

Job Description and Person Specification



Specialist Senior Educational Psychologist - Childrens Services Directorate

Salary:	£56,540 - £61,848
Scale:	Soulbury Scale B points 3-6 (and up to point 9 with 3 SPA points) and up to 2 further discretionary points (e.g. for management tasks).
Working hours:	Full-time 37 Hours – (Job-share requests will be considered) 0.6fte:0.4fte ratio of specialist to generic work
Work base:	Based in Kettering for work across North Northamptonshire
Responsible to:	Principal Educational Psychologist for specialist aspects of work. Senior Educational Psychologist for generic aspects of work.

We are delighted that you are considering joining our team at North Northamptonshire Council.

By recognising that our employees are our greatest asset, we invest in, value and develop them to progress our ambition to be an employer of choice. Our corporate values and behaviours also encourage customer focus, efficiency and support our employees to achieve.

Main Purpose

To take a lead role in the delivery of Educational Psychology to a designated area of need within the population of children and young people within North Northamptonshire. This will involve developing, overseeing and delivering projects aimed at improving outcomes for children and young people in one of two areas:

- 1) Early Years and Early Intervention.** The precise focus of the work will be determined within the scope of providing educational psychology support to the LA with regard to: pre-school education settings; community-based Family Hubs; and a graduated approach to meeting additional needs across the age range of children and young people.

- 2) **Social Inclusion.** The precise focus of the work will be determined within the scope of providing educational psychology support to the LA with regard to children and young people across the age range who have additional social emotional and mental health needs, which constitute a barrier to their engagement in education, or are at risk of being a barrier.
- 3) **Diversity.** The precise focus of the work will be determined within the scope of providing educational psychology support to the LA with regard to children and young people across the age range who may have barriers to education in relation to neurodiversity, cultural diversity or gender/sexuality diversity.
- 4) **Children with a Social Worker.** The precise focus of the work will be determined within the scope of providing educational psychology support to the LA with regard to children and young people across the age range who may have barriers to education in relation to needs arising from experiences that have led to them requiring involvement of a Social Worker currently or previously.

Over time as LA priorities change, the area of need for each post may also change.

To deliver a psychology service through consultation and working with individual and groups of children, parents and carers, schools and early years providers, the local authority and partner agencies.

Role Responsibilities

SPECIALIST SENIOR PRINCIPAL RESPONSIBILITIES

- To lead and attend strategic and operational meetings relevant to the area of specialism.
- To work closely with, and advise, other individual professionals, key services or groups of practitioners associated with the area of specialism, in order to support or coordinate multidisciplinary responses to local and national developments.
- To promote the development of good practice in educational settings and communities in relation to the specific area of need.
- To provide verbal and written reports to senior managers and strategic / operational groups on work undertaken within the specialist area.
- To provide leadership in the development of strategies and initiatives related to the area of specialism.
- To coordinate / support the work of any other Educational Psychologists or Assistant Educational Psychologists who have designated time to work within the specialist area.
- To inform and advise managers both within the Educational Psychology Service, within Education, and within the wider Children's Services Directorate of national and local trends, developments, funding streams and issues related to the specialist area.
- To work closely with other services and stakeholders who have a role or specific interest or lived-experience in relation to the specialist area – including parents/carers and children & young people's participation groups.
- To contribute to service planning and development related to the specialist area.
- To raise awareness of national and local developments and issues within the area of specialism.
- To provide supervision to colleagues in their own work, including regarding children and young people, in relation to the area of specialism.
- To take the lead in maintaining Educational Psychology Service resources relevant to the area of specialism.
- To provide training / CPD activities relating to the area of specialism for other professionals and organisations and for parents/carers.
- To develop, implement and participate in quality assurance and evaluation within the area of specialism.
- To work with the EP senior management team to ensure projects are delivered within budget and timescales.
- To engage in research and development work within the area of specialism.
- To take the lead in embedding innovative, evidence-based work practice relating to the area of specialism, within the service.
- To provide impact and evaluation reports linked to the Educational Psychology Services' key performance indicators for that area of specialism. For example, how is the role reducing exclusion or absenteeism of vulnerable groups.

- To take a lead in developing expertise and knowledge in the designated area of specialism.
- To attend local, regional and national meetings, interest groups and conferences in the area of specialism.
- To undertake casework particular to the area of specialism.

