

APPLICATION FOR EMPLOYMENT

Thank you for the interest you have shown in the vacancies within Darlington Borough Council.

Completed forms can be e-mailed to recruitment@xentrall.org.uk or posted to **Xentrall Recruitment Services, PO Box 891, Stockton on Tees, TS19 1JT**, marking the envelope in the top left hand corner with the post reference number.

In accordance with our recruitment procedures, your application will only be considered if it is received on or before the closing date, as shown in the advertisement.

In the interests of economy, applications received via the post are not automatically acknowledged. If you require confirmation that your application has been received please enclose a stamped addressed envelope or telephone 01642 526992.

If you have not been contacted within 4 weeks of the closing date for receipt of applications, please assume that on this occasion your application has not been successful.

Educational Psychologist

Vacancy ID: 007579

Salary: £17,688.50 - £22,176.50 Annually

Closing Date: 04/06/2017

Benefits & Grade

Soulbury A, Pts 1-6. In addition, SPA Points will be honoured

Contract Details

Permanent

Contract Hours

18.5 hours per week

Disclosure

The successful applicant will be subject to an Enhanced DBS check

Job Description

Darlington Educational Psychology Service is looking for an energetic, dynamic and highly committed Educational Psychologist who is able to actively apply a range of evidence based psychological approaches to effect change and enhance outcomes for children, young people, families, and educational settings.

We are a centrally based Service. In addition to providing a statutory service to the Local Authority, we have traded service agreements with most schools in Darlington, the majority of which are academies. A range of work, including individual, group and systemic practice, is undertaken in negotiation with educational settings. We also offer psychological support to other professional teams.

We offer:

- A small, friendly and proactive team
- Supervision, collaborative working, peer consultation and support
- CPD
- Flexible working hours
- Up to date ICT equipment, including tablets for 'remote working'

All candidates should be professionally qualified and registered with the HCPC.

For detailed information on this role, please refer to the Job Description and Person Specification.

For a further informal discussion, please contact Carol Watterson, Senior Specialist Psychologist, on 01325 406730.

An online application form and further information are available from www.darlington.gov.uk/job-vacancies. Alternatively, you can contact Xentrall Recruitment Services, Tel: (01642) 526992 or email: recruitment@xentrall.org.uk

DARLINGTON BOROUGH COUNCIL

CHILDREN, FAMILIES & LEARNING

JOB DESCRIPTION

<u>POST TITLE :</u>	Educational Psychologist
<u>GRADE :</u>	Soulbury A Scale Point 1-6
<u>REPORTING RELATIONSHIP</u>	Senior Educational Psychologist- lead practitioner
<u>JOB PURPOSE :</u>	To deliver an educational psychology to children and young people (0-25), parents/carers, and educational settings. We provide a statutory service to the Local Authority and we have service level agreements with educational settings.
<u>POST NO.</u>	D13212
<u>PDR COMPETENCY FRAMEWORK</u>	Level 1, Expected competencies for all employees

MAIN DUTIES/RESPONSIBILITIES

1. Prepare evidence based Psychological Advice in line with the SEND Code of Practice 2015, as required by the SEND Service, within the given timeframe.
2. Deliver Traded Services to a group of educational settings through consultation with settings.
3. Deliver a regular service of psychological support, consultation, advice and assessment to Darlington educational settings using a range of psychological approaches to support settings to identify needs, appropriate provision and to improve outcomes for children and young people.
4. Provide verbal and written feedback to settings on completion of involvement
5. Maintain clear and accurate records.
6. Promote inclusive educational provision, which provides effective support for all children and young people.
7. Work to enhance the psychological and emotional wellbeing of all children and young people (0-25).
8. Work in partnership with other service providers in line with objectives set out within the Darlington Borough Council's Children and Young Peoples Plan
9. Liaise with other individuals and agencies in order to develop effective multi-agency working.
10. Contribute to the preparation and delivery of training for educational settings, other professionals and colleagues.

11. Maintain an up to date record of Continuous Professional Development (CPD), fulfilling the requirements for on-going registration with the Health Care Professions Council (HCPC), and contribute towards the CPD of the Service.
12. Maintain up to date knowledge and understanding, in the areas of psychology and education.
13. Engage in the collection and use of data for intervention, research and monitoring purposes.
14. Support supervision of trainee educational psychologists.
15. Fulfil responsibilities as required within the Local Authority's performance management and planning processes
16. To safeguard and promote the welfare of children for whom you have responsibility, or with whom you come into contact, to include adhering to all specified procedures.
17. To ensure that you work in line with all the Council's policies and procedures and ensure that you are aware of your obligations under these.
18. To behave according to the Employees' Code of Conduct and ensure that you are aware of your obligations and responsibilities re: conflicts of interest, gifts, hospitality and other matters covered by the Code.
19. Carry out your role in line with the Council's Equality agenda.
20. To comply with health and safety policies, organisational statements and procedures, report any incidents / accidents/ hazards and take a pro-active approach to health and safety matters in order to protect yourself and others.
21. Any other duties of a similar nature related to this post that may be required from time-to-time.
22. This post is deemed to be a 'Customer Facing' role in line with the definition of the Code of Practice on the English language requirement for public sector workers.

Performance Standards

23. Performance objectives from supervision and appraisals are set within the context of Local Authority performance management procedures, with reference to the Educational Psychology Service Plan.

