

Job Description Educational Psychologist

JOB PROFILE NAME:	Educational Psychologist
LINE MANAGED BY:	Principal Educational Psychologist
PROFESSIONALLY REPORTS TO:	Principal Educational Psychologist

Purpose and key objectives of the Role

All staff are ultimately responsible to the Chief Executive Officer (CEO). The post holder will work closely with the Core and Central Teams along with Principals / Headteachers and other Trust staff.

To enable all children and young people to thrive within our Trust through the development of inclusive practices which will be achieved through working directly with children and young people and their families and through the support and development of our colleagues to be able to deliver appropriate universal and targeted support within our academies.

The role will involve close collaboration with Ambition Community Trust, to be part of a thriving Therapeutic Team to support schools across both Trusts. By joining forces in recruitment, both Trusts will ensure that our psychologists are not working in isolation and have access to a diverse and stimulating workload.

With the support of the Trust Core and Central Teams to develop and deliver a quality and highly regarded educational psychology service to a range of customers through, as appropriate:

- Provision of consultation and advice to schools;
- Application of solution-orientated approaches;
- Multi-disciplinary liaison and collaboration;
- Direct casework including psychological assessment and intervention;
- Action-based research, as appropriate;
- Professional development and training;
- Contributions to Trust policy and planning.

Core Objectives

- Safeguard vulnerable children and young people, ensuring they are safe from harm and build resilience.
- Enable children and young people to achieve their full potential in education, learning, and future employment.
- Promote healthy lifestyles among children and young people, fostering their ability to support others.
- Empower children, young people, and families to have a voice in shaping the support they receive.
- Ensure children and young people within the Trust have a high quality of life and a sense of happiness and belonging.

Victorious Academies Trust has a commitment to safeguard and promote the welfare of children and/or young people. We have robust processes and procedures to reduce risk and continuously promote a positive culture of safeguarding amongst our workforce. The post you are applying for involves working with children and/or young people and you will be subject to Victorious Academies Trust's safer recruitment process.

Operational Accountabilities:

The post holder would be expected to carry out the following duties and to recognise that the list is only indicative and that there might be other, similar duties which might be required to be carried out:

- To undertake specialist and highly skilled assessments of learning needs and behaviour, considering children's developmental, attachment, trauma and cultural circumstances.
- To work effectively with a range of key stakeholders across our Trust including our SENCOs, teaching and pastoral teams to enable them to ensure practice is inclusive of identified needs.
- To develop strategies and skills for the implementation of a range of therapeutic interventions to be delivered by non-therapists.
- To provide supervision to colleagues as required.
- To determine if additional assessments such as speech and language, occupational therapy or dyslexia evaluations are necessary.

- To design and implement interventions to help pupils overcome challenges and improve their personal development and academic performance.
- To support colleagues to facilitate collaboration between parents/ carers and school to address and discuss concerns within the educational setting.
- To provide support and guidance to teachers, parents, and other school staff in creating a positive learning environment for all students.
- To work to a clear clinical plan to provide outcomes-focused trauma and attachment therapy with children and families who have experienced adverse childhood experiences.
- To work collaboratively with senior leadership teams across our Trust and to review their whole-school approach to meeting the needs of vulnerable children and their families.
- To offer specialist consultation and training to professionals including how to take a therapeutic approach when faced with behaviour due to the impact of sexual abuse, traumatic grief and developmental trauma, helping to improve health outcomes for affected children.
- To take part in multi-agency meetings, including Early Help / Child in Need/ Child Protection meetings, care planning meetings with other health professionals and safeguarding reviews.
- To maintain clear records and to produce high quality, accurate reports and monitor impact working with other colleagues.
- To develop links with higher education to develop accredited certification for the training provided to our Trust colleagues with the potential to offer this beyond our organisation.

General:

- To promote and support our Trust's culture of "success in education" and encourage staff and pupils to follow this example.
- To promote and safeguard the welfare of children in our care or that you come into contact with in accordance with our Trust and individual school's Child Protection and Safeguarding Policies.
- To comply with, promote and act in accordance with all Trust and school policies.
- To be responsible for complying with data protection legislation and expectations for confidentiality. Reporting any issues or breaches to the Trust Chief Operations Officer at the earliest opportunity.
- To be responsible for complying with health and safety legislation and guidance and Trust and school specific policies and procedures. Reporting any issues or breaches to the Trust Chief Operations Officer at the earliest opportunity.
- To maintain consistent working relationship with staff across our Trust, supporting them in line with your role and responsibilities.
- To keep staff across our Trust informed about aspects of your work and schedule which may affect the support you can give them.
- To develop your effectiveness by up-dating your knowledge and skills, seeking and taking account of constructive feedback on your performance, making effective use of the development opportunities made available to you.
- To identify and agree personal development objectives with your line manager.
- To be courteous to colleagues and provide a welcoming environment to visitors.

Financial

Additional duties

- Reading, understanding and having due regard for all relevant Trust and school policies.
- Maintaining a professional curiosity within each school environment and across the whole Trust and being alert to any potential indicators of safeguarding issues, raising concerns with the Trust or school DSL as appropriate in line with the Trust and each schools Child Protection and Safeguarding Policy.
- Playing a key part in the delivery of the whole Trust and each school's values and ethos, leading by example.
- Work as part of a multi-disciplinary team.
- Participate in whole Trust and CPD related training sessions as required.



- Maintain Trust policy and procedures, where appropriate, with regard to Trust and individual school policies and procedures, particularly Health and Safety, equal opportunities, customer care, emergency evacuation, security and standards in relation to the work place.
- Carry out additional tasks as reasonable expected under the direction of the Chief Executive Officer, core and central team staff as appropriate and each schools Headteacher/Principal.

Additional Role Information

- To take every opportunity to promote a favourable image of the Trust to all users of the schools and lead by example through demonstrating the Trust and schools core values at all times.
- A calm and organised nature.
- Excellent verbal and written communication skills.
- Excellent time management and organisation skills.
- A flexible approach towards working practices.
- High expectations of self and professional standards.
- The ability to work as both part of a team and independently.
- The ability to maintain successful working relationships with other colleagues.
- High levels of drive, energy and integrity and commitment of working under pressure.
- A commitment to equal opportunities and empowering others.

Person Specification

Attributes	Essential	Desirable
Educational Attainment	<ul style="list-style-type: none"> A recognised professional qualification in psychotherapy or counselling. Degree in Psychology plus membership of the British Psychological Society (BPS). Registered with an appropriate professional organisation relevant to therapy modality (e.g. UKCP, AFT, ACP, BACP, BAAT, HCPC, BADth, BAPT etc). 	<ul style="list-style-type: none"> Educated to Masters level.
Work Experience	<ul style="list-style-type: none"> A good understanding of theories of child development and attachment. Demonstrable experience of providing outcomes-focused therapy to children, young people and their families. Experience of participation in multi-agency planning and safeguarding work, including Early Help, Child in Need and Child Protection meetings and processes, working effectively with the system around the child. Detailed knowledge of relevant legislation and understanding of issues within education, special educational needs and educational psychology. Knowledge and experience of the current range of approaches and techniques available to educational psychologists. Specialist knowledge of trauma, attachment issues and different types of child therapy; music, art, sport, play etc. 	
Knowledge/ Skills/ Aptitudes	<ul style="list-style-type: none"> