



EDUCATIONAL PSYCHOLOGIST RECRUITMENT PACK



APRIL 2024

About the Trust



Ambitions Academies Trust exists to secure 'Outstanding Achievement for All' for the communities that it serves. This is underpinned by our values of Inclusivity, Openness and Honesty.

Comprising thirteen academies located over fifteen sites across the South West coast of England, we provide an outstanding education across all sectors – primary, secondary and special.

The Ambitions Academies Trust mission is laid out in three key strands:

- To ensure all pupils reach their potential by securing outstanding achievement, high standards of social skills and improved life chances
- To raise standards of teaching and learning by ensuring strong, effective governance and outstanding leadership at all levels
- To achieve outstanding outcomes through the Trust through the efficient use of public funding and assets

We base all that we strive to achieve on our four defining Key Principles:

- To provide and maintain strong, effective governance at all levels of the Trust
- To ensure financial sustainability throughout the Trust
- To ensure future growth does not adversely impact outcomes within the Trust
- To provide leadership and training through Ambitions Teaching School to continue to support schools outside the Trust

About the Role



Post: Educational Psychologist

Contract: Full Time, Permanent

Salary: £47,420 - £50,512 per annum

Start date: To be agreed

Are you a passionate and dedicated educational psychologist looking to enhance the educational experience for students across multiple schools within a trust?

We are looking for an experienced educational psychologist, with a commitment to ongoing professional development, to offer comprehensive support in understanding and addressing diverse learning needs, behaviour issues, and emotional challenges.

We are always seeking new ways to enhance our practice and approaches, and we warmly welcome applicants who can contribute to the development of educational psychology practice.

As an educational psychologist within our trust, you will have the opportunity to work collaboratively with teachers, parents, and other professionals to create an inclusive and supportive environment for all learners through tailored strategies promoting academic success and emotional well-being for all students.

Should you wish to arrange a visit or an informal discussion regarding the role, please contact Nicki Morton, Director of Special Education at nicki.morton@aat.education

What we have to offer:

- A competitive pension through The Local Government Pension Scheme.
- Enhanced contractual sick pay in line with the Burgundy Book and Green Book
- A culture that respects work-life balance and an ongoing commitment to wellbeing with a dedicated Wellbeing Champion.
- An Employee Assistance Programme available 24/7 including in the moment support and counselling sessions with an external provider.
- AAT Staff benefits include free eye testing for DSE users through Specsavers, free will writing through Dunham McCarthy Solicitors and reduced price corporate gym memberships.
- A visible and approachable senior leadership team and an enthusiastic and committed team of teachers and support staff.
- A strong support network both within the school and across Ambitions Academies Trust.
- Strong potential for career progression where all staff are part of a professional learning community in which evidence-informed CPD is designed to meet individual needs.

How to apply...

Closing date for applications: Monday 22nd April at 9am

Interviews: w/c 29th April 2024

If you think a career with Ambitions Academies Trust is right for you, click [HERE](#) to apply now.

Find out more at www.ambitions-academies.co.uk

Thank you for your interest in Ambitions Academies Trust.

We look forward to receiving your application.

Ambitions Academies Trust (AAT) comprises schools from all sectors: mainstream (primary and secondary) and special. AAT secures outstanding achievement and improved life chances of all our pupils. All our Academies have high expectations as the focus of their work. We are strongly committed to supporting colleagues in developing their careers further and offering excellent CPD opportunities

Please submit your application as soon as possible to avoid disappointment as AAT reserves the right to close applications early.

Please note we DO NOT accept applications by CV and are unable to offer Visa Sponsorship.

Ambitions Academies Trust is committed to safeguarding and promoting the welfare of children. Rigorous checks will be made of the successful applicant's background credentials, including enhanced DBS checks and an online search



JOB DESCRIPTION

POST: Educational Psychologist

RESPONSIBLE TO:

All staff are ultimately responsible to the Chief Executive Officer (CEO). The post holder will work closely with team members and support the team when necessary.

