



APPLICATION FOR EMPLOYMENT

Thank you for the interest you have shown in the vacancies within Stockton on Tees 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 - Pathway Development Centre's

Vacancy ID: 011258

Salary: £39,800.68 - £48,752.16 Annually

Closing Date: 20/09/2020

Benefits & Grade

Soulbury A scale point 3-8 (plus up to 3 SPAs) depending on experience

Contract Details

Fixed term for 2 years initially

Contract Hours

35 hours per week

Disclosure

The successful applicant will be subject to an Enhanced DBS check

Interview Date

02/10/2020

Job Description

Are you an Educational Psychologist who has a passion for supporting children and young people who have social, emotional and/or mental health needs and who may also have additional special educational needs? Do you wish to be part of developing a new approach to help pupils have their needs met successfully and flourish within mainstream settings?

We are looking for an innovative, dynamic and highly motivated Educational Psychologist to have a central role in the development of Stockton's new Pathway Development Centres.

Following a recent review of the provision available in Stockton for children who are at risk of or have been permanently excluded, in September 2020 we will be launching our Pathway Development Centres (PDC) in KS1 and KS2, with plans underway for PDC provision to also be available in KS3 and KS4 in the Autumn Term.

This role will be key in supporting the PDCs to identify and meet the needs of the pupils who are placed there and be instrumental in helping to determine the most appropriate package of support and pathway to enable them to achieve their aspirations.

The successful candidate will be dedicated to working with PDCs across KS1, KS2 and KS3. Duties will include assessing pupils placed in PDCs, attending key review meetings as part of a 12-week process and providing written and verbal feedback and reports. The role will also require the successful candidate to be able to deliver CPD and help to support the transition of the child or young person into their next setting.


An online application form and further information is available from www.stockton.gov.uk/jobs.

Please ensure you refer to the Job Description and the essential and desirable criteria in the Person Specification when completing the Personal Statement on the application form, as this information is used to select candidates for interview.

If you would like an informal discussion about the post, please contact Claire Tiffany, Principal SEND Adviser, on 01642 527191 or alternatively Elisha Smith, EOTAS and Placements Manager, on 01642 527164.

The application form is available in alternative formats from Xentrall Recruitment Services, tel: 01642 526992 or email recruitment@xentrall.org.uk

Stockton-on-Tees Borough Council ensures that all customers, both internal and external receive a consistently high quality level of service.

 Stockton-on-Tees BOROUGH COUNCIL		JOB DESCRIPTION	
Directorate: Children's Services		Service Area: Schools and SEN	
JOB TITLE: Educational Psychologist (Pathway Development Centre)			
GRADE: Soulbury Main Grade A : 3-8 (+3 SPA)			
REPORTING TO: Senior Educational Psychologist			
1.	JOB SUMMARY: <ul style="list-style-type: none">• Delivery of psychological services to schools, including academies and, where they have allocated Pathway Development Centre (PDC) provision for children who are permanently excluded or at risk of permanent exclusion.• Working with children and young people aged across Key Stage 1, 2 and 3 who have been or at risk of permanent exclusion and supporting the PDC setting to identify their needs, by way of assessment, consultation and support to the PDC settings. This may also include identification of special educational needs under broad areas of need• To undertake project work and research, as required, to inform the practice of the EPS and support Local Authority (LA) developments relating to children with social, emotional and mental health difficulties.• Providing advice to the LA in line with policies, procedures, and legislation and DfE documentation for the Statutory Assessment of children and young people who have places within the PDC• To contribute to meetings, assessment, planning and review, in line with LA policies, procedures, and legislation, including the Special Educational Needs and Disability Code of Practice in respect of children who have PDC places and supporting the setting with developing an appropriate pathway.• To work closely with the Principal SEND Advisor and relevant officers in the SEN & Engagement Service to ensure optimum delivery of services for PDC Schools.		
2.	MAIN RESPONSIBILITIES AND REQUIREMENTS		
	1.	To promote and safeguard the welfare of children, young people and/or vulnerable adults	
	2.	To offer consultation to schools which are Pathway Development Centres (PDC) regarding the management of provision and policy development in line with the LA guidelines	
	3.	To manage a caseload and complete appropriate assessment and advice relating to children who are admitted into the PDC and case file management as appropriate	

