

Person Specification

Part A

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1. Good honours degree in psychology or equivalent, that provides graduate basis for registration with the HCPC
2. Successful completion of a post graduate training course in Educational Psychology.
3. Experience of successfully undertaking a broad range of Educational Psychologist duties at all levels of the Currie Matrix
4. Extensive knowledge of children's development and current issues as they apply to the wellbeing and attainment of children and young people including the ability to explicitly draw upon applied educational psychology research and practice.
5. Detailed knowledge of relevant legislation and statutory guidance.
6. Ability to work effectively and in partnership with children, young people, and their parent / carers.
7. Ability to work both independently and as part of a collaborative team with colleagues from across a range of disciplines.
8. Detailed knowledge of safeguarding principles and the ability to implement safeguarding procedures both personally and through providing advice to colleagues.
9. Experience of successfully taking responsibility for an area of Educational Psychology practice, through providing leadership, advice, support and challenge for colleagues including those from other disciplines.
10. Ability to develop and promote the work of an Educational Psychology Service including through reviewing current practices and contributing to the development of short and long term plans
11. Experience of effectively supervising and supporting the work of colleagues, including trainee educational psychologists.
12. Evidence of innovative and creative thinking in order to problem solve effectively.
13. Proven ability to provide high quality training and service development work.
14. Good planning, organisation and analytical skills, including good time management and the ability to meet deadlines
15. Good written and oral communication skills, including the use of ICT

16. Ability to meet the travel requirements of the post

Desirable

1. Evidence of further professional development in areas relevant to this post.
2. Driving licence and access to the use of a car.

Part B

The following criteria may also be further explored at the interview stage:

1. Good oral communication skills.
2. A commitment to inclusion, preventative practice and early intervention.
3. A high level of personal "drive" and energy, the capacity for sustained effort and performance, and the ability to adjust to new demands and circumstances.
4. Assertiveness and independence of thought and action whilst recognising interpersonal / professional / line managerial boundaries.
5. Ability to influence attitudes and opinions of others, seeking their agreement through persuasion and negotiation.
6. Ability to make firm and well considered decisions about ideas and courses of action, having considered all the facts and alternatives available and consulted others as necessary, within realistic time scales.
7. Consideration, concern and respect for other people's feelings and opinions; being a good listener and displaying empathy.
8. Ability to co-operate and work well with others in the pursuit of team goals, sharing information and supporting others.
9. Ability to establish and maintain constructive and open relationships with a wide range of people, achieving positive shared outcomes and sharing feedback.
10. Ability to recognise and manage stress, remaining objective and stable in stressful situations, and accepting criticism without becoming defensive.
11. High professional ethical standards, integrity, reliability and trustworthiness and understanding of the need for, and limitations of, confidentiality.
12. A sound understanding of equality issues in providing services, respecting and valuing individual diversity and contributions and thereby seeking to avoid explicit and unwitting discrimination.

Additional Requirements

1. Occupational health clearance.
2. Enhanced DBS check – Regulated Activity