



HILLINGDON

LONDON

Job Profile

JOB TITLE:	Educational Psychologist
GRADE:	Soulbury points 5 - 8 (+ up to 3 SPA points) £ 52,999 - 58,912
POST NO:	27461
JOB TIER:	
DBS CHECK:	Enhanced
GROUP:	Children Services
SERVICE:	SEND and Education

REPORTING STRUCTURE

Reports to:	Principal Educational Psychologist
Direct Reports:	none
Indirect Reports:	none

ROLE PURPOSE:

To undertake psychological assessments of children and young people aged 0 to 25 with special educational needs and disabilities in accordance with the provisions of the Children and Families Act and the SEND code of practice.

To provide psychological services using a range of tools and methodologies including the 'consultation framework'.

A. Job Description

1. People Management

- May be required to assist in induction and training of peers and new employees.
- May be required to support supervision of Trainees or Assistant Psychologists

2. Resident & Community Contribution

- To demonstrate understanding of the Council's *Customer Care Standards* and ensure that these standards are met in order to deliver the Council vision of 'putting our residents first'.
- To ensure that individuals and their carers, where appropriate are supported to lead as safe and independent lives as possible.

3. Operational Service Delivery

- Working to the ethical guidance of Educational Psychologists and the guiding principles of the Disability Service
- To hold a caseload
- Deliver setting based work
- Complete assessments in the most effective manner
- Complete statutory duties within the time frames
- Working in partnership with Local Authority deadlines
- Carry out the range of responsibilities set out in the Children and Families Act and the associated Code of Practice
- Maintain appropriate liaison and work in collaboration with other relevant agencies
- Use evidence informed psychology to enable positive outcomes
- Work at an individual, group and systems level
- Contribute to the monitoring and evaluation of service delivery
- Deliver relevant training

4. Service Planning & Development

- Maintain knowledge of the current Team Plan and understanding of own contribution in order to ensure delivery of this plan.

5. Financial & Resource Management

- To demonstrate cost-consciousness and identify any cost effective changes to own way of working.
- To make efficient use of resources when identifying how needs and outcomes can be met.

6. Continuous Improvement

- To identify and suggest any improvements to current ways of working in order to deliver a more efficient and effective service for customers.

7. Contacts

- Primary contact will be with other officers within the Council, service users/residents and their representative bodies, voluntary agencies, schools/colleges, health and other external agencies.

8. Additional Responsibilities

- Complete other reasonable tasks in order to fulfil role purpose or as instructed by management.

9. Key Performance Indicators

- Submission of statutory work within time limits
- Positive feedback from commissioners
- Positive feedback from clients/residents
- Delivery of agreed PADA objectives
- Adherence to Educational Psychology professional standards

B. Person Specification

Educational Psychologist

This person specification will be used for recruitment to this post. It will form the basis of the application form, and candidates will be also assessed against aspects of this person specification at interview.

1. QUALIFICATIONS	ESSENTIAL ✓	DESIRABLE ✓
British Psychological Society Accredited postgraduate professional qualification as an Educational Psychologist	✓	
2. STATUTORY or ROLE SPECIFIC REQUIREMENTS	ESSENTIAL ✓	DESIRABLE ✓
Eligible for full membership of the Association for Educational Psychologists, British Psychological Society and the HCPC	✓	
Ability to travel independently both within and outside of the Borough and to work flexibly as required to meet the needs of the service	✓	
3. EXPERIENCE	ESSENTIAL ✓	DESIRABLE ✓
Experience of working at setting systems level, group level and individual level with children and young people up to the age of 25.	✓	
4. KNOWLEDGE & SKILLS	ESSENTIAL ✓	DESIRABLE ✓
Demonstrable ability to assess individual children and young people between 0-25 years	✓	
Ability to use a variety of tools and methodologies to deliver positive outcomes	✓	
Ability to write reports giving the implications of findings and to consider the processes of the children and young people's learning	✓	
Knowledge of the most current legislation	✓	
A knowledge and understanding of children and young peoples needs, how they learn and how to progress	✓	
Ability to prepare and deliver bespoke training	✓	
Competent user of ICT including word, excel and case management systems	✓	
5. COMPETENCIES	ESSENTIAL	DESIRABLE
“Can do” positive attitude Demonstrates a commitment to changing work practices and processes, and a willingness to try new ways of working or thinking.	✓	
Takes responsibility and delivers results		

Adapts to changing demands to ensure that objectives are met, overcoming problems and making well considered decisions.	✓	
Team working Acts as a role model to others in the team, sharing knowledge and experience when necessary, whilst respecting and valuing the contribution other team members' experiences can bring.	✓	
Communication Demonstrates well developed written and verbal communication skills; and the confidence to present reports and verbal accounts credibly to a variety of different audiences.	✓	
Customer Care Develops contacts and relationships with customer/ client groups, regularly reviewing service delivery and taking responsibility to ensure quality service provision.	✓	
Takes ownership of personal development Takes action to develop own and others' capability and knowledge by promoting and supporting developmental opportunities to improve performance.	✓	