

Job description

Job title: Educational Psychologist
Grade: Soulbury Scale A points 4-9 (plus up to 3 SPA points, as agreed)
Job family: Education and Youth/People - Children/County Psychological Service

Purpose and impact

1. Apply psychology to improve outcomes for children and young people with SEND.
2. Enable Dorset Council to fulfil its statutory duties in relation to vulnerable children and young people including those with SEND.
3. Use child and family centred approaches to work in partnership with parents, carers and children and young people embracing the principles of person-centred planning.
4. Work with schools, settings, colleagues and other agencies to extend and develop their skills and their capacity to intervene early and seek solutions.
5. Take full responsibility for managing time and work whilst remaining up-to-date professionally and developing personally.

Key responsibilities

1. To assist the Senior Educational Psychologist in the maintenance and development of a psychological service to the area especially in providing psychological advice towards Education, Health and Care Needs Assessments.
2. To work proactively to ensure positive outcomes for children / young people and their families.
3. To work with settings and colleagues to extend their skills and their capacity to include all children / young people.
4. To work in such a manner as to ensure coordinated service delivery for children / young people and their families.
5. To attend and participate in development meetings of the Educational Psychology Service and of the area Educational Psychology Service team.
6. To ensure working practices are in-line with service policies.
7. To attend and participate in development meetings convened by Family Partnership Zones, Schools and Learning Service and Local Authority Directorates as appropriate and as invited.
8. To contribute to the in-service education of teachers.
9. To attend courses and take part in other further training arrangements for educational psychologists as necessary for personal and professional development and the development of the service.

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.

Knowledge and Skills

Qualifications:



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- Post-graduate professional qualification appropriate for practice in the UK as an Educational Psychologist (or will have by start date).

Knowledge of:

- Children / young people's rights - including the right of every child to have access to appropriate activities and opportunities within their locality
- Special Educational Needs Disability (SEND) Code of Practice 0-25
- A range of approaches to assessing teachers, families and children / young people's resources with a view to informing and implementing intervention programmes
- A range of methods for identifying needs and developing social, emotional and resiliency in children and young people
- A range of psychological theories and research regarding children's learning, social and emotional development
- Evidence based interventions to meet the needs of children and young people with SEND
- National developments
- Appropriate knowledge and skills needed to work in integrated teams and for working in multi-agency contexts.

Skills:

- Empowers professionals' families and children / young people to identify their goals and find solutions that are right for them
- Applies psychology in proactive, professional, flexible and enthusiastic ways
- Uses a solution focused approach to problem solving
- Analyses problems and information and comes to a reasoned point of view
- Contributes to effective inclusion of children and young people in school and community
- Demonstrates good interpersonal skills
- Shows evidence of commitment to CPD
- Manages time well keeping to deadlines
- Establishes good relations with schools, families, children, young people, colleagues and other agencies
- Demonstrates integrity to the profession as an educational psychologist
- Is fluent in the use of "plain" English, written and spoken
- Facilitates joint working with Health and Social Care colleagues.

Other factors

Resources

Personal equipment such as mobile, projector, laptop and other similar equipment.
Psychological testing equipment, books and academic resources.

Working Environment

Office work will be based at a DC office base such as County Hall or Hanham Centre. The post will also involve visits to school settings and homes, work with other agencies at different meeting venues, visits to parents and attendance at a range of meetings both within and beyond the county.



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Upon occasion the post will require the holder to work in challenging and confrontational situations.

Conflicting demands and statutory deadlines are a regular feature of the post.

Progression in post (if applicable)

SPA points are available.

Our behaviours

Dorset Council has developed and embedded a set of behaviours that will form part of everything you do, and you will need to be able to demonstrate them through the way you work, regardless of your role or grade within the organisation.

Full details can be found on the job website under '[Working for Dorset Council](#)'.



Person specification

Applicants will be shortlisted on the basis of demonstrating that they fulfil the following criteria in their application form and should include clear examples of how they meet these criteria. You will be assessed in some or all of the specific areas over the course of the selection process.

Essential

Essential criteria are the minimum requirement for the above post.

Qualifications/ training/registrations
Required by law, and/or essential to the performance of the role
1. Current registration with the HCPC unless trainee EP status.
2. Graduate Basis for Registration of the British Psychological Society.
3. Post-graduate qualification in Educational Psychology recognised by the BPS for practise as an educational psychologist in the UK.
4. Willingness & ability to obtain and/or enhance qualifications and/or training for development in this post.
Experience
5. Work with children and young people who are disabled and their families.
6. Experience of multi-agency working.
7. Promoting inclusion and systems work within schools and settings.
Skills, abilities & knowledge
8. Knowledge of current psychological theory and research.
9. Knowledge of current legislation and statutory guidance relating to inclusion & SEND.
10. Knowledge of interventions that are important to ensure CYP educational entitlement can be secured.
11. Knowledge and skills of working in partnership with parents.
12. Knowledge and skills to communicate effectively with CYP with SEN, Disability and from vulnerable groups.
13. ICT skills, including use of email, electronic diary, word processing and other office software.
14. An understanding of the importance of the social model and strengths-based, positive approaches in responding to SEN and Disability.
15. An understanding of the benefits of inclusion.
16. Ability to empower parents and other professionals to recognise what works well for a particular child / young person.
17. Manage a range of work demands and to make decisions when there are conflicting priorities or emotive issues.
18. Ability to think logically and creatively, even when under pressure.
19. Ability to motivate and support staff, particularly staff dealing with challenging situations.
20. The ability to develop effective working relationships with senior colleagues, service staff, school staff and the families of children with SEN and disability or from vulnerable groups.
21. Ability to communicate effectively, both orally and in writing.
22. Good ICT skills.
Behaviours
23. Respect
24. Responsibility
25. Recognition
26. One Team: Collaboration



Desirable

Desirable criteria will be used in the event of a large number of applicants meeting the minimum essential requirements.

Qualifications/ training/registrations	
27. Solution oriented / Solution focused training courses or training in empowering other professionals.	
Experience	
28. Delivery of training/workshops for professionals and parents/carers.	
29. Delivery of evidence-based interventions.	
30. Work with young adults with SEND within FE.	
Skills, abilities & knowledge	
31. Knowledge and skills in the use of consultation approaches.	
32. Well-developed knowledge and skills in a specific area of practice relevant to educational psychology.	
Other	
33. Able to meet the physical and travel/mobility requirements of the post (with or without reasonable adjustments).	

Approval			
Manager	Miriam Leigh	Date	01/09/2024

