

# Job Description and Person Specification

## Job details

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Job title: Educational Psychologist

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Directorate: Hackney Education

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Reporting to: Senior Educational Psychologist

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Direct/indirect reports: N/A

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Budget responsibility: N/A

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Grade: Soulbury A, Spine Point 3 – 8 (plus SPA points - previously awarded SPA points will be honoured with appropriate evidence from past employment)

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Leadership level: Operational level

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DBS requirement: Enhanced

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## Job description

- Purpose of the post:
- To use knowledge of child development and educational psychology to promote the wellbeing, learning and development of children and young people.
  - To contribute to multi-disciplinary work in the assessment and delivery of intervention for children and young people.

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Main duties and responsibilities:

### Deliver outstanding service

- To visit educational settings to offer a psychological consultation, assessment and intervention service; this may include early years settings, maintained and free schools, academies, special schools and additionally resourced provisions (within Hackney and outside of the borough).

### Increase service quality and performance

- To work as a member of a team to support and deliver psychological services in line with the objectives identified by Hackney Education, Special Educational Needs Service and Educational Psychology Service.

### Identify opportunities for personal and professional development

- To undertake professional training in support of priorities identified during the PDR process and the Service Development Plan.

### Identify opportunities for innovation/new business development

- To contribute to the development of the Service, including the development of traded services and specialisms.
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### Develop strong relationships across teams and with partners

- To work with staff from education settings and other agencies and departments to promote effective multi-agency and multi-professional problem solving.

### Reflect best practice and ensure compliance

- To contribute to in-service training programmes, research and other projects in consultation with other team members.
- To undertake additional or other duties as may be appropriate to achieve the objectives of the post and as directed and deemed appropriate by the Line Manager.

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General requirements:

- To participate in planning meetings with each link school at the beginning of each term in order to identify priority areas of work.
- To complete statutory assessments (in line with the regulations set out in the Children and Families Act 2014 and the SEND Code of Practice: 0-25 years on the identification and assessment of SEN).
- To maintain a record of the work undertaken in line with service standards.
- To attend team meetings and actively contribute to focused discussions and working groups.
- To participate fully in the development of the Service Development Plan.
- To take an active part in the Hackney Performance Development Review (PDR) process.
- To staff the parent advice service on a rota basis.
- To implement the EPS Traumatic Incident Response Framework as appropriate
- The post holder must at all times carry out his/her responsibilities with due regard to our policy, organisation and arrangements for Health and Safety at Work.
- It is your responsibility to carry out your duties in line with our policy on Equality and Cohesion and be sensitive and caring to the needs of others, promoting a positive approach to a harmonious working environment.
- You must promote and safeguard the welfare of children, young and vulnerable people that you are responsible for or come into contact with.
- All Hackney Education Staff are expected to demonstrate and work towards developing the Hackney Education Leadership Qualities which are:
  - A strong sense of direction and purpose
  - Creativity
  - Resilience
  - Credibility
  - Presence
  - Connecting
  - Self-Awareness

Job title:	<b>Educational Psychologist</b>
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## Person Specification

	Essential	Desirable
<b>Qualifications</b>	✓	✓
1. An honours degree in Psychology or equivalent as recognised by the British Psychological Society	✓	
2. Postgraduate Qualification in Educational Psychology	✓	
3. Registered (or eligible for registration) as an Educational Psychologist with the Health and Care Professionals Council (HCPC)	✓	
<b>Experience</b>	✓	✓
4. Experience of working with other professionals in a multi-disciplinary team	✓	
5. Experience of assisting teachers and others in assessing and meeting the needs of children and young people with special educational needs.	✓	
6. Experience of in-service training work including evaluations.	✓	
<b>Knowledge/Skills</b>	✓	✓
7. Skills and knowledge of a consultation model of Educational Psychology service delivery, undertaking psychological assessments and planning/delivering intervention programmes in partnership with education settings and other professionals.	✓	
8. Knowledge of psychological theories, SEND Code of Practice: 0-25 years, legislation and best practice that affects children and young people with SEND.	✓	
9. Ability to maintain and sustain effective working relationships a range of stakeholders, including children, young people, parents/carers and colleagues.	✓	
10. Knowledge and understanding of the concept of inclusive education and the issues facing education for vulnerable pupils with SEND.	✓	
11. Clear understanding of safeguarding and child protection procedures and the effects of child abuse on children and young people's development.	✓	
12. Clear and effective communication skills when dealing with a range of stakeholders.	✓	
13. Clear commitment to, and understanding of, equal opportunities issues and how they can impact on children/young people and affect service delivery.	✓	
14. Ability to manage change, conflicting demands, tight deadlines and record keeping	✓	
15. Knowledge, skills and confidence in using specific and general IT.	✓	

## Re-evaluation - approval (for re-evaluations, get approval to proceed from an SLT member)

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*I confirm approval to proceed:*

SLT Member:		Signature:		Date:	
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