

WHERE
CAREERS
THRIVE

When potential
is unlocked,
talent *thrives*



West
Northamptonshire
Council

Specialist Senior Educational Psychologist

Educational Psychology Service, People's Services

Thank you for your interest in this role. Our vision at West Northamptonshire Council (WNC) is: 'to make West Northants a great place to live, work, visit and thrive'.

We truly stand by this and work hard every day to make this a reality, and at WNC it's about our people. People who thrive with ambition, bring new ideas, demand better ways of working, care about every detail, and who never shy away from a challenge.

Our culture is a gateway for new experiences. A place to forge new opportunities. To empower you in your career and unite you with like-minded people. When potential is unlocked, talent thrives.



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Purpose and impact:

- To research current evidence and information in relation to the area of specialism
- To synthesise and disseminate this specialist knowledge within the Educational Psychology Service
- To promote the embedding and application of this specialist knowledge across the full range of EP work
- To work across the Children's services' partnership to disseminate and embed key learning within the area of specialism
- To oversee strategic work within the authority to establish and maintain initiatives that implement evidence-based practice to secure better outcomes for children and young people
- To evaluate the impact of this work, in particular in relation to the most vulnerable children and young people

Accountable to:

The specialist senior 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.

Responsibilities:

1. To contribute to the development of services to children and families through assisting in policy development and establishing priorities for practice implementation in the specialism
2. To give professional support to educational psychologists and others across the council in the particular specialism
3. To keep informed about latest developments in the specialism and disseminate this
4. To participate in/lead development and working groups
5. To contribute to the authority's profile of educational psychologists required knowledge and skills
6. To lead on establishing and maintaining new initiatives at a strategic level to implement evidence-based practice to secure better outcomes for children and young people in areas deemed priorities for the service
7. To plan, implement, report on and disseminate learning from evaluations of work the EP Service undertakes in relation to the area of specialism
8. To be a member of an area team of educational psychologists delivering a generic service (SSEP roles have a requirement to provide specialist support to the EP Service for 0.4 FTE. Generic casework can be expected for 0.6 FTE for the remainder of the time within the full-time post)
9. To carry out any other duties which fall within the broad spirit, scope and purpose of this job description
10. To maximise personal productivity, minimise duplication and errors; and manage our information efficiently and securely to reduce risk, through effective use of Office 365 and our internal IT systems and applications.

11. Actively challenge and seek to eliminate any directly or indirectly discriminatory practice or behaviours.
12. Demonstrate awareness and understanding of other people's behavioural, physical, social and welfare needs and ensure that reasonable care is taken at all times for the health, safety and welfare of yourself and other persons.

This job description reflects 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.

Person specification:

The requirements for the role are outlined below and will be part of the selection process. Each of the criteria listed below will be measured by:

(**A**) Application Form, (**T**) Test, (**I**) Interview, (**P**) Presentation, (**D**) Documentation.

Minimum levels of knowledge, skills experience and qualifications required for this job.

Skills and abilities:	Essential / Desirable	Measured by
The ability to contribute to the shared tasks of multi-professional working	E	A , I
Demonstrable evidence of a commitment to inclusion and to maximise educational achievement for others	E	A, I
Demonstrable ability to work with parents/carers as partners	E	A, I
Demonstrable evidence of a commitment to elicit the voice of the child	E	A, I
The ability to work effectively at a systemic level	E	A, I
Successful organisation and delivery of further professional development to teachers and others responsible for children using a variety of methods and styles	E	A, I
A high level of professional skill in consultation, joint problem-solving, psychological assessment, and intervention techniques	E	A, I
Demonstrable evidence of a commitment to professional development and interest in specialism	E	A, I
Excellent interpersonal skills including the ability to communicate clearly and concisely, orally and in writing. Computer literate	E	A, I

An outstanding ability to organise, prioritise and manage their workloads	E	A, I
An ability to travel to different locations	E	A, I
This is applicable to all roles in WNC that are required to use IT equipment: Demonstrate effective use of Office 365 (incl. Teams, OneDrive, etc.) or willingness to undertake training during the probation period.	E	A, I
Experience of working with diversity. Able to create a working culture that is sensitive to and values the contributions of a range of professionals from a wide range of diverse backgrounds	D	A, I
Highly literate and keenly interested in reading on developments in applied psychology, education, and related subjects	D	A, I
Enthusiasm for working with multi-professional and multi-agency colleagues	D	A, I
Ability to prioritise and accommodate change	D	A, I
Ability to make and defend decisions in a non-threatening way	D	A, I
Ability to work with integrity and resilience under pressure and manage/identify competing demands	D	A, I

