

Job description
Educational psychologist
Grade: Soulbury scale A spine point 3 - 8

The post holder reports to the Lead or a Senior Educational Psychologist. Apart from team members from the specialist pupil services, the main contacts of the job are the Head of Specialist Pupil Services, the Chief Executive, head teachers, teachers, children and young people, parents and carers, caseworkers, senior officers within local authorities, staff within multi agency teams and partnerships.

Main Purpose of the Post

To provide high quality educational psychology within One Education Ltd for a range of service users/commissioners in a variety of settings and contexts

To contribute to the ongoing development, delivery and measuring of impact of high quality educational psychology to make a real difference for children and young people

Main Duties and Responsibilities

1. With the support of the Lead and Senior Educational Psychologists to develop and deliver a quality and highly regarded educational psychology service to a range of customers through, as appropriate:
 - a. Provision of consultation and advice;
 - b. Application of solution-orientated approaches;
 - c. Multi-disciplinary liaison and collaboration;
 - d. Direct casework including psychological assessment and intervention;
 - e. Action-based research, as appropriate;
 - f. Professional development and training;
 - g. Contributions to policy and planning.
2. To deliver a range of services and/or advice within agreed service agreements or statutory timescales, maintaining professional standards
3. To undertake casework including psychological assessments and interventions within agreed professional frameworks, presenting all facts and assessment conclusions in a clear and concise way and ensuring that all reports are fit for purpose
4. To maintain appropriate detailed and accurate records of all work undertaken in relation to assessments and ensure confidentiality

5. To develop and maintain an area of specialism in educational psychology in line with service delivery requirements and to contribute to personal professional development
6. To make specialist contributions as appropriate, to the development of strategy, policy, procedure and practice within One Education and the local authorities and partnerships served
7. To plan and/or deliver courses that teach skills and techniques that enable services, schools or parents to support children and young people with a range of special and additional needs.
8. To maintain professional registration with the Health and Care Professions Council (HCPC), ensuring continuation of professional competence to practice by undertaking appropriate levels of professional development each year and documenting this.
9. To act in accordance with the Standards of conduct, performance and ethics of the Health and Care Professions Council (HCPC) and in accordance with the Code of Ethics and Conduct of the British Psychological Society (BPS)
10. To ensure that all work is undertaken in a safe and responsible manner, in accordance with any established safe systems of work and One Education policies, practices and procedures.

Where the post holder is disabled, every effort will be made to fully supply all the necessary aids and adaptations or equipment to allow them to successfully carry out the full duties of the job. If, however, a certain task proves to be unachievable, job redesign will be fully considered.

Person Specification Educational Psychologist

For this job we are looking for:

1. A recognised postgraduate professional qualification in Educational Psychology*
2. **If at the time of interview, a potentially successful applicant is in the third year of training, One Education expects the coursework and thesis to be completed by the September of their third year of training and that the applicant provides evidence from the university that they are on track for graduation before employment commences. However if this is not the case, Fixed Term employment as a trainee EP pending completion of coursework and/or thesis could commence in exceptional circumstances with an expectation that the outstanding work would be completed within three months.*
3. Statutory registration with the Health and Care Professions Council (HCPC), with a current practice certificate.
4. Experience of working as a registered educational psychologist (desirable)
5. Extensive experience of working with children and young people, including evidence of work involving additional and/or complex needs.
6. A commitment to personal development to maintain certification and to contribute to the development of the service and quality standards.
7. Excellent motivation, communication, team working, networking and negotiation skills with an ability to win confidence and credibility across a broad range of stakeholders.
8. Proven ability to forge partnerships and build positive working relationships, and influence other partners and organisations.
9. Strong written communication skills and an ability to produce high quality reports, presentation and training materials or correspondence that is tailored to the target audience.
10. Experience of working and delivering quality services to set targets within deadlines, under pressure and maintaining professional standards.
11. Proven ability and effective use of ICT in delivering services. Experience of software packages such as MS Office, email, databases and spreadsheets.

Personal Style and Behaviour

1. A passionate champion of improving outcomes for children and young people within a best value framework.

2. Quality orientated with a commitment to continuous improvement.
3. Able to harness the full commitment and responsibility of service staff in delivering the vision of excellence in education services.
4. An influential and persuasive communicator who is able to sell ideas, concepts and articulate shared vision across a range of stakeholders and to negotiate effectively to achieve outcomes.
5. Resilient in the face of challenges and criticism.
6. Strong external awareness and vision, thinking beyond own area of professional expertise.
7. Tact and diplomacy in establishing credible relationships with head teachers, other school based staff, pupils and families.
8. Self-motivation and personal drive to complete tasks to required timescales and quality standards.
9. The flexibility to adapt to changing workload demands and new organisational challenges.
10. Ongoing commitment to inclusive education practices and equality of opportunity.
11. Ongoing commitment to personal and team development and full participation in an organisational learning culture.
12. Willingness to comply with all One Education's policies.
13. Willingness to consent to and apply for enhanced debarring checks