

Job profile

Service and job specific context statement

Directorate:	Children and Young People's Service
Service:	Inclusion
Post title:	Area Senior Educational Psychologist
Grade:	Soulbury B points 3-6 + 3 SPA
Responsible to:	Locality SEND manager
Staff managed:	Manages a team of specialist professionals
Date of issue:	Sept 2019
Job family:	P&T - Professional & Technical

Job context

The legislative framework for SEND changed as a result of the Children and Families Act 2014. The changes were significant in terms of extending the age range covered by the legislation to 0-25 years and introduced enhanced responsibility for engagement with parents/carers and children and young people to shape developments at both strategic and individual level. There is also increased emphasis on key partners including LA, education providers and health to work collaboratively to ensure the outcomes for children and young people are maximised. A new Ofsted framework was introduced in 2016 to monitor the performance of local areas in terms of SEND and compliance with the requirements of the new Code of Practice.

The strategic direction for the development of SEND in NY is underpinned by a strategic plan for SEND which includes developments to strengthen collaboration and decision making at locality level, the creation of local multi-disciplinary SEND teams together with the reshaping of the continuum of educational provision for 0-25 year olds with SEND.

The core focus of this role is to:

- Manage a team of Educational Psychologists (EPs) in one locality hub

Job specifics

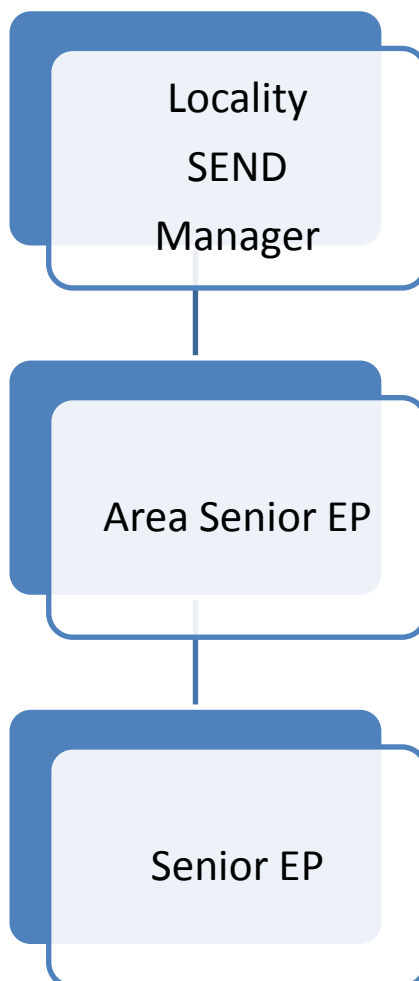
This is an important role within the Educational Psychology Service, managing an area team within a locality hub ensuring up to date, cutting edge practices to support children and young people and striving for integrated working across professions:

- Significant contribution to transformational change in provision and services in the locality managing relationships, culture, and people across agencies.
- **Work as a key member of the locality team, supporting colleagues to deliver personalised casework that puts the child and family at the centre.**
- Managing EPS recruitment and succession planning within the locality
- **Support the analysis of performance of stakeholders within the locality in terms of SEND and Inclusion and the identification of need in the area.**

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- Quality assurance monitoring of the EPS across the locality
- Ensure effective collaboration with key stakeholders to build capacity and maximise outcomes for children and young people across locality services
- Develop and maintain sustainable income generation through highly regarded traded services in the EPS.
- Ensure the balance in the locality EPS team between core/traded and statutory work
- Ensure regular audit of services take place and that services are compliant with national good practice, guidance, regulations, legislation including Ofsted frameworks.
- Significant contribution to self-assessment to highlight required improvements in delivery at local level.
- To ensure that strategic visions are translated into local plans in collaboration with professionals, partners and service users.

