

Specialist Senior Educational Psychologist

Soulbury B scale 3-6 (plus up to 3 SPA points)

Job Description

Job Purpose

To undertake the duties of an Educational Psychologist and take a lead role in developing service delivery relating to an area of specialism, as agreed with the Co-PEPs and Service Delivery Managers. In support of this, 0.4 of your time would be specifically allocated for strategic developments in your area of specialism.

Specialist Senior EP job purpose (0.6):

To contribute to operational service delivery, strategic project management, supervision and performance management as directed by the Co-PEPs/SEP.

To provide strategic leadership and operational oversight for designated areas of service development, including the Experts At Hand model, ensuring effective implementation, quality assurance, workforce development and the translation of strategic priorities into sustainable practice across schools, settings and partner agencies.

To assist and deputise for the Senior Educational Psychologist (SEP) when required.

To apply psychology in schools and the wider community to promote the positive development and the wellbeing of children and young people.

To promote and secure positive life outcomes for all 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.

Specialist EP job purpose (0.4)

To take a lead strategic role in the delivery of Educational Psychology Services to a designated area of specialism, representing the service and promoting applied educational psychology in the specialist area.

To engage in research and development work within the area of specialism.

To take the lead in embedding innovative, evidence-based work practice relating to the area of specialism within the service.

To attend strategic and operational meetings relevant to the area of specialism.

To work closely with, and advise, other individual professionals, key services or groups of practitioners associated with the area of specialism, in order to support or coordinate multidisciplinary responses to local and national developments.

To promote the development of good practice in schools and communities in relation to the area of specialism.

To provide verbal and written records where appropriate to senior managers and strategic / operational groups on work undertaken within the specialist area.

Major Tasks

- To take a lead role within the EP service for developing effective and impactful practices relating to the agreed specialism.
- To support the strategic development, implementation and ongoing evaluation of the Experts At Hand model, ensuring alignment with local authority priorities, SEND reforms, service objectives and evidence-informed practice, whilst supporting capacity building across the wider workforce.
- To provide supervision to Educational Psychologists and/or Trainee Educational Psychologists and Assistant Psychologists within Telford & Wrekin EPS.
- To support the Co-PEPs and Senior EPs to work collaboratively to maintain service support structures and the development of professional practice within the Educational Psychology Team.
- To attend strategic and operational meetings relevant to the area of specialism.
- To work closely with, and advise, other individual professionals, key services or groups of practitioners associated with the area of specialism, in order to support or coordinate multidisciplinary responses to local and national developments.
- To promote the development of good practice in schools and communities in relation to the area of specialism.
- 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 engage in research and development work within the area of specialism.
- To take the lead in embedding innovative, evidence-based work practice relating to the area of specialism within the service.
- 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 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 work closely with allied professionals across all services to identify and deliver effective practice with a focus on outcomes for our most vulnerable children/young people.
- To work collaboratively with the EP Senior Leadership Team, service managers and multi-agency partners to ensure the effective operational delivery of the Experts at Hand model, including monitoring impact, quality assuring provision, analysing performance data and reporting outcomes to relevant strategic governance groups.
- 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 Service Delivery 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 assessment 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.

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 positive life outcomes for all children and young people in Telford & Wrekin.

Support recruitment and retention of qualified Educational Psychologists in the Telford & Wrekin team.

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 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

Criteria	Standard
Qualifications	- Degree in psychology or equivalent, providing Graduate basis for registration with the British Psychological Society - Professional qualification in Educational Psychology (Masters or Doctorate). - Registered with the Health and Care Professions Council as a practitioner psychologist.
Experience	- At least 2 years' experience of working as an Educational Psychologist with children and 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. - Experience of delivering high quality supervision is desirable.
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
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 reports, 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
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 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	
Working with Children - Regulated Activity	Y

Information on types of criminal records checks is available at:
<https://www.gov.uk/disclosure-barring-service-check>