	4.	To develop in consultation with PDC Schools strategies and support for children who attend PDC and support the school staff by advising how to implement these interventions to ensure the children's needs are well supported in the setting.
	5.	To provide psychological advice to the LA and PDC in relation to relevant legislation when this is a requirement.
	6.	To contribute to the agreed EPS and Local Authority CPD and staff development programmes agreed with the PDC and Local Authority.
	7.	To assist PDC schools in the implementation of LA SEN policies, in line with the Code of Practice/Children and Families Act 2014 - Special Educational Needs and Disability Code of Practice: 0 to 25 years
	8.	To develop initiatives aimed at providing good professional practice
	9.	To work with other LA, Health and voluntary agencies to promote the psychological welfare of children and young people
	10.	To carry out other duties and functions as might reasonably be requested
	11.	To work within and meet appropriate performance targets
	12.	To comply with Stockton-on-Tees Borough Council and relevant professional codes of conduct and HR policies. The completion of such will require the post holder to live out these codes in every aspect of his/her work and for his/her actions to demonstrate a commitment to them.
	13.	The Health and Safety at Work etc. Act 1974 and associated legislation places responsibilities for health and safety on Stockton-on-Tees Council, as your employer and you as an employee of the council. In addition to the Councils overall duties, the post holder has personal responsibility for their own health & safety and that of other employees; additional and more specific responsibilities are identified in the Council's Corporate H&S policy
	14	To assist in promoting and implementing relevant business unit plans to support the children and young people
	15	To participate in appropriate SEN and Engagement Service team meetings and service development days as appropriate
	16	To use and follow all SEN & Engagement Service policies and procedures to maintain high quality services and systems, including those relating to practice within The Educational Psychology Service.
	17	To participate in CPD activities, annual appraisal and regular supervision to support professional development, as appropriate
	18	Liaise with administrative and clerical staff as appropriate
	19	Liaise with colleagues and provide regular updates in relation to progress of children in the PDC and contribute to internal meetings as required in relation to these children to support the delivery of the PDC
	20	To promote the outcomes of the PDC and have close working practice with families and PDC settings
	21	To form effective working relationships with PDC Schools, parents/carers, other LA officers and colleagues from external agencies as appropriate
	22	Promote models of applied psychology and good practice that will enable the optimal psychological development of children and young people

	23	To encourage PDC schools to incorporate applied psychological theory and practice to address areas identified for school improvement and capacity building with staff. This includes practicing consultation as a model of delivering psychological services.
	24	To encourage multi-agency working and partnership with parents to support children with additional, complex and multiple needs, and those from vulnerable groups who experience barriers to learning and social and emotional development
	25	The post holder will also meet the psychological needs of such children/ young people in the wider community serviced by the range of schools, academies and educational settings, as appropriate
	26	The post holder will manage an ongoing generic case load, including statutory work
	27	The post holder will manage and organise the input into Partnership Agreements with schools, academies and educational settings in response to the settings' needs and requirements.
	28	To contribute to the development and delivery of training for colleagues across services and settings, as appropriate

3. GENERAL

Job Evaluation - This job description has been compiled to inform and evaluate the grade using the NJC Job Evaluation scheme as adopted by Stockton Council.

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

Workforce Culture and supporting behaviours and Code of Conduct – The post holder is required to carry out the duties in accordance with Workforce Culture and supporting behaviours, code of conduct, professional standards and promote equality and diversity in the workplace.

Shaping a Brighter Future – The post holder will embrace the Council's "Shaping a Brighter Future" programme.

Personal Development – As defined by the Council's Culture Statement, all employees will take responsibility for their own development

Customer Services – The post holder is required to ensure that all customers both internal and external, receive a consistently high quality level of service, commensurate to the standards required by Stockton on Tees Borough Council.

Policies and Procedures – The post holder is required to adhere to all Council Policies and Procedures.