PURPOSE:

To enable all children and young people to thrive within our organisation through the development of inclusive practices which will be achieved through working directly with children and young people and their families and through the support and development of our colleagues to be able to deliver appropriate universal and targeted support within our academies.

MAIN DUTIES & RESPONSIBILITIES:

The post holder would be expected to carry out the following duties and to recognise that the list is only indicative and that there might be other, similar duties which might be required to be carried out:

- To undertake specialist and highly skilled assessments of learning needs and behaviour, taking into account children's developmental, attachment, trauma and cultural circumstances
- To work effectively with a range of key stakeholders within AAT such as our SENCOs, teaching and pastoral teams to enable them to ensure practice is inclusive of identified needs
- To develop strategies and skills for the implementation of a range of therapeutic interventions to be delivered by non-therapists
- To provide supervision to colleagues as required
- To determine if additional assessments such as speech and language, occupational therapy or dyslexia evaluations are necessary
- To design and implement interventions to help students overcome challenges and improve their personal development and academic performance.
- To support colleagues to facilitate collaboration between parents/ carers and school to address and discuss concerns within the educational setting
- To provide support and guidance to teachers, parents, and other school staff in creating a positive learning environment for all students.
- To work to a clear clinical plan to provide outcomes-focused trauma and attachment therapy with children and families who have experienced adverse childhood experiences
- To work collaboratively with senior leadership teams across the Trust and to review their whole-school approach to meeting the needs of vulnerable children and their families
- To offer specialist consultation and training to professionals including how to take a therapeutic approach when faced with behaviour due to the impact of sexual abuse, traumatic grief and developmental trauma, helping to improve health outcomes for affected children.
- To take part in multi-agency meetings, including Early Help / Child in Need/ Child Protection meetings, care planning meetings with other health professionals and safeguarding reviews.
- To maintain clear records and to produce high quality, accurate reports and monitor impact working with other colleagues.
- To develop links with higher education to develop accredited certification for the training provided to our Trust colleagues with the potential to offer this beyond our organisation

GENERAL:

- To promote and support AAT's culture of "High Expectations for All" and encourage staff and pupils to follow this example.

- To promote and safeguard the welfare of children in your care or that you come into contact with in accordance with the Trust Child Protection and Safeguarding Policy.
- To comply with, promote and act in accordance with all Trust and Academy policies.
- To be responsible for complying with data protection legislation and expectations for confidentiality. Any issues or breaches to be reported to the Trust HR Director at the earliest opportunity.
- To be responsible for complying with health & safety legislation and guidance. Any issues or breaches to be reported to the Trust Estates Director immediately.
- To maintain consistent working relationship with colleagues, supporting them in line with your role and responsibilities.
- To keep colleagues informed about aspects of your work and schedule which may affect the support you can give them.
- To develop your effectiveness by up-dating your knowledge and skills, seeking and taking account of constructive feedback on your performance, making effective use of the development opportunities made available to you.
- To identify and agree personal development objectives with your line manager.
- To be courteous to colleagues and provide a welcoming environment to visitors.

ADDITIONAL INFORMATION

Throughout the Trust it is our practice to vary the specific responsibilities in line with the needs of the Trust. This will be carried out in consultation with the post holder.

This is an outline job description only and the post holder will be expected to comply with any reasonable request from a manager to undertake commensurate work of a similar level, or any lesser duties, that are not specified in this Job Description.

The aim of the job description is to indicate the general purpose and level of responsibility of the post.

Please be aware that duties may vary from time to time without changing their character or general level of responsibility.

Duties may be subject to periodic review by the Chief Executive Officer or nominated representative (in consultation with the post holder) to reflect the changing needs of the Trust.

Signed: **Date:**

Post Holder

One copy to be retained by member of staff and one kept on the employee’s file.



