

LONDON BOROUGH OF LEWISHAM

JOB DESCRIPTION

Designation:	Senior Educational Psychologist
Grade:	Soulbury Senior and Principal Scale 8 to 11 (+3 SPAs).
Reports To:	Deputy Principal Educational Psychologist
Directorate:	Children and Young People's Services

MAIN PURPOSE OF THE JOB:

- Support the Principal Educational Psychologist in providing operational and strategic leadership to the Educational Psychology Team and to carry out delegated responsibilities on behalf of the Deputy Principal and Principal EP as the need arises.
- Provide line management and supervision for main-grade and trainee psychologists as required; facilitating their ability to apply psychology to meet the needs of children, young people/adults, schools, settings, and families in Lewisham.
- Manage and coordinate lead areas of service delivery, including the management of educational psychologists, as determined by the PEP within the specification for the service.
- Contribute to achieving the strategic aims of the Children and Young People's Services Directorate through the Education, SEND, and Inclusion Strategies in the borough.
- Work effectively with stakeholders, partners, and the EP Team in improving the outcomes for children and young people, and their families, in Lewisham.
- Manage an allocation of traded, statutory, and project work, role modelling an adherence to service and HCPC standards.

Summary of Responsibilities and Personal Duties:

1. Provide management, leadership, and supervision to members of the EP team.
2. Contribute to supporting the wellbeing of the team.
3. Actively promote and demonstrate anti-racist practice in management and leadership.
4. Demonstrate an understanding of key equity, diversity, and inclusion (EDI) issues that impact on the EP team, staff we work with, and the children and families that we serve in Lewisham. Contribute to service development and the implementation of EDI initiatives in the team and wider settings.
5. Contribute to the planning of Service Development and commitment to leading on specific strands.
6. Contribute to the planning and allocation of Educational Psychologist time to schools and settings.
7. Contribute to the monitoring of Service Level Agreements with schools through line management.
8. Take a role in the allocation of statutory work and support the quality assurance of psychological advice provided by the team.
9. Have shared oversight with senior leadership team of resources available for the team to fulfil its functions.
10. Have shared responsibility with the senior leadership team for monitoring the training delivered by the EP team ensuring compliance to borough wide initiatives and or policies, e.g., use of inclusive language and imagery in presentations, seeking evaluative feedback etc.
11. Contribute to the development and implementation of whole service evaluation systems. Take up a role in disseminating learning from evaluations, including the ability to demonstrate self-improvement.
12. Represent the Educational Psychology Team at multiagency meetings, SEND panels and other meetings within Lewisham local authority and the wider context.

13. Represent the Educational Psychology Team at local authority and/or multi-disciplinary working parties that contribute to partnership initiatives set in our key strategies.
14. Deliver psychological services to a group of education settings for early intervention work.
15. Complete statutory assessment work as part of the Education Health Care Needs Assessment process following the team's quality assurance standards and adherence to timeliness.
16. Contribute to research initiatives and/or use research skills to advise the local authority on a range of issues.
17. Keep up to date with current and future legislation taking account of its likely effect on professional practice.

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

All employees are required to participate in the local authority appraisal system and to undertake appropriate training and development 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 post holder.

Number of fully managed staff:

Title: Educational Psychologists

No of posts: 6 FTE

PERSON SPECIFICATION

JOB TITLE: Senior Educational Psychologist

POST NO:

DIRECTORATE: Children and Young People's Services: Education Services

GRADE: Soulbury B 8 – 11 (+3 SPA)

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 but 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.

Experience / Qualifications / Skills / Knowledge:

1. Qualification (Masters or Doctorate) confirming eligibility as an Educational Psychologist (Practitioner Psychologist protected title) and registration with the Health and Care Professions Council. **S**
2. At least four complete years as a local authority educational psychologist. **S**
3. Strong understanding of the principles, theories and techniques underpinning educational psychology, with evidence of applying these successfully in practice to support children, young people, families and educational settings.
4. Ability to select and use a range of observation, educational and psychological assessment techniques with individual children, with a sound rationale for assessment choices based on the referral question, context and needs of the child.
5. In-depth knowledge of learning difficulties and special educational needs.

6. Experience of supporting the professional development of others, including educational psychologists, teachers, families and wider children's services staff, to strengthen understanding of learning difficulties, special educational needs and effective approaches to support children and young people. **S**
7. Experience of and ability to take the lead with specialist areas within the service. **S**
8. Experience of managing a project that involved seeking stakeholder involvement and/or collaboration to set up, run, and evaluate impact. **S**
9. Experience of line management and supervision of Trainee EPs or qualified Educational Psychologists. **S**
10. Understanding of the difference between line management and supervision and an ability to demonstrate this through examples.
11. Ability to undertake educational psychology casework.
12. Knowledge of and responsiveness to parental and community needs.
13. Understanding of and commitment to Equal Opportunities policies, social inclusion, and anti-discriminatory practice. **S**
14. Ability to communicate clearly with a range of audiences, build effective working relationships, negotiate constructively and organise work efficiently. **S**
15. A high standard of written communication. The ability to present complex information in a comprehensible manner. The ability to organise a programme of work and to maintain records to a high standard.
16. Good time management skills.
17. Ability to work under pressure and meet tight deadlines. **S**

DBS Disclosure Required? **No** ☐ **Basic** ☐

Enhanced ☒

(Tick as appropriate – guidance available from your HR Advisor)

Physical

Generally candidates must meet the standard Lewisham requirements for the post.