Health and Safety – The post holder has a responsibility for their own health and safety and is required to carry out the duties in accordance with the Council Health and Safety policies and procedures.

Safeguarding – All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Stockton Council's Safeguarding Policy. In addition employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.



PERSON SPECIFICATION

Job Title/Grade	Educational Psychologist (Pathway Development Centre)	Soulbury Main Grade A
Directorate / Service Area	Children's Services	Schools and SEN
Post Ref:	POS010900	

	ESSENTIAL	DESIRABLE	MEANS OF ASSESSMENT
Qualifications	Honours degree in Psychology or equivalent Postgraduate training in Educational Psychology	Relevant additional courses associated with Educational Psychology, such as special needs or other child development/relevant specialist discipline	Application form Certificate of Qualifications
Experience	Experience relevant to the practice	Additional experience in related areas Experience of supporting children with social, emotional mental health difficulties and those at risk of, or have been permanently excluded Experience of successfully supporting children and young people back into mainstream school following permanent exclusion or time spent in pupil referral unit or equivalent provision	Application Form / Interview

<p>Knowledge & Skills</p>	<p>Motivation to work with children and young people and/or vulnerable adults</p> <p>Ability to form and maintain appropriate relationships and personal boundaries with children and young people and/or vulnerable adults</p> <p>Ability to combine complex information to inAbility to support and work effectively with a wide range of professionals, families and children</p> <p>Effective time management skills</p> <p>Effective casework management, using own initiative but able to act upon guidance</p> <p>Effective administrative skills form planning/decision making</p> <p>Ability to set and maintain high standards of professional practice</p> <p>Evidence of ongoing CPD</p> <p>Ability to work collaboratively as part of a team</p> <p>A knowledge and commitment to safeguarding and promoting the welfare of children, young people and/or vulnerable adults</p> <p>A sound knowledge of psychological theory and practice</p> <p>Special Educational Needs and Disability Code of Practice: 0 to 25 years</p>	<p>Ability to contribute to training for teachers/tutors, other LA colleagues and service users</p> <p>Willingness and ability to undertake research and project work</p> <p>Ability to contribute substantially to the development of innovative practice</p> <p>Highly developed influencing, caring, advocacy and negotiation skills are required</p> <p>Ability to make clear recommendations on the identified need, provision and outcomes of children within the PDC and to compose this in clear written format, conveying the information to PDC schools and families clearly.</p> <p>Ability to build positive working relationships with children and families to support the outcome and mission of the PDC schools to successfully integrated children back into mainstream school as far as possible.</p> <p>Knowledge and experience of THRIVE.</p>	<p>Application Form/ Interview/ References</p>
-------------------------------	--	--	--

Specific behaviours relevant to the post	<p>Ability to establish professional, effective working relationships with a range of partners/colleagues and children & young people and/or adults</p> <p>Ability to use tact and clearly articulate views and ideas.</p> <p>Ability to work collaboratively as part of a team</p> <p>Ability to compose written reports/email correspondence conveying clearly articulated advice, guidance or information</p> <p>Ability to exchange in writing wide-ranging, complex and contentious information and submission of complex reports to others for decisions on key issues</p>		Application / Interview/ References
Other requirements	<p>Is positive and enthusiastic in delivering work</p> <p>Strong customer care ethos</p> <p>Able to manage difficult situations effectively</p> <p>Actively listens to the concerns of others creating a safe environment for an honest discussion</p> <p>Registered with the Health & Care Professions Council (HCPC)</p>		Interview/ Application Form

Person Specification dated September 2020

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 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 26 days plus 8 public holidays. Employees with 5 years continuous service receive 31 days annual leave.

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 towards an environment where all employees, residents and service users receive equal treatment regardless of gender or gender reassignment, marital or civil partnership status, sexual orientation, age, disability, race, religion or belief, social origin, pregnancy and maternity.

Job Sharing

A voluntary Job Sharing Scheme is in operation. Applications to job share are welcome and there is no requirement for you to apply with a partner.

Payment of Salaries

Salaries are paid monthly on the last working day of the month. 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 DBS check. If this is the case an appropriate statement will appear in the recruitment advertisement.