

LONDON BOROUGH OF LEWISHAM

JOB DESCRIPTION

Designation:	Maingrade Educational Psychologist	Grade:	Soulbury EP Scale A 5-10 (+3 SPAs)
Reports to (Designation):	Senior Educational Psychologist	Grade:	Soulbury Senior and Principal Educational Psychologist Scale B 9-11 (+3 SPAs)
Directorate:	Children and Young People	Department:	Education: SEND and Integrated Services

Main Purpose of the job:

To work as a member of the Lewisham Educational Psychology Team supporting children's educational attainment and promoting the emotional and mental wellbeing of children and young people.

To provide a psychological service to children and young people, families, schools and other settings in Lewisham.

To carry out delegated responsibilities on behalf of the Senior EP as the need arises.

Summary of Responsibilities and Personal Duties:

- Offer consultation, assessment and intervention to support and advise schools, other settings and parents and carers on the educational, psychological and social inclusion needs of individual children and young people, aged 0-25, to help overcome developmental, emotional and learning challenges.
- Present clear and informative written information as required.
- Offer a consultative service to the schools about systemic issues relating to groups of children.
- Advise the Local Education Authority on the special educational needs of children and young people according to the requirements of the Children and Families Act (2014) and the SEND Code of Practice: 0-25 years (2015).
- Contribute to Educational Psychology Team development and training and work collaboratively with team members to achieve the objectives in the Service Development Plan.
- Attend and contribute to EP service development days, in house CPD and team meetings.
- Contribute to research initiatives with a view to advising the LA on a range of pertinent issues.
- Keep up to date with current and impending legislation and take account of its likely effect on professional practice.
- Work flexibly, as required, to provide a high quality, user led service, relevant to individual and community needs.

- Carry out assessments and prepare written documentation following tribunal requests, with appropriate supervision.
- Represent the EP Service at relevant LA SEN and other multi-professional panel meetings.
- Engage in professional reflection through regular supervision with a Senior Educational Psychologist in relation to professional issues and development and to support identification of own training needs.
- Participate in Lewisham's Induction and Appraisal Scheme to monitor and evaluate performance and to undertake appropriate training and development identified to enhance work performance.

Internal Contacts: Maintain contacts with staff in own and other departments including, head teachers, SENCos, teachers, SEND colleagues, attendance & welfare officers, social workers, and other specialist advisory and support workers.

External Contacts: Maintain contact with appropriate officers in the Health Authority, with parents and carers, community and other voluntary groups, with the equivalent officers in other Local Education Authorities and other external agencies as necessary.

To carry out the duties of the post with due regard to the Council's relevant policies, codes and procedures.

To carry out duties with due regard to the Council's values and behaviours

All employees are required to participate in Appraisal and Performance Management processes and to undertake appropriate training and development, including mandatory induction training, identified to enhance their work.

Undertake other duties, commensurate with the grade, as may reasonably be required.

Consideration will be given to restructuring the duties of this post for a disabled postholder.

THIS JOB DESCRIPTION MAY NEED TO BE AMENDED BY THE DIRECTORATE TO MEET
THE CHANGING NEEDS OF THE SERVICE.

Number of fully managed staff: 0

Title:	Grade	No of posts
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Number of partially managed staff: 0

Title:	Grade	No of posts
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PERSON SPECIFICATION

Job Title: Educational Psychologist

Grade: Soulbury A SCP 5-10

Department: Education – SEND and Integrated Services

Note to Candidates

The Person Specification is a picture of the skills, knowledge and experience needed to carry out the job. It has been used to draw up the advert and will also be used in the shortlisting and interview process for this post.

Those categories marked 'S' will be used especially for the purpose of shortlisting.

Please ensure that Equality and Diversity issues are addressed specifically in relation to the role for which you are applying when addressing the requirements of this person specification where appropriate.

If you are a disabled person and are unable to meet some of the job requirements specifically because of your disability, please address this in your application. If you meet all the other criteria you will be shortlisted and we will explore jointly with you if there are ways in which the job can be changed to enable you to meet the requirements.

Equality & Diversity	
Awareness of and a commitment to Equality of Access and Opportunity in a diverse community	S
Understanding of how equality and diversity relates to this post	S
Commitment to uphold the EP team's anti-racist policy to affirm and support Black, Asian, and multi-ethnic children and families, and to ensure that service delivery confronts issues of racism, the impact it has on our work and the people we work with	S
Knowledge	
Awareness of the impact of recent and impending legislation on the work of an educational psychologist	S
Understanding the needs and developmental stages of children and young people aged 0-25	
Knowledge of psychological theories and how they inform the practices of the Educational Psychologist	S
Aptitude	
Ability to inspire and support colleagues, working together to provide a high-quality service contributing to a high-quality team	S
Ability to form effective and positive relationships with children and young people, parents, schools and other settings, colleagues and other professionals	
Ability to work both independently in the field and be part of a team, supporting whole service development	S
Skills	
Skills can only be used as shortlisting criteria if the skill is to be tested	(To Be Tested – T)
Ability to write clear and concise reports when communicating about a range of complex issues in relation to individual children and their needs	T
Good planning and organisational skills and an ability to prioritise effectively to achieve objectives	T
Experience	
Experience of working with children, young people and their families gained either from a training course or through employment.	S
Experience of research and the ability to apply critical thinking skills to EP practice	
Experience of presenting to a wide range of audiences and giving training to a high standard	S

General Education	
MSc or Doctoral degree qualification in Educational Psychology that gives eligibility to hold the title 'Practitioner Psychologist' and HCPC registration	S
OR Enrolled on a recognised Educational Psychology doctoral training course in the UK and in Yr2 or Yr3	S
Personal Qualities	
Attuned to the needs of children, young people and their families	
Clear, supportive and collaborative communication skills (listening, speaking, writing) with colleagues, settings, children and their families	
Creative and solution focused when considering outcomes and strategies to achieve those outcomes	
Motivated and resilient to work demands to ensure the effective completion of tasks within determined timescales	S
Confident ability to support schools, settings and other professionals and to offer constructive challenge with the aim of improving practice and positive outcomes for children and young people	S
Shows initiative and can respond flexibly to practice/work based problems	S
Circumstances	
Can work in-person in LA settings (office, nurseries, schools, hubs etc.)	S
Physical	
Generally candidates must meet the standard Lewisham requirements for the post	

DBS Disclosure Required

 Basic ☐

 Standard ☐

 Enhanced ☒

(Tick as appropriate – guidance available from your HR Advisor, if a DBS is not required please leave boxes blank)