<p><i>THE POST IS SUBJECT TO AN ENHANCED DBS DISCLOSURE. THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO RELEVANT VETTING CHECKS BEFORE AN OFFER OF APPOINTMENT IS MADE AND WILL ALSO BE SUBJECT TO RECHECKING AS APPROPRIATE.</i></p>

Darlington Borough Council and schools within the Borough are committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

Date: May 2017

DARLINGTON BOROUGH COUNCIL

CHILDREN, FAMILIES & LEARNING

PERSON SPECIFICATION

All appointments are subject to satisfactory references.

Criteria No.	Attribute	Essential (E)	Desirable (D)
Qualifications & Education			
1	A degree in Psychology or equivalent that provides graduate basis for registration of British Psychological Society	E	
2	Qualified status as educational psychologist	E	
3	Current registration with the Health and Care Professional Council (HCPC)	E	
4	Relevant recent Continuing Professional Development.	E	
Experience & Knowledge			
5	Evidence of working successfully with children and young people with a range of additional needs.	E	
6	A commitment to inclusive practice	E	
7	A sound knowledge of age related curriculum expectations and educational interventions.	E	
8	Successful experience of preparing and delivering training to a range of audiences	E	
10	Evidence of being able to make and sustain a reasoned argument.	E	
11	A commitment to promoting psychological well-being	E	
12	A commitment to collaborative multi-agency working	E	
13	Experience in a range of psychological approaches and therapeutic frameworks, such as consultation, solution orientated and narrative	E	
14	A sound knowledge of age related curriculum expectations and educational interventions.	E	
15	Experience in a range of psychological approaches and therapeutic frameworks, such as consultation, solution orientated, narrative	E	
16	Experience of working within a traded service		D
17	Experience of working with young people post-16		D
Skills			
18	Awareness of current legislation and developments in relation to SEN and Disability	E	
19	Experience in a range of psychological approaches and therapeutic frameworks, such as consultation, solution orientated, narrative	E	
20	To communicate effectively in writing for a range of purposes and audiences, including records of involvement, statutory advice and feedback to young people.	E	
21	To communicate verbally to a range of audiences, including professionals, parents,	E	

	carers, children and young people.		
22	Ability to manage and prioritise time and meet deadlines.	E	
23	Ability to organise and prioritise own work	E	
24	Ability to work successfully as part of a team.	E	
	Personal Attributes		
25	Ability to demonstrate a caring disposition.	E	
26	Ability to be on time for all duties.	E	
	Special Requirements		
27	Interest in working with children to promote their development and educational needs.	E	
28	Ability to form and maintain appropriate relationships and personal boundaries with children.	E E	
29	Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.	E	
30	Suitability to work with children.	E	

Conditions of Service

General

Conditions of service will vary from service to service. However, there are some general points to cover.

Conditions of service generally are those contained in the appropriate National Joint Council Schemes but have been supplemented in a number of areas by locally agreed conditions. The relevant Handbooks are available for reference in all departments.

Office Hours

The normal working week is currently 37 hours. Council offices are generally open to the public from 8.30 a.m. to 5.00 p.m. (4.30p.m on Friday). The majority of office staff are able to take part in the Councils flexible working hours scheme. Elsewhere, fixed hours or shift working may be operated according to the needs of a particular service.

Annual Leave

The basic annual leave entitlement is 31 days plus 8 public holidays. Youth & Community Workers entitlement is 30 days plus 8 public holidays, increasing to 35 days with 5 years continuous service.

Sick Pay

Most employees are covered by the provisions of the nationally agreed sick pay schemes which allow periods of absence on half pay and full pay according to length of service.

Pension

You will automatically be entered into the Local Government Pension Scheme (LGPS) unless you choose to opt out. This is a contributory pension scheme and meets Government standards for automatic enrolment. If you do not opt out within three months of joining the LGPS, you will not be eligible to receive a refund of your contributions but will instead be given deferred benefits within the Scheme. If you decide to opt out of the Scheme your employment, earnings and age will be monitored in line with automatic enrolment guidelines.

Medical Examination

Before commencing your employment, you will need to complete a medical questionnaire and may be subject to a medical examination.

Probation

New entrants to Local Government will be required to complete a six month probationary period.

Equal Opportunities

The Council is working for equality. Applications are welcomed from all persons regardless of gender or gender reassignment, marital or civil partnership status, sexual orientation, age, disability, race, religion or belief, social origin, pregnancy and maternity provided they have the necessary attributes to do the job.

Part time applications

Part time applications will be considered for all posts. Further details should be sought from the recruiting manager.

Payment of Wages and Salaries

Salary paid into bank account on the last working day of the month. Casual employees are paid monthly in arrears. All payments are made by credit transfer direct to a nominated bank or building society.

Smoking Policy

The Council operates a No Smoking Policy.

Politically Restricted Posts

The Local Government and Housing Act 1989, as amended by the Local Democracy, Economic Development and Construction Act 2009 designate certain posts as politically restricted. If this is the case it will be detailed on the job description and means that you would be disqualified from being a member of a Local Authority, the House of Commons or of the European Parliament. Further information is available upon request.

Rehabilitation of Offenders Act 1974

Having a criminal record will not necessarily bar you from working for the Council. This will depend on the nature of the post and the circumstances and background of your offence(s). To assist the Council in determining the suitability of your employment, certain posts are subject to a Disclosure and Barring Service (DBS) check. If this is the case an appropriate statement will appear in the recruitment advertisement.