

## PERSON SPECIFICATION

Post Title:	Educational Psychologist
Grade	Soulbury Scale A 6-8 + 3 SPAs available
Service Area:	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"> <li>• a first degree in psychology or an equivalent qualification recognised by the BPS as conferring the Graduate Basis for Membership</li> <li>• 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</li> <li>• At least two years qualified classroom teaching experience</li> </ul> <p>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.</p>	<ul style="list-style-type: none"> <li>• Registration as a Chartered Educational Psychologist</li> </ul>
Experience and Knowledge	<ul style="list-style-type: none"> <li>• An in-depth knowledge of the statutory framework which guides the work of educational psychologists.</li> <li>• Experience of working with professionals from other agencies.</li> </ul>	<ul style="list-style-type: none"> <li>• A specialist area of knowledge within educational psychology.</li> <li>• Previous successful experience as an educational psychologist.</li> </ul>



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

## JOB DESCRIPTION

Post Title	Educational Psychologist
Salary Grade	Soulbury Scale A points 6-8 (up to point 11 with 3 SPA points).  Permanent.
Hours	Minimum 22.2 hours to 37 Hours: All Posts
Locations	Based in Kettering for work across North Northamptonshire
Reports To	Senior Educational Psychologist
Service Area	Educational Psychology Service (EPS)
Purpose of Post	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.

### PRINCIPAL RESPONSIBILITIES

1. 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.
2. 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.
3. To undertake identified research and development activities.
4. 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 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 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.
11. Demonstrate awareness/understanding of equal opportunities 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).
12. 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 equality of opportunity 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 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.
- 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 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 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.

July 2022