

JOB DESCRIPTION

Job Title:	Senior Educational Psychologist		
Directorate:	People	Salary:	£58,348 - £62,540 Plus £916 London Weighting + £963 ECU
Section:	Education and Learning	Grade:	Soulbury B 4 – 7 (plus up to 3 SPAs)
Location:	Time Square	Work Style:	Flexible

Key Objectives of the role

To assist the Principal Educational Psychologist in the management and development of the Educational Psychology Service.

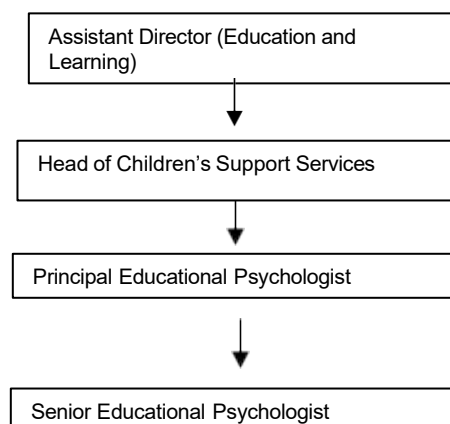
Taking responsibility for agreed areas of Service delivery including services commissioned by the Local Authority, traded services with schools/settings, and strategic developments for the service.

Deputising for the Principal Educational Psychologist as required, and by contributing to the professional development of the Educational Psychology team.

To provide supervision and/or line management of members of the Educational Psychology Service, or of others as agreed/commissioned to do so.

To promote the healthy emotional development and learning of children and young people through the application of psychology, by working with and on behalf of individuals and groups of children, with teachers and other adults in schools, with families, Council officers, other professionals, and agencies.

Designation of post and position within departmental structure



Daily and monthly responsibilities

1. Support the Principal Educational Psychologist in the management and professional development of the team, by contributing to the induction, supervision and management of Educational Psychologists, Trainee Educational Psychologists, Business Support, and any other staff who become part of the service.
2. The provision to colleagues of educational psychology consultation, supervision, system level support and research, and statutory advice.
3. Take responsibility for the management of those services commissioned by local authority agencies, and traded services with schools. This will include responsibilities such as:
 - agreeing and maintaining contracts of service delivery
 - setting up, monitoring and enhancing processes for service delivery allocation and record keeping, data analysis, and reviews of impact/outcomes for schools and commissioned services
 - ensuring effective systems for communication are in place across the EPS and all potential and actual commissioning 'clients'
 - leading on the research and implementation of appropriate psychological methods
 - providing supervisory and/or management support to EPS colleagues
 - Supporting the PEP (Principal Educational Psychologist) in reviewing and marketing a traded model of EPS service delivery to schools
 - Reviewing and contributing to the Service Development Plan in line with local authority and educational psychology priorities to ensure a future professionally qualified workforce
 - Taking lead roles across EP (Educational Psychologists) Service activity, including the negotiation, planning, delivery, quality assurance and review of the service to ensure high quality delivery that is publicised, and that encourages further reach across the area with positive impact.
4. Provide efficient and professional psychological services as directed by the Principal Educational Psychologist and to the standards set out by legislation, the Health and Care Professions Council, Bracknell Forest Council, and the Bracknell Forest Educational Psychology Service's policies and protocols.
5. Provide information and advice about the developmental and psychological well-being and learning needs of children and young people as well as effective provision (interventions) to meet these needs.
6. Monitor and report to the Principal Educational Psychologist on activities undertaken, time allocated to areas of work and the effectiveness of service delivery, to develop and achieve appropriate service standards.
7. The timely provision of psychological advice for Education, Health and Care Plan processes, and enablement of others to continually reflect and review their own professional practice and celebrating success and achievement regularly.
8. Contribute significantly to the development of best practice in nurturing children's psychological and emotional well-being, through work with schools and through effective multi-agency working with colleagues, including CAMHS and other health colleagues, families, Early Help, Social Care, the Virtual school, and the voluntary/third sector.

