

JOB TITLE:	Educational Psychologist
GRADE:	Soulbury Scale A Point 3-8 (+ up to 3 SPAs)
REPORTS TO:	Deputy Principal Educational Psychologist
TEAM:	Integrated Services for Learning
DEPARTMENT:	Children's Services, Education and Services for Young People

Purpose of the Job

To deliver a range of Educational Psychology services to, and on behalf of, children and young people 0-25.

Main Areas of Responsibility

To work within an integrated practice framework and as part of Integrated Services for Learning. The post holder will demonstrate due regard to professional practice standards and codes of conduct. Adhering to service and Local Authority policies, the post holder will provide quality assured independent preventative and statutory advice to improve outcomes for vulnerable children and young people, particularly those with SEND (0-25).

2. To work with parents, carers, families, a diverse range of settings (including educational establishments such as maintained, Academy and Free Schools, Early Years settings including Children's Centres, Colleges, Children's Homes) and other local community groupings to ensure vulnerable young people's life experiences are optimised with a clear focus on outcomes for them and for their family.

3. To provide robust, reflective, informed and high-quality educational psychology support. This includes ensuring knowledge and skills continue to develop and the post holder is able to formulate hypotheses based on presenting evidence. The post holder must be a research/evidenced based practitioner in their practice. The post holder will be a proactive member of the EPS to ensure learning is shared, reviewed and evaluated on a regular basis.

4. To provide excellent oral and written communication skills.

5. The post holder will use psychological consultation skills effectively and will use feedback on impact/outcomes to extend their robust professional approach.

6. To work independently, to organise time / workload efficiently, and meet deadlines as required.

7. To provide, as part of a team, crisis /critical incidence support as required when unexpected critical incidents occur. This may include 'sad event' activity such as support to settings following bereavements.

8. To develop and extend psychological competence at an organisational and group level to support local areas in developing their analysis and response to local needs. The post holder will provide psychological expertise in extending local planning to build inclusivity and educational success for students (0-25 years). This may include developing a specific area of interest in response to Service or locality need. This may include undertaking project work, evaluations, literature reviews, and reporting back to the Service/team or locality as required.

The duties and responsibilities listed above describe the post as it is at present. The post holder is expected to accept any reasonable alterations that may from time to time be necessary.

Person Specification

Please provide a supporting statement which includes examples and evidence of when you have demonstrated the attributes listed below.

You will be expected to address each point separately and in the order listed.

If you do not complete a full supporting statement in the requested format, your application may be rejected.

- Evidence of professional qualifications including a first degree, a professional doctorate or master's degree in Educational Psychology (recognised by the British Psychological Society), details of HCPC Registration and any other relevant professional qualifications. Degree details to include where studied, classification and date
- An understanding of current legislation and national guidance relating to children and young people
- Ability to achieve and maintain the respect of others while representing children's needs
- Commitment to integrated working, the Early Support Approach, and positive engagement with families in work concerning their children, including strengthening as appropriate parents' and carers' role in supporting their children
- Experience of providing support in response to a crisis/critical incident
- Knowledge of current psychological theory and research and experience of using evidence-based research to achieve beneficial outcomes for a child/young person or family
- Experience of collaborative or partnership working with or as part of a multidisciplinary team within an Integrated Practice context
- Good communication skills, both oral and written, for a range of purposes and audiences
- Able to type and use IT systems efficiently

- Commitment to psychological consultation as the preferred model of service delivery and a demonstrable use of an evidence and/or research based, hypothesis-testing approach to psychological intervention
- Creative and constructive solution-focused approach to problem solving, open to self-reflection and constructive/challenging feedback from others
- Able to select appropriate professional tools for professional practice and use these expertly
- Ability to deliver high quality training, INSET, or other CPD support to colleagues, other professional groups, the voluntary sector or parents/carers
- Ability to produce high quality, professional reports within service and good practice time deadlines
- Ability to work independently, and to organise time / workload efficiently, meeting deadlines as required and managing time and demand pressures
- Commitment to teamwork, sharing and developing ideas and practice, and feeding back to others from own CPD developments
- Car driver and car access
- Commitment to promoting Equal Opportunities, Diversity, and Children's Rights, in line with National and local policies and good practice guidelines

Criminal Background Check

Safeguarding children and adults is of utmost importance to Hertfordshire County Council. The Council requires employees to abide by legislation and best practice to enable Hertfordshire to achieve this. This role has been identified as requiring a Disclosure & Barring Service (DBS) check or Basic Disclosure. You must therefore ensure that any relevant criminal record check application is completed and returned as requested by the Council, as this is deemed a contractual requirement of employment. In addition, you consent to allow the Council to retain a copy of the disclosure certificate within your personal file.

It is a contractual obligation to disclose any cautions, reprimands or convictions and to update your manager of any changes to your status whilst in employment. Enhanced DBS roles will be reviewed periodically during employment, by means of DBS Dip Sample or three yearly rechecks. Failure to disclose changes to your status may be detrimental to your employment and you may be subject to disciplinary action.

Please note that additional information referring to the check is in the guidance notes to the application form. If you are invited to interview you will receive more information.

Equality and Diversity

Hertfordshire County Council is determined to take action to ensure that our belief in diversity and equality of opportunity is integral to everything we do. It will inform every area of activity; from the way we provide services to the way we employ our staff. It is a central responsibility of all councillors, managers, staff and partners. The council's equality policy 'Putting People First' is available on hertfordshire.gov.uk, on the internal intranet or from your line manager.

Health and Safety

It will be the duty of every employee while at work to take reasonable care for the Health and safety of themselves and of other persons who may be affected by their acts or omissions at work.

Additional Information: Code of Practice on the English Language Requirements for Public Sector Workers

Public Authorities must ensure that all members of staff in customer facing roles, whatever their nationality or origins, are able to communicate the English language fluently with the general public, verbally and in written format.