



## PERSON SPECIFICATION

Post Title:	Senior Educational Psychologist
Grade	Senior Educational Psychologist, West Northamptonshire Council Local Soulbury Scale B Points 5 - 8, £57,040 to 64,441 FTE (the maximum salary indicated is Scale B 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"> <li>a first degree in psychology or an equivalent qualification recognised by the British Psychological Society (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 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"> <li>Registration as a Chartered Educational Psychologist</li> </ul>
Experience and Knowledge	<ul style="list-style-type: none"> <li>Significant experience as an educational psychologist</li> <li>Experience of managing professionals or projects</li> <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>Previous experience in managing a team of educational psychologists</li> <li>A specialist area of knowledge within educational psychology</li> </ul>



# West Northamptonshire Council

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, orally and in writing</li> <li>• An ability to travel to different locations</li> <li>• An ability to prioritise and manage workloads</li> <li>• Ability to provide support following critical incidents / local tragic events</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> <li>• The use of appraisal and performance management tools to aid the goal setting and development of others</li> </ul>
Equal Opportunities	<ul style="list-style-type: none"> <li>• 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</li> </ul>	
Mental Demands of the Role	<ul style="list-style-type: none"> <li>• Enthusiasm for working with multi-professional and multi-agency colleagues</li> <li>• An appreciation of the local needs of schools and communities</li> <li>• Ability to prioritise and accommodate change</li> <li>• Ability to make and defend decisions in a non-threatening way</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>	



## **West Northamptonshire Council**

Accountability / Autonomy	The senior educational psychologist will be accountable to the principal educational psychologist for the professional standards of educational psychologists and other staff within the area team, for the delivery of a psychological service to an area of West Northamptonshire and for delegated areas of service responsibility. Within this accountability the senior 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.
------------------------------	---



## **JOB DESCRIPTION**

Post Title	Senior Educational Psychologist
Salary Grade	Senior Educational Psychologist, West Northamptonshire Council Local Soulbury Scale B Points 5 - 8, £57,040 to 64,441 FTE (the maximum salary indicated is Scale B 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	Principal Educational Psychologist
Service Area	West Northamptonshire Educational Psychology Service (EPS)
Purpose of Post	To manage and give professional support to a team of educational psychologists; to act as the representative of the Principal Educational Psychologist; to establish team priorities; to decide on the appropriate form of response to requests for service involvement including critical incidents; to manage the delivery of core and commissioned psychological services to the geographical area; to contribute to the strategic management of the EPS as part of the management team

## **PRINCIPAL RESPONSIBILITIES**

- To manage, supervise and give professional support to the educational psychologists in their team working with children and young people (aged 0 – 25 years), families, schools, and other agencies in accordance with the aims of the EPS and policy guidelines
- To ensure the development and maintenance of high-quality professional input by the educational psychologists within their team
- To liaise with other agencies and services relevant to service delivery, this may include attending panel meetings as a representative of the service
- When required, to act as the representative of the principal educational psychologist
- To ensure the availability of educational psychologist time in accordance with the EPS allocation mechanism
- To have oversight of the needs of the community within the geographical area and to work collaboratively to set priorities for psychological support
- Ensure professional liaison with other agencies working in the area
- To make decisions on the appropriate form of response to requests for service involvement
- To report to the principal educational psychologist on matters relating to policy development and the quality of provision, including the statutory assessment process
- To support the principal educational psychologist's responsibilities for research and development
- 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
- To demonstrate awareness and understanding of equality, diversity and inclusion and other people's behavioural, physical, social and welfare needs



## **West Northamptonshire Council**

- To ensure policies and procedures with regards to the safeguarding of children and young people and vulnerable adults in Northamptonshire are always followed by team members
- 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 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.

It is likely that the senior educational psychologist will carry a maximum 40% weighting for work with children, families, and schools ('casework'), adjusted downwards in proportion to team size.

### **KEY TASKS AND RESPONSIBILITIES**

The senior educational psychologist will:

- Manage the induction, appraisal, performance management, and supervision for educational psychologists in their team, including trainee educational psychologists and assistant educational psychologists
- Ensure that educational psychologists' professional development needs are identified and addressed
- Prioritise professional development activities for educational psychologists within the available resources in order to improve the quality of service delivery
- Ensure that performance measures for the service are operated and appropriate evaluation is undertaken
- Ensure the maintenance and development of networking with other agencies and services
- Contribute to the county profile of required educational psychologists' knowledge and skills
- Ensure equality of opportunity and inclusion in education for all children / young people
- Undertake any other duties appropriate to a post of this grade as may be required from time to time

The senior educational psychologist will ensure that they and the staff in their team undertake the following responsibilities to provide an effective response to the needs of schools, families and children and young people:

- 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



## **West Northamptonshire Council**

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
- 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)
- 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, performance management 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 the information indicates probably complex causes of the difficulties, or 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 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



## **West Northamptonshire Council**

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