

Job Description
Senior Educational Psychologist
Grade: Soulbury Scale B Spine Point 6-9 plus 3 SPAs

The post holder reports to the Deputy Principal Educational Psychologist (DPEP).

Main purpose of the post

- To contribute to a quality and highly regarded educational psychology service within One Education that meets the needs of customers and commissioners in making a real difference in outcomes for children and young people.
- To support the Principal Educational Psychologist (PEP) and Deputy PEP to manage and lead the work of a team of educational psychologists, optimising productivity against the service development plan and ensuring full cost recovery of services.
- To contribute to shaping the priorities, direction, development and delivery of educational psychology within One Education.
- To contribute to shaping the priorities and development of policies and strategy of One Education.

Main duties and responsibilities

1. With the support of the DPEP and PEP to contribute to the development and delivery of a quality, highly regarded and responsive educational psychology service.
2. To contribute to effective cultural and business change to meet future customer demand, strategic requirements and build capacity to maintain continuous improvement thereafter.
3. To provide direct line management and professional supervision to educational psychologists, trainee educational psychologists and assistant EPs.
4. To contribute to optimised productivity, effective management and deployment of staff to achieve the service development plan, whilst maintaining professional standards and quality provision.
5. To deliver a range of services and/or advice within agreed service agreements or statutory timescales, maintaining professional standards.

6. To develop, plan and/or deliver courses that teach skills and techniques that enable services, schools or parents to support the needs of children and young people with a range of special and additional needs.
7. To undertake casework including psychological assessments and interventions within agreed professional frameworks, presenting all facts and assessment conclusions in clear and concise way and ensure that all reports are fit for purpose.
8. To make specialist contributions, as appropriate, to the development of strategy, policy, procedure and practice within local authorities and educational partnerships.
9. To act as a representative in formal settings or forums for example multi agency teams, as and when required, providing professional assessment conclusions or representing the views of the service.
10. To develop and maintain an area of specialism in educational psychology in line with service delivery requirements and to contribute to personal professional development.
11. To take responsibility for ensuring that all Educational Psychologists in One Education have appropriate CPD plans in place to maintain professional registration and quality provision of service.
12. To develop strong working relationships and communication channels with key stakeholders to define and develop the types and volumes of provision required based on customers need and demand.
13. To have input into the service monitoring process providing reports and analysis on staff deployment to the Deputy Principal Educational Psychologist and the Principal Educational Psychologist.
14. To as required, supervise the casework of Trainee Educational Psychologists and Assistant Educational Psychologist within the service.
15. To undertake responsibility for personal professional development in consultation with the Deputy and Principal Educational Psychologist.
16. To work within the policies and practices of One Education.
17. To act in accordance with the Code of Ethics and Conduct of the British Psychological Society.

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
Senior Educational Psychologist

For this job we are looking for:

1. A recognised postgraduate professional qualification in Educational Psychology.
2. Statutory registration with the Health Professionals Council (HPC), with a current practice certificate.
3. Significant experience (at least five years) of working as a registered educational psychologist with current practice certification.
4. Strong leadership and experience of staff management (desirable)
5. 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 professional 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. Able to demonstrate a successful track record in translating customer demand into relevant, cost effective services (desirable)
9. Proven ability to forge partnerships and build positive working relationships, and influence other partners and organisations.
10. Strong written communication skills and ability to produce your own high quality reports, presentation, training materials or correspondence that is tailored to the target audience.
11. Experience of working and delivering quality services to set targets within deadlines, under pressure and maintaining professional standards.
12. Proven ability and effective use of ICT in delivering services. Experience of software packages such as MS Office, email, databases and spreadsheets.
13. A commitment to safeguarding children and vulnerable adults.
14. Hold a full and valid driving licence and access to a car for work.

Personal Style and Behaviour

OneEducation

Putting children first

1. A passionate champion of improving outcomes for children and young people within a best value framework.
2. Quality orientated and commitment to continuous improvement.
3. Able to harness the full commitment and responsibility of service staff in delivering the vision of excellence in our 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 an enhanced disclosure check (DBS)