Job Description

People Team use only	JE Code:

Job title	Senior Educational Psychologist
Grade	Soulbury Scale B, Points 3 - 6 plus up to 3 SPAs
Service and team	Educational Psychology Service; SEND and Inclusion
Directorate	Children, Young People and Learning
Line manager	Principal EP, Educational Psychology Service
People management responsibilities	Supervision of qualified Educational Psychologists and Trainee Educational Psychologists

Job Purpose

The core objective of an Educational Psychologist is to promote inclusive educational practices which help to improve outcomes for children and young people. The successful candidate will be responsible for providing, monitoring and evaluating the effective delivery of a high quality Educational Psychology Service to children and young people (0 – 25 years), parents / carers, schools and other professionals.

In relation to the Senior duties the purpose will be to support the EPS Manager in all duties associated with day-to-day operational management and Service development. To support in the organisation of systems and the management of the EPS workforce to:

- Ensure that statutory responsibilities, as set out in the SEND Code of Practice (2014), are fulfilled.
- Ensure that Service Level Agreements to schools, settings and internal Council Services (e.g. HIVE and Early Years Inclusion Service) are fulfilled.
- Support the development of training / resources to enhance the EPS local offer made available to schools and settings via Service Level Agreements.
- Develop and promote Early Intervention and Prevention strategies which seeks to improve aspirations, outcomes and life chances for Children and Young People from birth to 25 years.

What you'll be doing

- Conduct statutory assessments in line with the statutory responsibilities outlined in the SEND Code of Practice 2014.
- Provide a range of evidence based preventative and early intervention services to schools via EP SLA.
- Contribute to and occasionally lead EPS team meetings and EPS study days.
- To arrange and facilitate regular supervision sessions for qualified Educational Psychologists and Trainee Educational Psychologists within the Service in accordance with HCPC standards and Service workforce needs.

- To promote professional practice, which is creative, inspirational, innovative and respectful in challenging the application of psychology for the benefit of all service users.
- To liaise closely with the Educational Psychology Service Manager to ensure effective management of the Service, implementation of systems and routines and compliance with Council policies and responsibilities.
- To support the development of skills, knowledge and understanding for Council staff through the preparation of training programmes for Corporate and CYPL audiences, including corporate parents, schools and families.
- To promote the identity of the Educational Psychology Service and remain a key advocate for Children and Young People and their families.
- To identify and acknowledge strengths and motivations within the Service workforce and coordinate responsibilities to improve Service function and efficacy to meet the needs of the Council and service users.
- To deliver any additional duties the Service Manager may wish to determine.
- To deputise for the service manager as required.

You need to have		**How we will assess these**
Knowledge	**Knowledge of:** • Relevant legislation particularly as it relates to the Code of Practice 2014 and the Children and Families Act 2014; • Safeguarding and Child in Need and Child Protection issues; • Ethical standards for practice as set out by HCPC and BPS and HCPC standards of proficiency for practitioner psychologists • Child and adolescent development (0-25 years); • Child and adolescent mental health; • Theoretical frameworks underpinning psychological approaches and their application; • The National Curriculum, expectations of QFT and a graduated approach to special educational needs; • Evidence based interventions available to schools for targeting teaching towards Special Educational Needs; • Pathways pertaining to 'Preparing for Adulthood'; • Trauma informed educational practice. **Excellent skills in:** • Working systemically with a staff team to devise and develop Service standards, policies and frameworks; • Supervision and experience with a variety of supervisory techniques and approaches;	References / interview process References / interview process

	• Managing difficult conversations; • Ability to chair and facilitate team meetings; • Working systemically with schools and settings to support organisational change; • Written and verbal communication; • Effective time management and the ability to meet deadlines; • ICT skills including use of Microsoft Office; • Psychological consultation and formulation; • Using a range of assessment tools and techniques; • Designing and implementing school-based interventions at the individual, group and whole school level; • Devising and delivering training for a range of audiences; • Providing the core conditions of unconditional positive regard and non-judgemental support to children and young people and their parents / carers; • Maintenance of professional boundaries and confidentiality as appropriate; • Developing and maintaining positive working relationships with school staff; • Working constructively with other disciplines and agencies in an integrated way.	
Qualifications, training and professional registrations	• Fully Qualified Educational Psychologist with an M.Sc. or Doctorate in Educational Psychology; • HCPC accredited; • Enhanced DBS; • Commitment to continuing professional development. Full driving licence and access to a vehicle. *	Job application / Interview process
Skills and experience	• Currently holds a Senior post or is an experienced Main-grade EP who has attained at least 2 SPAs on Scale A; • An ability to positively represent the Educational Psychology Service both within the Local Authority and beyond; • An ability to communicate effectively in both written and spoken language; • An ability to provide empathic responses to service users;	Currently holds a Senior post or is an experienced Main-grade EP who has attained all 3 SPAs on Scale A;

	• An awareness and regard for equality and diversity issues; • An awareness and regard for data protection and safeguarding policies and practices; • Ability to effectively contribute to integrated multi-agency working practices; • Ability to manage difficult conversations in a professional and respectful manner; • To effectively prioritise and organise allocated statutory work alongside SLA commitments, management duties and other designated Educational Psychologist duties; • To be able to take responsibility for making decisions relating to queries from supervisees, administrative staff and other colleagues, at a level commensurate with the Senior post.	Job application / Interview process
It would be nice if you also have		**How we will assess these**
Knowledge	Knowledge of evidence-based approaches to early intervention for children and young people with a broad range of needs.	Interview process
Qualifications, training and professional registrations	Evidence of engagement in continuous development activities.	Interview process
Skills and experience	• Experience of working with children and families in relation to Emotionally Based School Non-Attendance; • Experience of working systemically with schools and settings to support organisational change; • Experience of working directly with neurodiverse children and young people; • Experience of working directly with children and young people with Social, Emotional and Mental Health Needs / experience of trauma / Emotionally Based School Non Attendance.	Interview process
Other information about the job		
Working Conditions	Office based (open plan) / school based.	
Working Requirements and Arrangements	Flexible working between home and office with an expectation for 60% of admin time to be office based.	
Physical Requirements	Driving (ability to meet the transport requirements of the post). *	

DBS and Safeguarding Checks required	Enhanced DBS
Politically Restricted	This post is not politically restricted under the Local Government and Housing Act 1989.
Please note: if you use your own vehicle for business, you must have a valid driving licence, MOT, and business use insurance.	

Our Values
We Listen | We Care | We Are Ambitious | We Are Good Value for Money
Equality, Diversity and Inclusion
We treat our colleagues, residents and service users with dignity and respect, value differences, and challenge discrimination. We build inclusive teams and encourage diverse voices to shape our work.
Corporate Parenting
We all share responsibility for supporting children in our care – acting in their best interests as any parent would. This is known as corporate parenting and covers anyone working for the Local Authority no matter what their job role is. We promote safeguarding and report concerns appropriately.
Climate Change
We are reducing our carbon footprint by using less energy, travelling smarter, and recycling more. We welcome innovation that makes our services more sustainable.