PERSON SPECIFICATION

Educational Psychologist

	Essential	Desirable
QUALIFICATIONS		
A recognised professional qualification in psychotherapy or counselling	*	
Degree in Psychology plus membership of the British Psychological Society (BPS)	*	
Registered with an appropriate professional organisation relevant to therapy modality (e.g. UKCP, AFT, ACP, BACP, BAAT, HCPC, BADth, BAPT etc).	*	
Educated to Masters level		*
KNOWLEDGE & EXPERIENCE		
A good understanding of theories of child development and attachment	*	
Demonstrable experience of providing outcomes-focused therapy to children, young people and their families.	*	
Experience of participation in multi-agency planning and safeguarding work, including Early Help, Child in Need and Child Protection meetings and processes, working effectively with the system around the child.	*	
Detailed knowledge of relevant legislation and understanding of issues within education, special educational needs and educational psychology.	*	
Knowledge and experience of the current range of approaches and techniques available to educational psychologists.	*	
Specialist knowledge of trauma, attachment issues and different types of child therapy; music, art, sport, play etc	*	

	Essential	Desirable
SKILLS & PERSONAL QUALITIES		
Excellent communication skills with the ability to communicate effectively with children, families and professionals.	*	
Strong analytical and problem-solving skills	*	
The ability to work autonomously and to plan, prioritise, work under pressure and adapt to new models of working.	*	
QUALITIES & APTITUDE		
Proactive openness to seeking alternative perspectives, coaching and advice	*	
Commitment to maintaining the highest standards of professionalism and confidentiality at all times	*	
Demonstrable commitment to excellence, for self and others, and a passion for all to achieve to their true potential	*	
Commitment to the safeguarding of all staff and students	*	
Commitment to equality of opportunity for all staff and students	*	
Demonstrable commitment to continuous professional development, of self and others	*	

Ambitions Academies Trust Is Committed to Providing A Safe, Supportive And Stimulating Environment For All Its Pupils Following Keeping Children Safe in Education Guidelines.

This Post is Exempt from the Rehabilitation of Offenders Act 1974

Outstanding Achievement for All

Living on the South Coast



The South Coast is officially the sunniest place in the UK and with over 400 miles of coastline to discover it makes for an ideal place to live, work and play.

Dorset's coastline is a contrast of vibrant coastal towns with many areas of outstanding natural beauty.

Bournemouth offers seven miles of award-winning beaches and an array of shops and restaurants. The town is well known for its association with the arts, music and literature. The strength of Bournemouth's economy lies in its diversity of sectors – financial, marine and aviation alongside the service and tourism sectors. Bournemouth is also becoming a fast growing digital hub with as many as 400 digital agencies throughout the region.



Poole is a bustling coastal town with an incredible history that dates back thousands of years with its cobbled streets and impressive architecture in the Old Town leading to Poole Quay. There are plenty of high-quality restaurants in this area as well as traditional pubs. Poole Harbour is Europe's largest natural harbour; it is a site of Special Scientific Interest and a haven for bird watchers and conservationists.

Travel by boat and see the iconic Old Harry Rocks and the Victorian seaside resort of Swanage at the most eastern point of the Jurassic Coast. The Jurassic Coast, stretching 96 miles, from Exmouth in East Devon to Studland Bay in Dorset was given UNESCO World Heritage Status in 2001.



Weymouth is one of the gems of the Jurassic shoreline with a pretty seafront and a traditional fishing harbour. Situated on a sheltered bay at the mouth of the River Wey, Weymouth is the third-largest settlement in Dorset after Bournemouth and Poole. The Olympic legacy can be seen throughout the town since hosting the sailing events in 2012 with a fantastic offering of water sports and coastal activities. There is also a thriving live music and club scene.

This is a fabulous place for families to live, work and study, with a thriving economy, plenty of activities and entertainment, good schools and universities, all situated within a beautiful location.