

| JOB DESCRIPTION | |
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| Job Title | Educational Psychologist |
| Salary Scale | £40,949 to £50,159 per annum |
| Hours of Work | Full time |
| Responsible to | Director of Inclusion |
| Location | Based across Norfolk and Suffolk |

VISION AND PURPOSE

- To develop the capacity of schools and settings to achieve better outcomes for children and young people.
- To prevent additional/special educational needs and requirements developing,
- Intervene early where additional/special educational needs and requirements are identified, support those with ongoing additional needs and requirements.

ACCOUNTABLE FOR

- To safeguard and promote the welfare of children and vulnerable adults with whom s/he has contact.
- Counsel children and families to help solve conflicts and problems in learning and adjustment.
- Attend workshops, seminars, and/or professional meetings in order to remain informed of new developments in school psychology.
- Initiate and direct efforts to foster tolerance, understanding, and appreciation of diversity in school communities.
- Collect and analyze data to evaluate the effectiveness of academic programs and other services, such as behavioral management systems.
- Compile and interpret students' test results, along with information from teachers and parents, in order to diagnose conditions, and to help assess eligibility for special services.
- Assess an individual child's needs, limitations, and potential, using observation, review of school records, and consultation with parents and school personnel.
- Provide consultation to parents, teachers, administrators, and others on topics such as learning styles and behavior modification techniques.
- Promote an understanding of child development and its relationship to learning and behavior.
- Collaborate with other educational professionals to develop teaching strategies and school programs.
- Maintain student records, including special education reports, confidential records, records of services provided, and behavioral data.
- Attend workshops, seminars, and/or professional meetings in order to remain informed of new developments in school psychology.
- Design classes and programs to meet the needs of special students.
- To promote the educational, emotional and personal development of children and young people by applying knowledge of psychology in working with:
 - The children and young people.

- Key people in their lives (e.g. parents/carers, teachers, learning support assistants) who have concerns about some aspect(s) of their progress or development.
- Other services working to support children available in the wider Norfolk and Suffolk area.
- To work closely with other staff within the SEND services to provide a high quality service for children and young people.
- To promote effective inclusive outcomes for the concerns expressed by young people or the adults working with, or caring for, children and young people.
- To provide timely agreed written feedback documenting actions taken by yourself and actions agreed by others.
- To provide written advice for children undergoing Education, Health and Care Assessments to enable the Local Authority to comply with its responsibilities. The advice will be written within the agreed timescales.
- To contribute to the further development of Inspiration Trust Policy and practice on Inclusion and Special Educational Needs and Disability.
- To contribute to the evaluation of the service's impact on outcomes for children and young people.
- To contribute to the identification of team, service and personal development needs and to participate in ensuing research and development work as agreed.
- To participate in CPD and supervision activities
- To provide supervision for Trainee Educational Psychologists.

PERFORMANCE MANAGEMENT

Participating in the Academy's arrangements for performance management, professional development and the Academy's arrangements for quality assurance and internal verification.

CONTEXT

All staff are part of the whole Academy team. Each individual is required to support the values and ethos of the Academy and Academy priorities as defined in the Academy Improvement Plan. This will mean focusing on the needs of colleagues, parents and students and being flexible in a demanding environment.

Due to the nature of this job, it will be necessary for the appropriate level of DBS (Disclosure & Barring Service) to be undertaken. It is essential you disclose whether you have any pending charges, convictions, bind-overs or cautions and if so, for which offences. This post will be exempt from the provisions of Section 4, (2), of the Rehabilitation of Offenders 1974 (exemptions) (Amendments) Order 1986. Therefore, you are not entitled to withhold information about convictions which for other purposes are "spent" under the provisions of the Act. Any failure to disclose such convictions will result in dismissal or disciplinary action by the Academy.

PERSON SPECIFICATION

| | | Essential | Desirable |
|------------------------------------|--|-------------------------------------|------------------|
| Qualification | Fully qualified Educational Psychologist | X | |
| Attributes | <p>Able to make decisions, identify and solve problems based on thorough analysis and sound judgement.</p> <p>Ability to self-evaluate psychological needs and actively seek learning opportunities</p> <p>an open-minded and sensitive approach when dealing with children and young people</p> <p>the ability to explore emotional issues with children and young people</p> | <p>X</p> <p>X</p> <p>X</p> <p>X</p> | |
| Experience | <p>Experience of working with or caring for children of relevant age</p> <p>Teaching in a secondary school</p> <p>Working in partnership with parents</p> <p>Working in partnership with services across Norfolk and Suffolk</p> | <p>X</p> <p>X</p> <p>X</p> | <p>X</p> |
| Knowledge and understanding | <p>Knowledge of human behavior and performance; individual differences in ability, personality, and interests; learning and motivation; psychological research methods; and the assessment and treatment of behavioral and affective disorders.</p> <p>Knowledge of principles, methods, and procedures for diagnosis, treatment, and rehabilitation of physical and mental dysfunctions, and for career counseling and guidance.</p> <p>Understanding of the support mechanisms that can be accessed within Norfolk and North Suffolk</p> | <p>X</p> <p>X</p> | <p>X</p> |