Structure



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Job Description

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Service: Inclusion
Responsible to: Locality SEND manager
Staff managed: Manage a team of specialist professionals

Job purpose	Enter job purpose here....
Operational management	<ul style="list-style-type: none"> • Ensure the effective delivery of an Educational Psychology service in an agreed area of the County • Monitor and have oversight of the work of EPs- ensure service delivery in the locality is highly regarded and has the confidence of families • Develop audit and support processes that ensure that all advice and reports provided for statutory processes are of outstanding quality • Support the Locality based education partnerships to ensure they are effective in working together to improve performance and deliver transformational change. • Provide strategic direction and support to SENCOs within schools including analysis of professional development needs locally, supporting the delivery of all phase SENCo networks. • Contribute to the development of a county wide workforce development framework for SEND and Inclusion. • Work directly with schools to embed consistent inclusive practices and the early identification and intervention of children and young people with additional needs. • Ensure effective and rapid support to schools following a critical incident. • Provide appropriate support, challenge and escalation to schools causing concern. • Taking a significant role in team around the school approaches as required. • To support the creation and development of links with local communities. • Provide senior manager representation and insight at appropriate meetings, acting across services • Actively seeking opportunities for transformation of services and provision to meet needs of children and young people and ensure cost effectiveness. • Create and maintain effective networks with locality professionals across agencies to promote effective working practice and strategic planning. • Support service development to ensure they maintain relevance in a changing political and evidence context • Know your role as a Psychologist in supporting and promoting child development • Understand and explain behaviour in the context in which it arises • Understand or know where to find out about physical, medical, sensory or other 'within-child' conditions and their implications for living and learning • Observe, analyse, respond and then record in a suitable manner • Identify transition points and provide services that help to minimise the disruption

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	<ul style="list-style-type: none"> • Provide support to children, young people and their families where necessary
Communications	<ul style="list-style-type: none"> • Ensure that communication and teamwork with other practitioners and professionals in Social Care, Health and the Voluntary and Community Sectors is effective, sustainable and built on good working relationships • Support the establishment of a strong culture of inclusion in meeting children's needs across the locality- encourage creative and child and family focused solutions which cut across traditional boundaries • Share experiences and initiate actions where these are needed to make improvements in working together • Understand the importance of information sharing, how it can help others and the potential dangers of not doing so • Be mindful of the agreed protocols for information sharing and always seek to gain informed consent to share sensitive information • Encourage children and young people to share information in an appropriate context • Be aware of when confidentiality is essential and in what circumstances it might be broken • Know who to share information with and when; understand the difference between information sharing on individual, organisational and professional levels • Be clear in your language and communication with others • Build open and honest relationships using language appropriate to the development of the child or young person and the family culture and background • Ensure effective partnership working with parents and carers built on mutual respect • Listen actively and respond with empathy • Use your knowledge and skills to explain, summarise, question, inform, consult, negotiate and to help understanding
Partnership / corporate working	<ul style="list-style-type: none"> • Use the available technology to best effect to send, receive and disseminate information appropriately and keep communication open • Establish a strong collaborative culture within the locality EPS team, and as a senior member of the locality team, support this culture development across agencies • Representing the whole Service or the Area Team in other partnership meetings as agreed or directed
Resource management	<ul style="list-style-type: none"> • Support the lead EP with budgets, recruitment and other resource management issues • Be responsible for performance management of the staff in the area team and carry out supervision and appraisals of EPs in their team • Undertake supervision, as necessary, of educational psychologists and others in training in their fieldwork practice

