

JOB DESCRIPTION

Post Title: Virtual School Educational Psychologist	Director/Service/Sector: Virtual School, Childrens Services	Office Use
Grade: Soulbury Scale A point 7 plus 3 SPAs	Workplace: Northumbria House, Cramlington	JE ref: HRMS ref:
Responsible to: VS Lead Educational Psychologist	Manager Level:	
Job Purpose: Through the application of psychology, promote the educational, emotional and personal development of children and young people who have had experience of being in local authority care. The postholder will provide an educational psychology service to children, teachers, schools and settings in Northumberland as a key member of the Virtual School.		
Resources	Staff	To provide supervision and support to the Education Support for Looked After Children team as appropriate
	Finance	N/A
	Physical	Specialist resources
	Clients	Looked after children, care leavers, post-LAC children, foster carers, Designated Teachers in schools, partner agencies
Duties and key result areas Job Purpose: <p>The purpose of the Virtual School is to improve education outcomes for children in care, care leavers and children who have left care. The Virtual School Education Psychologist will contribute to this by supporting children and the adults involved in the lives of children and young people to:</p> <ul style="list-style-type: none"> • intervene early where additional/special educational needs and requirements are identified; • support those with on-going additional needs and requirements. <p>The main duties and responsibilities of the Virtual School Educational Psychologist are:</p> <ul style="list-style-type: none"> • to safeguard and promote the welfare of children and vulnerable adults with whom s/he has contact; • to meet standards set out by Health and Care Professionals Council; • to promote the educational, emotional and personal development of children and young people by applying knowledge of psychology in working with: <ul style="list-style-type: none"> ○ looked after children, care leavers and previously looked after children; ○ key people in their lives (e.g. parents/carers, teachers, learning support assistants) who have concerns about some aspect(s) of their progress or development; ○ other professionals and partner agencies working to support the Virtual School and the children and young people on its virtual roll.; • to work closely with other staff within SEND services to provide a high quality service for looked after children, care leavers and previously looked after children; • to promote effective inclusive outcomes for the concerns expressed by individuals; • to provide timely agreed written feedback documenting actions taken by Educational Psychologist and actions agreed by others; • to provide a written assessment of needs for all children and young people at their point of entry into the care system; • to put arrangements in place to monitor the progress of individuals based on the initial assessment described above; 		

- to offer advice to other Educational Psychologists who are preparing written advice for children undergoing Education, Health and Care Assessments to enable the Local Authority to comply with its responsibilities;
- to contribute to the training and development of the Virtual School workforce in Northumberland, including ESLAC team members, Designated Teachers for Looked After Children, social workers, IROs and foster carers, with a focus on the themes of attachment and trauma;
- to develop with partners the effective use of the Strengths and Difficulties Questionnaire (SDQ);
- to co-ordinate the Virtual School's participation in regional strategies to promote education achievement and improve outcomes for looked after children, care leavers and previously looked after children eg PALAC;
- to contribute to the further development of Virtual School policy and practice on inclusion and Special Educational Needs and Disability;
- to contribute to the evaluation of the Virtual School's impact on outcomes for children and young people.;
- to contribute to the identification of team, service and personal development needs and to participate in ensuing research and development work as agreed;
- to participate in CPD and supervision activities;
- to co-ordinate or direct the work of ESLAC team members when appropriate eg to develop the Thrive attachment approach in Northumberland.

Day to day operational management of the team will be delivered by the Virtual School Headteacher. Arrangements will be in place to provide professional guidance and support for the Virtual School Educational Psychologist in relation to matters of psychological practice, quality control, appraisal, professional supervision and continuing professional development.

The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post and the grade has been established on this basis.

Transport requirements:	To undertake the necessary travel requirements of the post
Working patterns:	This post will be full time term time only plus 10 days, or job share with access to NCC's flexible working arrangements
Working conditions:	

PERSON SPECIFICATION

Post Title: Virtual School Educational Psychologist		Director/Service/Sector:	Ref:
Essential		Desirable	Assess by
Knowledge and Qualifications			
<p>An Honours Degree in Psychology recognised as a Graduate Basis for Chartered Membership (GBC) of the British Psychological Society.</p> <p>A recognised post-graduate training in Educational Psychology.</p> <p>Holder of a Health and Care Professionals Council (HCPC) Practitioner Psychologist Registration as an Educational Psychologist. For applicants currently or recently completing training, assumption will be made that HCPC registration will be achieved.</p> <p>Excellent interpersonal and communication skills.</p> <p>Flexible approach to achieving corporate objectives.</p> <p>Commitment to keep children and young people safe by:</p> <ul style="list-style-type: none">o providing a safe environment for children and young people to learn,o commitment to identify children and young people who are suffering or likely to suffer significant harmo take appropriate action with the aim of making sure children are kept safe.		<p>Accredited training / qualifications, or willingness to undertake training as a practitioner or trainer in specific a range of therapeutic approaches e.g. VIG, Narrative Therapy.</p> <p>Previous experience of working with looked after children, care leavers or previously looked after children.</p> <p>Previous experience of working in a Virtual School.</p>	a,i
Experience			
<p>Applying psychology within a wide variety of contexts and to a wide a range of complex issues including:</p> <ul style="list-style-type: none">o developing preventative strategies,o capacity building with carers, designated teachers, teaching assistants etc.o working with groups of children and young people,o intervening with individual children whose emotional, behavioural and/or learning needs may be complex,o coordinating, planning and delivering training opportunities,o research / evaluation skills,		<p>Varied, relevant and recent experience as an Educational Psychologist.</p> <p>Proven track record in collaborative professional teamwork.</p> <p>Experience working within a multi-disciplinary context.</p> <p>Experience of developing/delivering a service following a SLA model.</p>	a,i

<ul style="list-style-type: none"> o providing psychological advice to Education Health and Care Assessments. 	Experience of working with looked after children, care leavers and previously looked after children.	
Skills and competencies		
High level skills and competencies in the following practice areas: <ul style="list-style-type: none"> o solution oriented consultation o attachment and trauma o assessment o intervention o report writing o negotiating, planning, presenting and evaluating professional and organisational development activities 	Ability to chair multi-disciplinary meetings involving children and young people, carers and other professionals.	a,i
Physical, mental and emotional demands		
<ul style="list-style-type: none"> o capability to assertively and flexibly work as an applied psychologist o to work with resilience o to work to tight deadlines in an ever-changing environment o to contribute comprehensively to the successful resolution of complex cases and issues o ability to fulfil the travel requirements of the post. 		a,i
Other		
Proficient use of ICT		a,i

Key to assessment methods; (a) application form, (i) interview, (r) references, (t) ability tests (q) personality questionnaire (g) assessed group work, (p) presentation, (o) others e.g. case studies/visits