GENERIC PRINCIPAL RESPONSIBILITIES

- To deliver a psychological service through consultation and working with individual and groups of children, parents and carers, schools and early years providers, the local authority and partner agencies.
- To be responsible to the area's senior educational psychologist for the delivery of a psychological service to an identified number of schools and the surrounding community.
- To undertake identified research and development activities.
- Bring to the attention of the senior educational psychologist matters relating to the quality of educational provision and the effects of policy.
- To work within the quality standards guidelines set for the service, irrespective of whether delivering to core services or a commissioned response.
- To undertake appropriate professional development, identified through appraisal and in accordance with HCPC requirements
- Ensure professional liaison with other agencies in the area.
- Decide on the appropriate form of response to requests for educational psychologist input.
- Participate in area and county development and working groups.
- To ensure that reasonable care is taken at all times for the health, safety and welfare of yourself and other persons, and to comply with policies and procedures relating to health and safety within the Council.
- Demonstrate awareness/understanding of equity and other people's behavioural, physical, social and welfare needs, including with regard to safeguarding and promoting welfare of children as described by Northamptonshire Safeguarding Children Partnership (NSCP).
- To carry out any other duties which fall within the broad spirit, scope and purpose of this job description.

These principal responsibilities reflect the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

The key tasks and accountabilities are as follows: -

A. General

- To be a consultant to educational and Council professionals, as appropriate, in helping them meet the responsibilities of their post.
- To promote all aspects of inclusion based on Council guidelines.
- Advise on child development and learning from birth, within the context of overall development.
- To undertake appropriate action when schools, those with parental responsibility or other agencies request consultation, assessment or intervention, where the identified difficulty is of a psychological nature and may not necessarily present as a learning difficulty.
- To ensure a co-ordinated response to meeting the special educational and developmental needs of pre-school children and support to their parents/carers.
- To ensure equity and inclusion in education for all pupils.
- Prioritise support for Children in Care to North Northamptonshire Council.
- Participate in appraisal and supervision for educational psychologists.
- Supervise educational psychologists in training, when opportunities arise to do so.
- Ensure that professional development needs are identified and that agreed professional development activities are undertaken, in the light of BPS and HCPC criteria.
- Ensure that information is provided for service evaluation and performance measures.
- To ensure the maintenance and development of networking with other agencies and services.
- Contribute to North Northamptonshire's profile of required educational psychologists' knowledge and skills.
- To undertake any other duties appropriate to a post of this grade as may be required from time to time.

B. School/College Support (Mainstream, Special, Alternative Provision and Further Education)

- Assist with the identification, assessment and planning of interventions for individual pupils where:
 - (a) the information indicates probably complex causes of the difficulties, or
 - (b) there is a continuing lack of progress in response to the arrangements being made by the school.
- When appropriate, undertake consultation and/or assessment and intervention when it is considered that a pupil may require a statutory assessment.
- Undertake appropriate assessment and interventions where psychological consequences of a special educational need, behaviour or learning difficulty are identified or predicted.
- Support and advise on the policies required to further develop provision in schools.
- Provide timely Psychological Advice to the Local Authority for pupils for whom the Education, Health and Care Team has decided to undertake a statutory assessment.
- Be available to undertake general consultative work and advice.
- Work with schools to further educational and social inclusion.
- Provide further professional development for staff.

C. For Pupils with Special Educational Needs as identified through statutory assessment

- Provide Psychological Advice to the Local Authority for all pupils for whom a further assessment has been initiated.
- To attend SEND Tribunals as an expert witness for the Local Authority as required.
- Attend the statutory Annual Reviews of in-county pupils when this is required by the Local Authority for casework reasons or as a result of commissioning.
- Attend statutory reviews of Children in Care, including those placed in out-authority independent schools, when acting as the named educational psychologist for the pupil, and when this is required by the Local Authority for casework reasons or as a result of commissioning.
- When commissioned by schools, help plan interventions and establish objectives for pupils.
- Prioritise support to Children in Care for whom North Northamptonshire is their home authority.

D. For Pre-School Children

- Undertake appropriate action on behalf of pre-school children from the responsibilities as listed above.

Person Specification

Qualifications

Essential

Up to August 2006, a fully qualified educational psychologist has:

- a first degree in psychology or an equivalent qualification recognised by the BPS as conferring the Graduate Basis for Membership
- Successfully completed a course of post graduate professional training recognised by the Health and Care Professions Council (HCPC) as conferring eligibility for registration as an educational psychologist.
- At least two years qualified classroom teaching experience.

Educational psychologists qualifying after this date will have the first two bullet points above, plus substantial experience working with children in education or children's services or both, for example, two years' successful teaching.