Knowledge:	Essential / Desirable	Measured by
An in-depth knowledge of relevant legislation and the statutory framework which guides the work of educational psychologists	E	A, I
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	E	A, I
An appreciation of the local needs of schools and communities	D	A, I
Knowledge of current research and best practice in the area of specialism	D	A, I

Relevant experience:	Essential / Desirable	Measured by
Previous successful experience of at least 3 years' working as an educational psychologist	E	A, I

Experience of contributing to the training, development, and supervision of educational psychologists	E	A, I
Experience of working with professionals from other agencies	E	A, I
Demonstrable evidence of an applied specialist area within educational psychology	D	A, I
Practical experience of planning and implementing projects and applying outcomes to inform practice and policy development within the local authority	D	A, I

Education, training and work qualifications:	Essential / Desirable	Measured by
A first degree in psychology or an equivalent qualification recognised by the British Psychological Society (BPS) as conferring the Graduate Basis for Membership	E	A, D
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	E	A, D

All appointments are subject to standard pre-employment screening. This will include identity, references, proof of right to work in the UK, medical clearance and verification of certificates.

Additional pre-employment checks specific to this role include :

Enhanced Disclosure and Barring Service check

Professional Registration

Day-to-day in the role:

Hours:	37 (full-time)	Primary work base:	One Angel Square, Northampton
Job family band:		Worker type:	Flexible
Salary range:	Specialist Senior Educational Psychologist, West Northamptonshire Soulbury Scale B Points 2 - 5, £58,050 - £63,206 FTE (the maximum salary indicated is Scale B Point 8 - £67,068 which is inclusive of 3 SPA points)	Budget responsibility:	N/A

People management responsibility: N/A

Working conditions & how we work:

We are open to discussions about flexible working.

This role has been identified as a flexible worker type. A flexible worker will carry out the majority of their role (3+d days) remotely). They will come into the office for meetings but have a strong reliance on IT/virtual tools.

Our organisational values and behaviours

Everything we want to achieve for West Northants depends on having the right people in place and doing the right things and we want all colleagues to THRIVE, both personally and professionally. Our values and our behaviours framework underpin how we work and what partners and customers can expect from us. We want to do our very best for our residents, service users and businesses and for our staff – we want everyone to THRIVE.

T	Trust	We are honest, fair, transparent and accountable. We can be trusted to do what we say we will.
H	High Performing	we get the basics right and what we do, we do well. We manage our business efficiently.
R	Respect	we respect each other and our customers in a diverse, professional and supportive environment.
I	Innovate	we encourage curiosity, we are creative and seize opportunities to grow individually as an organisation and as an area.
V	Value	We continually strive for best practice and ways of improving existing procedures, practices and systems and thereby promoting efficiency and cost effectiveness
E	Empower	we believe in people, will listen, learn and trust them to make decisions. We help people to realise their ambitions.

“Valuing colleagues as individuals and encompassing our different perspectives to deliver our collective ambitions. One West inclusive culture.”

Should you require this document in another format or language, please contact: Careers@westnorthants.gov.uk

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When potential is unlocked, talent *thrives*

Choose a career that offers you a true sense of achievement,
fills you with pride and challenges you in a positive way, everyday.

The benefits of a career at WNC include:

- **People** are at the centre of everything we do. Without our people, we wouldn't be able to deliver services to the people in our community.
- **Ambition** runs through everything we do at West Northants Council, we nurture and develop our people's ambition and willingness to succeed, to continually improve the service we provide to the community.
- **Care** is at the heart of West Northants Council, we care in so many ways; seen and unseen, helping our colleagues and community to thrive.
- **Flexibility** is key, we know work-life balance is critical to wellbeing, so we work hard to make sure our benefits package promotes and improves wellbeing; from annual leave, sick pay, family leave and flexible working, financial security offered by a local government pension scheme and life assurance, and discount schemes which make a difference to your day-to-day life, through to employee helplines offering free legal, health, financial and wellbeing advice and support.

We want you to have balance
and be happy.



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