

Job Description

Job title	Main Grade Educational Psychologist
Directorate	Children and Adults
Division	Educational Psychology Service
Range	Soulbury A3–8 (£49,215 - £59,809) + up to 3 SPA points will be honoured Minimum 0.6 FTE considered
Reports to	Principal Educational Psychologist

Main purpose of the job:

As an Educational Psychologist (EP), you will work collaboratively with children, young people, families, schools and partner agencies, providing consultation, assessment, intervention and training. You will contribute to a graduated approach through systemic work, casework and project development.

The overall aim of the post is to promote the psychological wellbeing of all children and young people in Medway, and to support those whose developmental and psychological needs are impacting on their ability to learn, socialise and develop emotionally in order to maximise opportunities for inclusion.

We do this by having a named EP for every school and academy, offering regular consultation meetings to all our schools throughout the year. We are committed to early intervention and preventative working, including a focus on training and project work. Our aim is that psychology is accessible for schools and settings, families, and children and young people across Medway. We also provide statutory assessments for Education, Health and Care Plans and support Medway Council in meeting its statutory duties for those with SEND.

Liaise with stakeholders in a way that promotes the [One Medway Council Plan](#) and embeds our [values and behaviours](#).

Accountabilities and outcomes:

A high level of initiative and/or independence is expected of the postholder, as much of the service is delivered across Medway in educational settings.

EPs negotiate and manage much of their school-based workload via regular planning, consultation and review meetings with all settings and will be working with our partners to develop EPS service delivery via the forthcoming Experts at Hand approach.

EPs will need to manage statutory work within timescales and prioritise this if necessary.

Medway Council Job Profile

EPs are linked to individual schools and academies and will be expected to engage with them to ensure service delivery standards are maintained. EPs also work closely with other teams both within the Local Authority e.g. SEN Team, Inclusion Team, Sensory Support Service, Social Care 0-25 Disability Team and colleagues in Health.

At manager's discretion, other activities may be assigned that fit the job description.

Key Corporate Accountabilities:

To work with colleagues to achieve service plan objectives and targets.

To understand and actively keep up to date with GDPR responsibilities, including completing regular refresher training.

Safeguarding is everyone's responsibility: all employees are required to act in such a way that safeguards the health and well-being of children and vulnerable adults.

As a corporate parent, all council employees are responsible for ensuring the well-being and positive outcomes of Medway's care-experienced children and young people.

To participate in the Performance Appraisal process and contribute to the identification of own and team development needs utilising the Career Progression Framework.

Work in accordance with the Equality Act 2010 and the Public Sector Equality Duty to eliminate unlawful discrimination, harassment and victimisation. Promoting equality of opportunity, fostering good relations and improving the quality of life and opportunities for everyone living and working in Medway.

To ensure full compliance with the Health and Safety at Work Act 1974, the Council's Health and Safety Policy and all locally agreed safe methods of work.

To fully understand and be aware of the commitment to the duty under Section 17 of the Crime and Disorder Act 1998 to prevent crime and disorder.

Promote the Medway Carbon Neutral by 2050 commitment; supporting the Council action plan to ensure we play our part in addressing the climate emergency.

Medway Council is a Category One responder in relation to the Civil Contingencies Act (2004) and as a result all staff working for the Authority may be asked to carry out Category One response duties or stand in the role of another member of staff who is responding to a Major Civil Incident.

Organisation:

This role reports to the **Principal Educational Psychologist**

The post holder will not have line management responsibility. There is an opportunity to develop supervisory skills for more experienced EPs, as the EPS offers supervision to other professionals and trainee EPs.

The post holder will need to liaise with all stakeholders both internal and external to the organisation.

Working Style:

Hybrid - The EPS service is based in Chatham. In the course of the post holder's work, EPs are expected to be willing to travel throughout the Medway area and a considerable amount of direct work is likely to be undertaken within school environments. EPs are expected to provide their own vehicle for work for which they

Medway Council Job Profile

will receive essential users allowance plus petrol expenses at the nationally agreed rates or be able to otherwise travel independently.

Person specification

All criteria at level A should be considered essential requirements.

Qualifications

- Doctorate in Educational Psychology, or MSc in Educational Psychology and at least two years teaching experience
- Or, be currently in the third year undertaking a recognised professional doctorate for Educational Psychology
- Registration with the Health and Care Professions Council (HCPC)

Knowledge

- An understanding of the changing context of Educational Psychology
- To be able to identify the specific contribution that can be made by an educational psychologist to a range of settings.
- Knowledge of psychological models, theories and current issues.
- Ability to apply appropriate information gathering techniques and generate valid psychological hypotheses
- Ability to apply psychological approaches to achieve positive outcomes
- Demonstrable understanding of safeguarding issues.

Experience

- A proven track record of providing effective advice and solutions to support pupils with complex Special Educational Needs.
- Experience of supporting pupils, parents and school staff with a wide range of strategies.
- Demonstrable experience of coping well under pressure and difficult situations, able to identify and act on own development needs.

Desirable

- Experience of working as an Educational Psychologist.
- Experience of contributing to multi-professional casework and projects.
- Experience of providing CPD to others.
- Experience of producing reports.

Skills

- Excellent communication skills, able to present complex information in an understandable way
- Ability to monitor the effects of decisions, taking account of risks and being prepared to take ownership of actions, and modify own and others work practices where necessary.
- Commitment to continually seek and implement improvements and helping others to cope with change

Medway Council Job Profile

- Ability to be work effectively both independently and as part of a team.
- Ability to work collaboratively with a wide range of other professionals, including school staff and other agencies and services.
- Excellent customer care skills, with experience of adapting services, where possible, to meet customer needs and taking the initiative to work with other agencies where necessary.
- Commitment to equality and diversity, seeking to remove barriers that may prevent people accessing services
- Ability and willingness to travel independently in order to undertake EP duties within Medway and occasionally beyond.