



PERSON SPECIFICATION

Post Title:	Educational Psychologist
Grade	Educational Psychologist, West Northamptonshire Council Local Soulbury Scale A Points 3- 8, £43,668 to 58,695 FTE (the maximum salary indicated is Scale A Point 11 which is inclusive of 3 SPA points)
Service Area:	West Northamptonshire Educational Psychology Service

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
Education and Qualifications (as in the Soulbury Report, para. 4.1)	<p>Up to August 2006, a fully qualified educational psychologist has:</p> <ul style="list-style-type: none"> a first degree in psychology or an equivalent qualification recognised by the British Psychological Society (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 <p>Educational psychologists qualifying after this date will have the first two bullet points above, plus substantial experience of working with children in education or children's services or both, for example, two years' successful teaching.</p>	<ul style="list-style-type: none"> Registration as a Chartered Educational Psychologist
Experience and Knowledge	<ul style="list-style-type: none"> An in-depth knowledge of the statutory framework which guides the work of educational psychologists Experience of working with professionals from other agencies 	<ul style="list-style-type: none"> A specialist area of knowledge within educational psychology Previous successful experience working as an educational psychologist



Ability and Skills	<ul style="list-style-type: none"> • The ability to contribute to the shared tasks of multi-professional working • Demonstrable evidence of a commitment to maximise educational achievement • Demonstrable evidence of a commitment to inclusion • Demonstrable ability to work with parents/carers as partners • Demonstrable evidence of a commitment to elicit the voice of the child • Ability to communicate clearly and concisely, orally and in writing • An ability to travel to different locations • An ability to prioritise and manage workloads 	<ul style="list-style-type: none"> • Successful organisation and delivery of further professional development to teachers and others responsible for children • The ability to undertake research activities and apply the outcomes to guide good practice
Equal Opportunities	<ul style="list-style-type: none"> • Wide knowledge of equality and diversity issues at all levels, including equal opportunities legislative framework. A commitment towards tackling inequality and exclusion within our schools and communities 	
Mental Demands of the Role	<ul style="list-style-type: none"> • Enthusiasm for working with multi-professional and multi-agency colleagues • An appreciation of the local needs of schools and communities • Ability to prioritise and accommodate change • Ability to make and defend decisions in a non-threatening way • Ability to maintain high levels of professional and personal integrity • An appreciation of the rights and aspirations of others • Personal and professional initiative • Ability to work with integrity under pressure and manage/identify competing demands 	
Accountability / Autonomy	<p>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 this accountability 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, the British Psychological Society (BPS) and HCPC registration.</p>	



JOB DESCRIPTION

Post Title	Educational Psychologist
Salary Grade	Educational Psychologist, West Northamptonshire Council Local Soulbury Scale A Points 3- 8, £43,668 to 58,695 FTE (the maximum salary indicated is Scale A Point 11 which is inclusive of 3 SPA points)
Hours	37 (full-time)
Locations	Northampton central and Daventry, Towcester and Brackley areas (based at One Angel Square)
Reports To	Senior Educational Psychologist
Service Area	West Northamptonshire Educational Psychology Service (EPS)
Purpose of Post	To deliver a psychology service through a consultation model, working with individuals and groups of children, parents and carers, schools and other educational providers including early years settings, the local authority and partner agencies.

PRINCIPAL RESPONSIBILITIES

1. To deliver a psychological service through a consultation model, working with individuals and groups of children, parents/carers, schools, and other educational providers including early years settings, the local authority and partner agencies
2. To be responsible to the area senior educational psychologist for the delivery of a psychological service to an identified number of schools and the surrounding community
3. To undertake identified training, research, and development activities
4. To bring to the attention of the senior educational psychologist matters relating to the quality of educational provision and the effects of policy
5. To work within the quality standards guidelines set for the service, irrespective of whether delivering to core services or a commissioned response
6. To undertake appropriate professional development, identified through appraisal and supervision and in accordance with HCPC requirements
7. Ensure professional liaison with other agencies in the area
8. Decide on the appropriate form of response to requests for educational psychologist input
9. Participate in area and county development and working groups
10. To ensure that reasonable care is always taken for the health, safety and welfare of yourself and other persons, and to comply with policies and procedures relating to health and safety within West Northamptonshire Council
11. Demonstrate awareness/understanding of equality and diversity issues and equal opportunities legislation regarding other people's behavioural, physical, social and welfare needs
12. Ensure policies and procedures with regards to the safeguarding of children and young people and vulnerable adults across Northamptonshire are followed at all times. To promote the welfare of children as described by Northamptonshire Safeguarding Children Partnership (NSCP)
13. To carry out any other duties which fall within the broad spirit, scope, and purpose of this job description



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These principal responsibilities reflect the major tasks to be carried out by the post holder and identify 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 other Council professionals, as appropriate, in helping them meet the responsibilities of their post
- Promote all aspects of inclusion based on Council guidelines
- Advise on child development and learning from birth, within the context of overall development
- Undertake appropriate action when schools and other educational settings, those with parental responsibility or other agencies request consultation, assessment, or intervention where the identified difficulty is of a psychological nature
- Ensure a co-ordinated response to meeting the special educational and developmental needs of pre-school children and support to their parents/carers
- Ensure equality of opportunity and inclusion in education for all pupils
- Prioritise support for a Child in Care to West Northamptonshire Council
- Develop and deliver training as required, as part of the service offer to schools/settings, other professionals, and parents/carers
- Develop and deliver supervision/coaching as required as part of the service offer, for example Emotional Literacy Support Assistant (ELSA) supervision groups
- Participate in appraisal and supervision for educational psychologists
- Contribute to the county profile of required educational psychologists' knowledge and skills which may include participating in working groups and leading on countywide initiative and projects in line with a model of distributed leadership
- Supervise educational psychologists in training, when appropriately experienced (minimum of 2 years post-qualification)
- 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
- Ensure the maintenance and development of networking with other agencies and services
- Undertake any other duties appropriate to a post of this grade as may be required from time to time

B. School 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



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- 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 Psychological Advice to the Council 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 Council for all pupils for whom a further assessment has been initiated
- To attend SEND Tribunals as an expert witness for the Council as required
- Attend the statutory Annual Reviews of in-county pupils when this is required by the Council 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 Council for casework reasons or as a result of commissioning
- Be the officer of the Council for pupils placed in out-county provision, as agreed between Education, Health and Care Team Officers and the EPS
- When commissioned by schools, help plan interventions and establish objectives for pupils
- Prioritise support to Children in Care for whom West 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

GENERAL

- To take account of Health and Care Professions Council (HCPC) and British Psychological Society (BPS) guidelines regarding safe professional practice.

August 2022