Pages/default.aspx> |

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We will ensure, so far as is reasonably practicable, that no disabled applicant is placed at a substantial disadvantage. This person specification includes what we believe are fully justifiable essential and desirable selection criteria. Provided that the selection criteria unconnected with the disability are met, we will make ALL reasonable adjustments in order that someone with a disability can undertake the duties involved.

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| **Type of criminal records checks required for this post** | **Ticked as required** |
| None |  |
| Basic Disclosure |  |
| Standard Disclosure |  |
| Enhanced Disclosure | Y |
| Working with Adults - Regulated Activity | Y |
| Working with Children - Regulated Activity | Y |

Information on types of criminal records checks is available at:

<https://www.gov.uk/disclosure-barring-service-check>