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Systems and information	<ul style="list-style-type: none"> • Use existing data systems to bring together shared information to use for evaluation and planning purposes • Provide data as required for monitoring and evaluation of service delivery • Log work using Impulse, Wisdom and any other systems agreed within the Service or within the Directorate
	<ul style="list-style-type: none"> •
Safeguarding	<ul style="list-style-type: none"> • Be responsible for promoting and safeguarding the welfare of children and young people that you are responsible for and come into contact with. • Recognise and take considered action in such situations • Use trust and understanding to make considered judgements • Involve children and young people when taking action on their behalf • Communicate, record and report appropriately using Common Assessment Framework (CAF), Integrated Children's Systems (ICS), Impulse, electronic document record management systems (eDRMS Wisdom) or other agreed systems
Data Protection	<ul style="list-style-type: none"> • To comply with the County Council's policies and supporting documentation in relation to Data Protection, Information Security and Confidentiality.
Health and Safety	<ul style="list-style-type: none"> • Be aware of and implement your health and safety responsibilities as an employee and where appropriate any additional specialist or managerial health and safety responsibilities as defined in the Health and Safety policy and procedure. • To work with colleagues and others to maintain health, safety and welfare within the working environment.
Equalities	<ul style="list-style-type: none"> • We aim to make sure that services are provided fairly to all sections of our community, and that all our existing and future employees have equal opportunities • Ensure services are developed and delivered in accordance with the aims of the Equality Policy Statement in response to the needs and aspirations of service users.
Flexibility	<ul style="list-style-type: none"> • North Yorkshire County Council provides front line services, which recognises the need to respond flexibly to changing demands and circumstances. Whilst this job outline provides a summary of the post, this may need to be adapted or adjusted to meet changing circumstances. Such changes would be commensurate with the grading of the post and would be subject to consultation. All staff are required to comply with County Council Policies and Procedures.

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- Customer Service**
- The County Council requires a commitment to equity of access and outcomes, this will include due regard to equality, diversity, dignity, respect, human rights and working with others to keep vulnerable people safe from abuse and mistreatment.
 - The County Council requires that staff offer the best level of service to their customers and behave in a way that gives them confidence. Customers will be treated as individuals, with respect for their diversity, culture and values.

Person Specification

Essential upon appointment	Desirable on appointment
Knowledge <ul style="list-style-type: none"> • In depth knowledge of current guidance and legislation • Knowledge of statutory requirements, including requirements in respect of Data protection and Freedom of Information • Expert level knowledge of Educational Psychology 	<ul style="list-style-type: none"> • Knowledge and understanding of Local Authority policy, procedures and political context
Experience <ul style="list-style-type: none"> • Recent management / leadership experience in an educational psychology service • Experience of successfully working as an EP in a variety of contexts, • Experience of supervising or appraising staff 	<ul style="list-style-type: none"> • experience of the management of resources, including human and financial resources
Occupational Skills <ul style="list-style-type: none"> • Ability to assimilate new initiatives, technology and software and interpret information. • Able to negotiate targets, monitor their delivery and evaluate practice • Good interpersonal and communication skills, both written and oral. • Ability to lead and contribute to CPD and workforce development • Ability to work on own initiative • Able to work under pressure in order to meet deadlines, • Able to determine priorities and delegate where necessary <p>Proven ability to :</p> <ul style="list-style-type: none"> • listen to and respect the views of others • state own ideas clearly and objectively • challenge when appropriate • ask for and act upon advice • support colleagues 	<ul style="list-style-type: none"> • Has demonstrable skills in planning for service delivery • Able to evidence successful practice in assuring quality of service delivery and practice •
Professional Qualifications/Training/Registrations required by law, and/or essential for the performance of the role <ul style="list-style-type: none"> • A professional qualification in educational psychology that meets BPS requirements 	<ul style="list-style-type: none"> • A management qualification

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<ul style="list-style-type: none"> A qualified psychologist who is registered with the Health Professions Council (HPC) 	
Other Requirements <ul style="list-style-type: none"> e.g. Ability to travel across the County e.g. Ability to attend meetings outside of normal business hours 	<ul style="list-style-type: none">
Behaviours	Link

NB – Assessment criteria for recruitment will be notified separately.

Optional - Statement for recruitment purposes: You should use this information to make the best of your application by identifying some specific pieces of work you may have undertaken in any of these areas. You will be tested in some or all of the skill specific areas over the course of the selection process.