

Educational Psychologist

Soulbury A Pts 4 – 8 (plus up to 3 SPA points where applicable)

Our Vision

We have a clear vision for Staffordshire - an innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy

Our Outcomes

We want everyone in Staffordshire to:

- Have access to more good jobs and share the benefit of economic growth
- Live in thriving and sustainable communities
- Be healthier and more independent for longer

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- Ambitious – We are ambitious for our communities and citizens
- Courageous – We recognise our challenges and are prepared to make courageous decisions
- Empowering – We empower and support our people by giving them the opportunity to do their jobs well.

About the Service

The Educational Psychology Service has five main principles and purposes directed towards helping the LA realise its aims of raising the achievement of all Staffordshire children, developing a learning organisation culture and including all children within their local educational communities.

Through the effective application of psychological principles and techniques we will:

- work collaboratively with teachers and parents in partnership with others responsible for children's development and education to identify and find solutions to the concerns they may experience in promoting children's development, learning, and appropriate behaviour
- support schools or settings within their locality in promoting the psychological and emotional well-being of their community
- work with and support schools and settings within their locality to develop their organisation and the skills of their staff to promote the inclusion of all children and young people
- assist schools and settings within their locality to promote equal opportunities and to help children and young people make their views known and heard
- contribute to the LA's policy making, planning and strategic initiatives, and assist the LA in fulfilling its statutory duties.

Staffordshire Educational Psychology Service will provide a range of professional opportunities for Educational Psychologists and ensure access to line management and appropriate supervision.

Reporting Relationships

Responsible to: District Senior Educational Psychologist

Professional Accountabilities:

The post holder is required to contribute to the achievement of the Council objectives through:

1. Providing a professional educational psychology service to the LA, schools, children and their families.
2. Implementing strategies and techniques that are grounded in psychological and educational theory and principles in order to promote inclusion and maximise the achievement of young people.

3. Providing psychological advice to the LA in the context of statutory assessment within a time-scale determined by the LA, and undertake other work within the framework of the Education Act 1996.
4. Establishing, developing and maintaining partnerships with other psychologists, specialist teachers, colleagues in Health, Social Care, and other professionals as appropriate via Families First.
5. Planning, monitor and review the allocation of time to tasks and client groups in accordance with service resource allocation principles and practice.
6. Contributing to the training of teachers and other professionals.
7. Undertaking collaborative work with parents, teachers and other professionals in accordance with LA and Service procedures and practice.
8. Undertaking research as appropriate.
9. Participating in the Staffordshire County Council performance management process in order to identify and review agreed personal and service development priorities.
10. Maintaining good administrative records of all work undertaken and to support the maintenance and accuracy of electronically held data.
11. Developing professional skills and knowledge and to feed back to Service colleagues information about work undertaken in CPD time.
12. Leading and effectively contribute to teams formed within the service to carry out short-term projects.
13. Undertaking such other duties appropriate to an educational psychologist as may be required.
14. Contributing to the effectiveness of the local authority in implementing local and national strategies, policies and practices.
15. Being adaptable to changes in the work context.
16. Fulfilling HPC registration requirements.
17. The Educational Psychologist is responsible for ensuring that any concerns in relation to safeguarding and/or child protection are reported to the designated person in line with Local Authority Child Protection procedures. It is an expectation of the post that Child Protection training will be undertaken.

18. Newly Qualified Trainee Educational Psychologists Only

Newly qualified Educational Psychologists awaiting registration with HCPC must complete their registration with the Health Care Professions Council (HCPC) within 9 months from the date of commencement of this contract. Where this expectation is not met, dismissal may be considered.

Providing HCPC registration is confirmed within the timescale stipulated above, the post holder will move into the position of 'Educational Psychologist' and will be placed on the Educational Psychologist Pay Scale A, commencing at Spine point 4 with effect from the confirmed HCPC registration date.

19. Essential car user/full driving license

Financial Management

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

People Management

Engaging with People Management policies and processes

Equalities

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

Climate Change

Delivering energy conservation practices in line with the Council's climate change strategy.

Health and Safety

Ensuring a work environment that protects people's health and safety and that promotes welfare, and which is in accordance with the Council's Health & Safety policy.

Safeguarding

Commitment to safeguarding and promoting the welfare of vulnerable groups.

The content of this Job Description and Person Specification will be reviewed on a regular basis.

Person Specification

A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
	Qualifications/Professional membership - Honours degree in Psychology or equivalent (conferring graduate basis for registration with the BPS). - Postgraduate professional qualification in Educational Psychology. HCPC Registered.	A/I
	Knowledge and Experience Essential attributes - Successful experience as a practicing Educational Psychologist (during the course of training, or whilst in post). - Awareness of the current issues affecting educational psychology and how these might impact on the profession. - Knowledge of recent and relevant educational legislation including related regulations and guidance. - Knowledge of psychological theories and evidence as applied in education. - Knowledge and commitment to developing inclusive and effective educational practice. - Knowledge of child development and the effects of disability on learning. Desirable attributes - Experience in a variety of settings - Successful development and delivery of training to others	A/I

	• Demonstrate a current special interest in an aspect of Educational Psychology delivery • Experience of work with children or young people with additional and/or complex needs	
	Skills Essential attributes • Clear and concise oral and written communication skills. • Ability to work collaboratively with a wide range of colleagues. • Ability to reflect on one's own practice. • Good self-management skills. • Ability to understand and apply professional codes of conduct. • Hold a full driving licence and the use of a vehicle, ability to travel across the county, as required. (Adjustments will be considered where necessary as required by the Equalities Act (DDA)) • Ability to plan, deliver and evaluate interventions and research. • Commitment to promoting equal opportunities with awareness of the impact of diversity on life opportunities. Desirable attributes • Knowledge and experience in use of Microsoft Office or equivalent to undertake word processing and data input. Local authority data base, virtual meeting software • Commitment to personal and professional development. • Ability to demonstrate resilience and the capacity to manage change. This post is designated as an essential car user [needs to be included on JDPS]	A/I



If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, braille, another language on cassette or disc, please ask us by contacting
Talent & Resourcing Team 01785 278300