

JOB TITLE: Senior Practitioner Educational Psychologist
GRADE: Soulbury Scale B 3 – 6 (Plus up to 3 SPAs)
REPORTS TO: Deputy Principal Educational Psychologist
TEAM: Educational Psychology Service/Virtual School
DEPARTMENT: Inclusion and Skills – Childrens Services

Purpose of the Job

The post holder will work between Hertfordshire's Virtual School and the Educational Psychology Service. The post holder will support the teams in their work to promote the education and well-being of all vulnerable children within the Virtual School remit. The post holder will have responsibility for coordinating and delivering training, offering consultation to schools and working with individual children as required.

Main Areas of Responsibility

Through the application of psychology, knowledge and research you will:

- Support the psychological well-being, attainment and educational needs of Children Looked After (CLA) in Hertfordshire.
- Facilitate and support effective interagency work and positive outcomes for Hertfordshire Children Looked After, Children Previously Looked After (CPLA) and children known to social care.
- Deliver a full range of psychological services within the EPS.

Key Accountabilities – Virtual School

- Adhering to service and Local Authority policies, the post holder will provide advice to improve outcomes for children and young people with multiple adverse childhood experiences (ACEs), many of whom have SEND. The postholder will work with children and with professionals in and outside Hertfordshire.
- To provide consultation, intervention and advice to local authority, education and social care staff (including foster carers) about CLA and CPLA presenting with complex needs, focusing on:
 - emotional wellbeing
 - building resilience
 - attendance
 - attainment in school, including identification and support for SEND issues

- This work includes pupils living in Hertfordshire as well as those looked after by the local authority who are placed out-of-county so some travel and out of standard working hours may occasionally be required.
- To provide advice and information for both statutory and non-statutory requests.
- To provide professional advice at the weekly term-time Multi-Agency Education Hub.
- To plan, develop and support training and provide supervision, as needed, for the adults working with and caring for CLA and CPLA within educational settings and other systems.
- To evaluate outcomes and contribute to research supporting the psychological well-being and educational needs of CLA and CPLA.

Key Accountabilities – Educational Psychology Service

- To participate fully in service development activities within the Educational Psychology Service.
- 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).
- To work with parents, carers, families, a diverse range of settings and other local community groups to ensure vulnerable young people's life experiences are optimised with a clear focus on outcomes for them and for their family.
- To provide robust, reflective, informed and high-quality psychological advice.
- To provide, as part of a team, crisis /critical incidence support as required when unexpected critical incidents occur.
- To carry out such other duties commensurate with the post of Educational Psychologist that the Principle Educational Psychologist and Head of the Virtual School may determine from time to time.

Relationships

This role requires partnership working to ensure the effective and efficient operation of the service and the effective delivery of outcomes for children and young people. The key relationships are:

- Contact with Head teachers and managers of settings in relation to their settings and their work with children and young people.

- Contact within the wider education and children's sector, including voluntary sector providers, health providers, CYPMHS, social care, Health, Early Help providers and parent/carer groups.
- Contact with parents/carers and children and young people through direct contact; analysis of service data and feedback to understand their views and experiences.

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.

Qualifications

Essential:

- Degree in Psychology (or equivalent, recognised by the BPS) **and**
- Professional Masters qualification in Educational Psychology alongside Qualified Teacher Status, **or** professional Doctorate qualification in Educational Psychology.
- Registered with the Health and Care Professionals Council as an Educational Psychologist with evidence of up-to-date professional development in order to maintain registration with the HCPC.

Experience And Knowledge

Essential:

- Substantial experience of working as an EP within a local authority context. This would include experience of managing people, projects or resources.
- A high standard of skills and knowledge in relation to Educational Psychology and evidence of delivering psychological work to successfully support academic achievement and emotional wellbeing.
- A sound knowledge of current developments in psychology, child development and education.
- Knowledge and experience of delivering outcomes-led and person-centred services.
- Knowledge of statutory and non-statutory guidance on improving educational outcomes for children with adverse childhood experiences
- Knowledge and experience of delivering consultation and systemically based approaches to service delivery and of Assess, Plan, Do, Review models.
- In-depth understanding of the national SEND framework, alternative provision, and national and local developments in relation to vulnerable children and young people.
- Experience of working within multi-agency contexts.
- Experience of contributing to new ways of working.
- Experience of communicating both verbally and in writing complex information effectively and sensitively to a range of audiences.

- Experience of developing successful and effective relationships with a range of stakeholders and partners.
- Experience of supporting and motivating others in order to deliver outcomes and of working as part of a team.

Desirable:

- Experience of contributing to service plans and developments.
- Experience of delivering professional supervision and support to EPs and/or others.
- Experience of delivering applied research projects.
- Experience of developing and delivering commissioned work.

Personal Attributes

Essential:

- A commitment to the application of psychology to improve outcomes for children, young people, families, and professionals.
- A commitment to inclusion, equality, and diversity.
- Ability to motivate others.
- Ability to create and maintain productive working relationships
- Positive, committed, self-motivated and confident.
- Adaptable and able to take a positive approach to change working with the Deputy and PEP
- Ability to plan, prioritise and work to deadlines.
- Innovative and creative.
- Able to act with discretion and to respect confidentiality.
- Patience and flexibility.
- Capacity for self-evaluation and reflection.
- Excellent analysis and decision-making skills, including the ability to synthesise and prioritise potentially conflicting demands.
- Client and community focussed.
- Excellent communication skills.
- High levels of personal integrity.

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.

Diversity and Inclusion

Hertfordshire County Council is committed to making inclusion part of our DNA, both as a large employer of people and as a provider and commissioner of services.

We strive to positively promote diversity and inclusion across the delivery of services and within our workforce. We want everyone at work, regardless of their background, identity or circumstances to have a sense of belonging to the organisation. We want all employees to feel valued, accepted and supported to succeed at work and reach their full potential.

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 (access needs will be met for those with a disability).