



JOB DESCRIPTION (JD) AND EMPLOYEE SPECIFICATION (ES)

Standard Template

JOB TITLE:	Educational Psychologist		
GRADE: JOB CODE:	Local variation of Soulbury Scale A 2-7	SERVICE AREA:	Children's Services – Access & Achievement (SEND)
REPORTS TO:	Senior/Lead Educational Psychologist	LOCATION:	Education Development Centre
SPECIAL CONDITIONS:	<ul style="list-style-type: none"> This post is covered by the Government's Code of Practice on the English Language Fluency Duty for public sector workers. 		

1. Main purpose of the job role:

To provide Educational Psychology support across Children's Services to children, schools and families.

This will include:

- To support, consult and advise children and young people (0-25), schools, parents/carers and other children's services professionals in order to promote the learning, development and inclusion of children and young people who are identified as vulnerable and/or have special educational needs and disabilities
- To support Walsall Children's Services in the delivery of the Walsall Right for Children Transformation Programme and vision, the Walsall Inclusion Strategy, School Improvement approaches and other priority initiatives
- To provide professional psychological advice to Walsall Children's Services concerning children and young people who may experience Special Educational Needs.
- To contribute to the development and efficient running of the Educational Psychology Service, including through delivery of consultation to children and young people, families, schools and settings, development and delivery of central training and supporting research and development work

2. Role specific duties and accountabilities:

To provide a consultation service to schools, parents, other professionals and colleagues and to offer support to children & young people (0-25)

- To maintain collaborative working practices with colleagues in a variety of disciplines across Children's Services
- Deliver psychological support through a consultation model of service delivery, using person centred approaches to ensure that children and young people are at the centre and are actively engaged
- To communicate verbally with service users and provide advice and/or information in accurate spoken English
- To develop and maintain areas of specialist knowledge as agreed with the Lead Educational Psychologist.

To contribute to the central training and development programme offered by the Educational Psychology Service.

- To work with multi agency groups in Walsall Children's Services as requested.
- To contribute to Educational Psychology Traded Services

To fulfil the duties of Educational Psychologists as specified in the SEN and Disability Code of Practice 0-25 and the Children and Families Act 2014 by:

- Responding to requests from parent, children and young people, schools and other agencies under the SEN and Disabilities Code of Practice
- Contributing Psychological Advice towards Educational, Health and Care needs Assessment in response to requests from Walsall Children's Services
- Contributing as requested, to the Statutory Reviews of pupils who have an Education, Health and Care Plan including those in Out of Borough placements

To contribute to the development and administration of the Educational Psychology Service

- To regularly update professional knowledge and skills through appropriate continuing professional development in accordance with HCPC regulations
- To participate in and contribute to performance management procedures.
- To contribute to the supervision of Trainee Educational Psychologists.

Carry out any other related duties as determined by the Lead Educational Psychologist commensurate with the grade of the post.

3. Corporate duties and accountabilities:

- The post holder will comply with and promote the Council's Health, Wellbeing and Safety at Work policies and ensure these are implemented effectively within his/her areas of responsibility.
- Through personal commitment and clear action, the postholder will promote the Council's employment policies, with particular reference to diversity, equality of access and treatment in employment, service delivery and community involvement. To support/develop a working culture within these services that reflects the corporate vision.
- Ensure that the services provided aligned to the Council strategy, vision, aims, objectives, priorities and continuous improvement programme and play their part in achieving these. This includes compliance with Standing Orders, Financial Regulations, Code of Conduct and the Councils Policies and Procedures.
- This job description sets out a summary of the duties and accountabilities of the role. It is not intended to be exhaustive.



JOB TITLE: Educational Psychologist		GRADE: Soulbury
	Indicate when Assessment is possible: at Application form=A interview=I both=A/I test = T	WEIGHT CODE shows relative importance Low=1 Medium=2 High=3
Behaviours: <i>refer to corporate behaviours document</i>		
Professionalism - Actively seek ways to prevent over-complication or confusion of service delivery through innovation, being open to change and the removal of barriers including challenging negative behaviours.	A/I	3
Leadership - Leads by example, optimising those resources allocated, Communicates clearly taking account and welcoming feedback. Takes a positive and resilient approach to change understanding the longer-term vision of the Council and/or service areas.	Not Applicable	
Accountability - Adopt a 'can do' attitude in the work that I deliver taking accountability for my own performance and development and responsibility for my actions and decisions. I will demonstrate inclusivity and promote the values of diversity and equality.	A/I	3
Transparency - Work with others to reach a common goal; sharing information, supporting colleagues and searching out expertise and solutions from relevant partners and/or communities we serve.	A/I	3
Ethical - Aware of own impact on others through valuing openness, treating everyone with respect and listening carefully to understand the views of others in order to build trust.	A/I	3
Abilities/Skills: (refer to JE guidance document)		
Ability to use interpersonal skills effectively to build rapport and communicate with a range of stakeholders including adults and children	I	3
The ability to communicate verbally with customers and provide advice and/or information in accurate spoken English is essential for the post.	I	3
Ability to communicate effectively in writing	A/I	3
Effective time management skills, including the ability to meet deadlines and prioritise competing demands	I	3
Commitment to safeguarding children and young people	I	3
Ability to apply psychological theory and knowledge to support and advise stakeholders in relation to the development, inclusion, well-being and/or achievement of children and young people	I	3
Commitment and ability to deliver psychology within a multi-agency context	I	2
Knowledge/Experience:		
<ul style="list-style-type: none"> Previous successful experience as an educational psychologist or trainee educational psychologist Experience of delivering psychology within a consultative framework Experience of working within a multi-agency context Experience of designing, applying and analysing research Knowledge of relevant legislative framework within Educational Psychology (SEND CoP 0-25 2014; Children and Families Act 2014; Equality Act 2010 etc) Evidence of continued professional development 	A/I A/I A/I A/I A/I A/I	3 2 2 2 2 2

Qualification:			
<ul style="list-style-type: none"> Honours Degree in psychology which confers eligibility for Graduate Basis for Chartered Membership of the British Psychological Society 		A	
<ul style="list-style-type: none"> Doctoral professional qualification in Educational Psychology or equivalent which gives eligibility for registration with the Health and Care Professions Council 		A	
Other essential requirements:			
<ul style="list-style-type: none"> An awareness of, and commitment to, equality of opportunity 		I	
<ul style="list-style-type: none"> Awareness of, and commitment to, confidentiality and handling data 		I	
Prepared by:	Emma Thornbery	Date:	12.09.20