

Job description

Job title: Senior Educational Psychologist

Grade: Soulbury B 5-8 (plus up to 3 SPA points, as agreed)

Job evaluation reference:

Job family: Learning and Belonging

Purpose and impact

To provide management and supervision to a team of Educational Psychologists in order to ensure that a high quality, effective service is maintained.

To ensure that the statutory duties of each member of the team are fulfilled within set timescales.

To take an active role in HR processes, including recruitment, attendance management, leave, travel and performance development reviews.

To support the strategic development of the Educational Psychology Team, including taking lead responsibility for specific areas of EP practice and People – Children strategic developments.

Key responsibilities

1. Responsibility for contributing to the development of service policies and practice.
2. Responsibility for contributing to planning psychology service delivery in line with national and local policies and drivers, and for contributing to a yearly business plan.
3. Contributing to the evaluation of the effectiveness of the psychology service.
4. Contributing to a multi-agency locality team of professionals covering a geographical area.
5. Contribute to strategic planning in the locality and provide strategic leadership in specific areas of focus across Dorset Council Ensuring that the psychology service resources are deployed in a targeted and effective way, including for children and young people with the most significant needs.
6. The provision of quality psychological advice for the statutory assessment process, annual reviews and Special Educational Needs and Disability Tribunals (and for the Education, Health and Care Plan processes).
7. Promoting and developing the training and research role of the psychology service.
8. Contributing to the development of best practice in nurturing children's psychological and emotional wellbeing through effective multi-agency working with colleagues, including Social Care and Health and other partner agencies.
9. Contributing to key strategic and multi-agency developments in relation to psychological well-being and children who are disabled.
10. Contributing to strategic developments in relation to SEN and Inclusion in the Early Years.
11. Act as the lead for area/locality SENDCo network meetings.



12. Contributing to the strategic development of quality provision to meet children's needs, particularly for vulnerable groups.
13. Responsibility for promoting and safeguarding the welfare of children and young people.

NB: The duties and responsibilities of this post are not restrictive, and the post holder may be required on occasion to undertake other duties. This will not substantially change the nature of the post.

Supervision and management

Line management will be provided by the Head of Locality and Psychological supervision will be provided by the Principal Educational Psychologist.

Other factors

Resources:

- Personal equipment including mobile phone, laptop and similar equipment.
- Psychological assessment equipment, books and academic resources.

Working Environment:

- Work will be largely based at the locality office base or County Hall, Dorchester or Ferndown Local Office, but will also include visits to schools and settings, work with other agencies and attendance at a range of meetings both within and beyond the county.
- The post may also require the holder to sometimes work in emotionally charged and confrontational situations.

Work Demands

- The post will require managing potentially conflicting demands on a regular basis and working to deadlines.

Our values

Our values act as guiding principles, defining what we believe is important in the ways we work together. Our values are Respect, Together, Accountability, Openness and Curiosity. You will need to be able to demonstrate these values in action through the way you work, regardless of your role within the organisation. Information about our values can be found on our website.



Dorset
Council



Person specification

Your application will be assessed based on your demonstration of how you fulfil the following criteria; you should include clear examples of how you meet these criteria within your application form and during the assessment process.

Essential

Essential criteria are the minimum requirement for the above post and will be assessed through a combination of your application form, assessment and interview (as specified below). We'll also use references to confirm that you meet the criteria for this role. We will require evidence of the qualifications, training or registrations listed below.

Qualifications, training or registrations Required by law or essential to the performance of the role or both	Assessed through:
1. Honours degree in psychology or equivalent which confers Graduate basis for Registration with the British Psychological Society	Application form
2. Post-graduate qualification in a recognised vocational course for the training of professional Educational Psychologists	Application form
3. Current registration as an Educational Psychologist with the Health and Care Professions	Application form
Experience	
4. Successful and wide-ranging experience as an Educational Psychologist within a local authority context, delivering a service to a range of users	Application form
5. Successful experience of the use of consultation and solution focused models in Educational Psychology service delivery	Application form
6. Working with a wide range of settings in which children and young people may learn and be supported	Application form
7. Involving children and families in developing and evaluating the delivery of services	Application form
Knowledge, skills & abilities	
8. Ability to manage time well, and to prioritise tasks effectively	Interview Assessment
9. Wide knowledge of approaches to Educational Psychology service delivery, particularly consultation based and solution focused models	Interview Assessment
10. A wide range of psychological theories and research regarding children's learning and development	Interview Assessment
Detailed knowledge of the legislative framework in relation to children with SEN and children who are disabled	Interview Assessment
11. The benefits of inclusion and of inclusive, strengths-based approaches	Interview Assessment
12. Approaches to supervision and support for EPs and other professionals	Interview Assessment
13. Ability to apply psychology in proactive, professional, creative and enthusiastic ways	Interview Assessment
14. Ability to think and plan strategically and to develop and lead new initiatives	Interview Assessment
15. Ability to work collaboratively with a wide range of other professionals, including senior officers, schools and settings	Interview Assessment
16. Ability to communicate effectively with a wide range of professionals, and with service users, including children and young people	Interview Assessment
17. Professional frameworks and professional accountability in relation to the delivery of effective Educational Psychology Services	Interview Assessment



Our values	
18. Respect	Interview Assessment
19. Together	Interview Assessment
20. Accountability	Interview Assessment
21. Openness	Interview Assessment
22. Curiosity	Interview Assessment
Other	
23. A commitment to promoting equality, diversity and inclusion	Application form
24. Ability to meet the physical and travel/mobility requirements of the post (with or without reasonable adjustments)	Application form
25. Evidence of relevant continuing professional development activities	Application form

Desirable

Desirable criteria will be used in the event of multiple applicants meeting the minimum essential requirements and if applicable, will be assessed through a combination of your application form, assessment and interview (as specified below). We'll also use references to confirm that you meet the criteria for this role. We will require evidence of the qualifications, training or registrations listed below.

Qualifications, training or registrations	Assessed through:
26. Training in solution oriented/solution focused approaches and consultation models of service delivery	Application form
27. Formal management qualification	Application form
28. Professional doctorate in Educational Psychology	Application form
Experience	
29. Experience of providing professional supervision to Educational Psychologists	Application form
30. Experience of leading and managing projects/initiatives and of implementing change	Application form
31. Successful experience of joint strategic work with professionals across Children's Services, Health and other agencies	Application form
32. Experience of leading cross service strategic developments	Application form
Knowledge, skills & abilities	
33. Quality standards and performance monitoring systems for Educational Psychologists	Interview Assessment
34. Effective approaches to strategic leadership and team management	Interview Assessment
35. Ability to provide effective leadership and to build successful teams	Interview Assessment
36. Ability to use performance indicators and performance data to plan and monitor and improve the delivery of services	Interview Assessment
37. Ability to hold a strategic position, to listen to opposing views and to maintain a strategic direction	Interview Assessment

