

## **MEDWAY COUNCIL - JOB PROFILE**

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<b>DESIGNATION</b>	<b>Principal Educational Psychologist</b>
<b>DIRECTORATE</b>	<b>Children and Adults</b>
<b>SECTION</b>	<b>Integrated 0-25 Disability Team</b>
<b>RESPONSIBLE TO</b>	<b>Head of Integrated 0-25 Disability Service</b>
<b>GRADE</b>	<b>Soulbury 9-12 Plus 3 SPAs</b>

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### **1. MAIN PURPOSE OF JOB**

- Provide leadership and management of the Educational Psychology service, working with schools and education settings to support children and young people with Special Educational Needs and Disability (SEND) and their families
- To be a member of the wider Integrated 0-25 Management team
- Provide professional advice and support to decision makers and professionals
- To ensure that the developmental and learning needs of children and young people are accurately assessed and responded to appropriately
- Lead projects to support implementation of the Joint SEND strategic plan
- Promote the contribution of psychology to the development of effective services for children and young people, families and communities and work in partnership with other senior managers across CYPS in order to improve outcomes for children and young people

### **Principal Accountabilities**

#### **Service Development and Delivery – Educational Psychology**

Lead responsibility for ensuring the effective planning and delivery of the full range of services provided by the Educational Psychology (EP) service and the deployment of EPs and trainee EPs across the council according to need.

Establish and maintain a quality framework of policies, strategies and practice for Educational Psychologists ensuring performance is monitored and practice standards are met.

Ensure that all Educational Psychologists develop their contribution to specialist areas and research, reflecting local and national priorities, and ensuring that research informs practice across CYPS and in schools and settings.

Develop, co-ordinate and maintain the EP response to critical incidents

Ensuring good customer care, equal opportunities and positive promotion of the EP service

### **Strategy, Service Development and Planning- CYPS, schools and settings**

Provide professional advice and support to CYPS, schools and settings on the use of evidence based approaches to promoting learning and development that take into account psychological, social and emotional issues for children, young people and their parents/carers

To support the Head of Integrated 0-25 Disability Service in strategic development and the development of specialist services to deliver improved outcomes for children and young people with SEND and those with emotional and mental health needs

Undertake a strategic role across the council on assessment and intervention for all children and settings to address narrowing the gap for vulnerable groups of pupils who currently underachieve

Advise on the development of evidence based practice and measurement of impact across the educational psychology service.

Work closely with the Head of Integrated 0-25 Disability Services on the development and implementation of Local Authority strategies on SEND and inclusion, including the planning, development and deployment of resources.

### **People Management**

Provide professional supervision and performance management for the Senior Educational Psychologists who directly report to the PEP.

Devise and ensure the delivery of a programme of professional development, training, supervision and support for all EPs and trainee EPs.

### **Complex Casework**

Undertake a proportion of complex casework and provide advice on the resolution of complex casework, including representing the local authority at SEN and Disability Tribunals

## **2. PERSON SPECIFICATION**

### **Qualifications**

- Degree in Psychology
- Educational Psychology Professional Qualification at Master or Doctorate level
- Professional Post-graduate qualification in Educational Psychology
- Eligibility for Chartered Status as an EP and registration with the Health Professional Council
- Management qualification (desirable)

### **Experience**

- Evidence of successfully managing an Educational Psychology service or equivalent role
- Proven experience of providing direction and clear vision to those we work with to ensure service excellence
- Evidence of the ability to provide effective and visible leadership to a team of professionals
- A proven track record of delivering functional improvements, including experience of planning and budget/financial management
- Experience of working and providing advice in a political context
- Evidence of CPD relating to strategic work and maintaining a position at the leading edge of own professional function, applying this within the organisation
- Experience of planning and managing work to meet individual, team and service objectives whilst achieving quality and value for money
- Experience of co-ordinating and implementing a range of policy development initiatives at a senior level within a Children's Service

### **Knowledge**

- Excellent knowledge and understanding of the factors that lead to improvement in achievement levels for children and young people with SEND; of best practice in educational psychology; and of how psychology supports learning and well-being
- A thorough up-to-date knowledge of relevant legislation, statutory guidance and Local Authority SEND procedures.

## **Skills**

- The ability to lead and manage at a strategic level, champions new initiatives in support of strategic goals, encourages others to change, and negotiates and implements change successfully.
- Provides EPs with a clear sense of vision and direction, generating a commitment to securing change through the appropriate involvement of Educational Psychologists and others, including service users
- A commitment to building a high performing service
- Seeks regular feedback from stakeholders about services provided and uses this to undertake/recommend continuous improvements to services.
- Ability to make decisions based on the interpretation of complex information obtained from a range of sources
- Strong communication skills, demonstrating ability to employ verbal and non-verbal communication techniques in order to persuade, influence and explain complex concepts to a wide range of audiences
- A flexible and resilient approach to plan, organise and prioritise a demanding workload, in order to maintain the delivery of multiple, competing short and long term objectives
- The ability to participate in partnerships and build relationships to achieve Service, Council and community priorities
- Demonstrates 'joined up' thinking, bringing together issues from a range of initiatives to plan and deliver service practice
- Displays a sound understanding of equality issues, respecting and valuing individual's diversity
- Co-operates and works well with others in pursuit of service goals, sharing information and supporting others.
- IT skills
- Ability to travel across the County

### **3. ORGANISATION**

#### **(i) ORGANISATION CHART**

#### **(ii) DESCRIBE HOW AND BY WHOM THE POST IS MANAGED**

The post is line managed by the Head of Integrated 0-25 Disability Service.

#### **(iii) DESCRIBE THE LEVEL OF INITIATIVE AND/OR INDEPENDENCE EXPECTED OF THE POST HOLDER**

The post holder will be expected to manage at a strategic level and be able to work independently within clear guidelines, regularly using initiative to make

decisions.

**(iv) DESCRIBE ANY SUPERVISORY/MANAGEMENT RESPONSIBILITIES**

The post holder will directly line manage the EP Team

**(v) JOB CONTEXT - DESCRIBE THE MAIN CONTACTS, BOTH INTERNAL AND EXTERNAL AND THE PURPOSE OF THOSE CONTACTS**

The post holder will be required to liaise with all stakeholders both internal and external to the organisation

**4. FINANCIAL ACCOUNTABILITIES**

The post holder will take lead responsibility for effective planning and management of the budget for Educational Psychology and providing good value for money

**5. WORKING ENVIRONMENT**

The post holder will be based in one of Medway Council's establishments.