

JOB DESCRIPTION

Employment Details	
Job Title	Educational Psychologist
Reports to	Trust SEN Lead
Salary Band	HAY T Middle (T49-53)

Safeguarding Commitment:

The White Horse Federation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We therefore expect all staff and volunteers to work to and within school policies and procedures, including safeguarding, child protection and health and safety.

This post is subject to satisfactory references which will be requested prior to interview, an enhanced Disclosure and Barring Service (DBS) check, medical clearance, evidence of qualifications and verification of the right to work in the UK.

Purpose of the Role
<ul style="list-style-type: none"> • To enable the schools in the Trust to fulfil their statutory duties relating to children who have, or may have, special educational needs and/or disability. • To provide psychological consultation, assessment, and interventions to all schools within the Trust. • To provide robust, reflective, informed, and high-quality educational psychology support. • To support the inclusion programmes in the schools in meeting the needs of SEND students. • To provide services to other schools in the wider community, where agreed by the Trust.

Responsibilities
<ul style="list-style-type: none"> • To support the schools in the Trust in the development of inclusive policies and procedures • To support the Trust in developing its inclusive approaches and capacity to meet the needs of vulnerable children with behaviour and SEMH needs. • Apply the SEND code of practice principles to the psychology you promote in all your work. • To advise teachers through consultation on how to support students with special educational needs in the mainstream school context. • To support students directly through the use of psychological interventions, ensuring that all interventions are evidenced based; anti-discriminatory and where the welfare of the child/young person is paramount. • To contribute to the annual review and reassessment procedures for students who maintain an Education and Health Care Plan including transition planning. • To work in close partnership with parents. • To work in partnership with SENCOs in the development of SEND provision. • To provide crisis critical incidence support as required when unexpected critical incidents occur. • To keep abreast of current practice and research in the field of Educational Psychology and national developments in behaviour and SEMH strategy and professional practice. • Be available to undertake general consultative work and advice. • Deliver high quality training, INSET, or other CPD support to colleagues, or parents/carers. • Work with schools to further educational and social inclusion. • Provide further professional development for staff.

- Produce high quality, professional reports within service and good practice time deadlines.
- Contribute to the on-going development and systems work across the schools.
- To support pupils with SEND in their transition to other schools.
- To work independently, to organise time/workload efficiently, and meet deadlines as required.
- Commitment to teamwork, sharing and developing ideas and practice, and feeding back to others from own CPD developments.
- Attend and participate in regular meetings and participate in training and other learning activities, as required.
- To promote and market the Education Psychology service to other schools in the wider community, if appropriate
- To undertake any other duties that may be reasonably deemed part of the role.

Additional Duties and Responsibilities

The principal responsibilities and tasks as set out above are not intended to be exhaustive. The need for flexibility, accountability and team working is required. The post holder is expected to carry out any other related duties that are within the employee's skills and abilities, commensurate with the post's grade and whenever reasonably instructed.

The post holder will respect the need for confidentiality at all times while performing this role.

The post holder must at all times carry out their responsibilities with due regard to Trust policy and arrangements for Health and Safety at Work.

All staff within The White Horse Federation will be expected to accept reasonable flexibility in working arrangements and the allocation of duties to reflect the changing roles and responsibilities.

Safe Working Practices with Children

It is the responsibility of each employee to carry out their duties in line with The White Horse Federation's ethos and culture of safe working practices for adults working with children and be sensitive and caring to the needs of the disadvantaged, promoting a positive approach to a harmonious working environment. Each employee should act as an exemplar on these issues and must, where appropriate, identify and monitor training for themselves and any employees they are responsible for.

General Data Protection Regulations

The post holder is required to comply with GDPR regulations and to maintain awareness of Trust policies and procedures in this area. Attention is specifically drawn to the need for confidentiality in handling personal data and the implications of unauthorised disclosure.

Equality and Diversity

There is a requirement for the post holder to promote the equality and diversity agenda within their own role and areas of responsibility and across the department. In fulfilling the requirements set out in this job description, the post holder will apply The White Horse Federation's commitment to equality by treating all employees fairly and without discrimination.

This job description sets out the duties of the post at the time when it was drawn up. Such duties may vary from time to time without changing the general character of the duties or level of responsibility entailed. Such variations are a common occurrence and cannot in themselves justify a reconsideration of the grading of the post. The job description will be reviewed regularly to ensure that it relates to the role being performed and to incorporate reasonable changes that have occurred over time or are being processed. Any review will be carried out in consultation with the post holder before any changes are implemented.

Developed by:		Issue Date:	
Post Holder signature:		Signature Date:	

PERSON SPECIFICATION

Qualifications and Training

Essential	Desirable
<ul style="list-style-type: none"> • A degree in psychology or recognised equivalent • Post grad qualification in Educational Psychology (recognised by the British Psychological Society) • Health and Care Professions Council (HCPC) registration • Evidence of recent and relevant CPD 	

Skills and Experience

Essential	Desirable
<ul style="list-style-type: none"> • Experience of the assessment and intervention of children and young people's educational needs from a psychological perspective across the primary / secondary age range including early years • 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 • Ability to communicate with all levels of staff and parents/carers in confident, calm and professional manner • Ability to promote Trust and its schools in our community • Team player, personable, emotionally intelligent • Enthusiasm for continued professional development • Flexible in terms of working pattern and evolution of role 	<ul style="list-style-type: none"> • Experience of leading/managing other professionals • Experience of working in a multi-agency team • Knowledge of and experience of working in a solution focussed framework • Experience of working in a single or multi academy trust • Experience of project management • Good research skills

Specialist Knowledge

Essential	Desirable
<ul style="list-style-type: none"> • An understanding of current legislation and national guidance relating to children and young people • Broad understanding of the legal framework that underpins equalities and safeguarding. • Understanding the importance of the partnership between parents and schools • Experience of providing support in response to a crisis/critical incident 	

Personal Traits

The successful candidate will have:

- Appreciates the differences between people regardless of ability or background and treats peoples' values, beliefs, cultures and lifestyles with respect and dignity at all times.
- Understands the boundaries of appropriate behaviour when working with children and young people and always acts in a way that respects these boundaries.
- Understands the principles of confidentiality and adheres to them in respect to the information available within the workplace.
- Values align with the ethos and culture of The White Horse Federation.