- HCPC Registration as a practitioner psychologist.

Desirable

- Registration as a Chartered Educational Psychologist

Background and Experience

Essential

- A minimum of 2-years' successful experience as an educational psychologist in a local authority educational psychology service or equivalent.
- Experience of working with professionals from other agencies.
- Successful organisation and delivery of further professional development to teachers and others responsible for children.

Desirable

- Registered as a Chartered Educational Psychologist.

Knowledge and Experience

Essential

- Knowledge of psychological theory, research and evidence-based interventions linked to the area of preferred specialism.
- Knowledge of current practice in Educational Psychology linked to the area of preferred specialism.
- An in-depth knowledge of the statutory framework which guides the work of educational psychologists.

Desirable

- A specialist area of knowledge within educational psychology.
- An enhanced Scale A role involving dedicated time.
- Experience of supervising trainee educational psychologists and/or assistant educational psychologists and/or other professionals.
- Experience of using strategic thinking.

Ability and Skills

Essential

- The ability to contribute to the shared tasks of multi-professional working.
- Demonstrable evidence of a commitment to maximise educational achievement and inclusion.
- Demonstrable ability to work with parents/carers as partners and to elicit the voice of the child.
- Ability to communicate clearly and concisely.
- Ability to travel to different locations; hold a UK driving licence; and have use of a car.
- An ability to prioritise and manage workloads.
- The ability to undertake research activities and apply the outcomes to guide good practice.
- Able to see the 'big picture' and contribute to strategic development.
- Ability to contribute to policy work specifically around the area of specialism.

Equal Opportunities

- Wide knowledge of equalities and equal opportunities, including legislative framework. A commitment towards tackling inequality and exclusion within our schools and communities.

Mental Demands of the role

- Ability to prioritise, manage workload and adapt to change.
- Ability to make and defend decisions in a non-threatening way.
- An appreciation of the local needs of educational settings and communities.
- Ability to maintain high levels of professional and personal integrity.
- An appreciation of the rights and aspirations of others.
- Personal and professional initiative.

Accountability / Autonomy

For specialist work, the educational psychologist will be accountable to the principal educational psychologist; and for generic work, the educational psychologist will be accountable to a senior educational psychologist: for maintaining a high professional standard in the delivery of all aspects of their work. Within these accountabilities, the educational psychologist will make their own professional decisions based on evidence, knowledge of relevant research and with reference to guidance set by Local Authority policies and HCPC registration.

North Northamptonshire EPS is committed to safeguarding and promoting the welfare of children and vulnerable adults, and expects all employees and volunteers to share this commitment. We are committed to developing anti-discriminatory practice in relation to employment and service delivery.

Our Values and Behaviours

Our values define who we are and how we operate, by forming the foundation for how we interact with our customers, colleagues and provide our services. They are also at the forefront of our decision making and delivery and include:



Our Key Commitments

Our key commitments help ensure that the priorities we make, now and in the future, maintain the necessary breadth of focus in those areas that we believe matter most.

Our key commitments are:

- **Active, fulfilled lives:** We will help people live healthier, more active, independent and fulfilled lives.
- **Better, brighter futures:** We will care for our young people, providing them with a high-quality education and opportunities to help them flourish.
- **Safe and thriving places:** We will enable a thriving and successful economy that shapes great places to live, learn, work and visit.
- **Green, sustainable environment:** We will take a lead on improving the green environment, making the area more sustainable for generations to come.
- **Connected communities:** We will ensure our communities are connected with one another, so they are able to shape their lives and the areas where they live.
- **Modern public services:** We will provide efficient, effective and affordable services that make a real difference to all our local communities.

Why choose us?

We offer a fantastic working environment including diverse and active staff networks, great flexible working opportunities and well as many other benefits, you will:

- Receive a generous annual leave allowance.
- Have access to our Employee Assistance Programme which offers a confidential service for employees and their families 24 hours a day / 7 days a week. The programme provides expert

advice and counselling in areas such as finances, family and personal problems, work issues, health related problems, childcare and consumer rights.

- Join the Local Government Pension Scheme (LGPS), which is a tax approved occupational pension scheme with a generous employer contribution rate, immediate life cover and ill-health protection. Benefits are based on the length of your membership and final salary.

We are proud to be a recognised Disability Confident Employer and is committed to providing an inclusive recruitment process and will offer an interview to disabled applicants who meet the essential criteria for the role.