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9. Deputise for the Principal Educational Psychologist on working parties/groups and at appropriate forums, and to otherwise represent the Educational Psychology Service, and where appropriate the Local Authority, at professional forums in and beyond Bracknell Forest.
 10. Support the development of best practice in incorporating young people's views and voices into Educational Psychology processes; including supporting schools to utilise person centred planning approaches.
 11. Such other duties as may from time to time be necessary and compatible with the nature of the post.

It should be noted that the above list of main duties and responsibilities is not necessarily a complete statement of the final duties of the post. It is intended to give an overall view of the position and should be taken as guidance only.

Scope of role

The postholder supports the Principal Educational Psychologist in:

Budget responsibility for c. £400,000.

The duties of the post impact, directly and indirectly, on the psychological wellbeing of the children and young people of Bracknell Forest, those who are vulnerable or with additional barriers to achievement/learning, their families, and educators.

Commitment to the Council's Equal Opportunities policy at all times

Commitment to working within the bounds of the Data Protection Act and GDPR legislation at all times

Such other duties as may from time to time be necessary, compatible with the nature of the post. It should be noted that the above list of main duties and responsibilities is not necessarily a complete statement of the final duties of the post. It is intended to give an overall view of the position and should be taken as guidance only

PERSON SPECIFICATION

KEY CRITERIA	ESSENTIAL	DESIRABLE
Skills and qualifications	<p>Honours degree in psychology or equivalent which confers Graduate Basis for Registration with the British Psychological Society</p> <p>Postgraduate qualification in a recognised vocational course for the professional training of Educational Psychologists</p> <p>Current registration as an Educational Psychologist with the Health and Care Professions Council</p>	Attendance on a leadership course or leadership related qualifications.
Competence Summary (Knowledge, abilities, skills, experience)	<p>Professional frameworks and professional accountability in relation to the delivery of effective Educational Psychology services</p> <p>Models of Educational Psychology service delivery. Ability to use performance indicators and data to plan, monitor and improve the delivery of services</p> <p>Quality Assurance and performance monitoring systems for Educational Psychology services</p> <p>Psychological theories and research regarding children's learning and development</p> <p>The legislative framework in relation to children with vulnerabilities including though not exclusively those with SEND</p> <p>Knowledge and experience of person-centred planning, inclusion, and strengths-based approaches.</p> <p>Differential approaches to supervision and support for EPs and other professionals</p> <p>Ability to think and plan strategically and to develop and lead new initiatives</p> <p>Ability to work collaboratively with a wide range of other professionals, including senior officers, schools and settings</p> <p>Ability to provide effective leadership, to building successful teams, and being a partner/collaborator</p>	Management experience

	<p>Understanding of and commitment to the requirements of safeguarding children, young people, vulnerable adults, and promoting their welfare.</p> <p>Considerable successful and wide-ranging experience as an Educational Psychologist within a local authority context, delivering a service to a range of service users</p>
Work-related Personal Requirements	<p>A commitment to recognising and promoting across practice equality, diversity, and inclusion.</p> <p>Ability to meet the physical and travel/mobility requirements of the post (with or without reasonable adjustments)</p> <p>Evidence of relevant continuing professional development activities</p>
Other Work Requirements	<p>A satisfactory enhanced Disclosure and Barring Service check.</p> <p>The ability to converse easily with members of the public and respond effectively to questions in spoken English</p> <p>The ability to produce written material effectively and appropriate to a range of audiences.</p> <p>Ability to travel across the Local Authority area, and external to the local authority area as work activity requires.</p>

Role models and demonstrates the Council's values and behaviours	<p>Our values define who we are. They outline what is important to us. They influence the way we work with each other – and the way we serve our residents and engage with our communities.</p> <p>We make our values real by demonstrating them in how we behave every day.</p>
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All staff should hold a duty and commitment to observing the Council's Equality & Dignity at Work policy at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and Council policies/procedures.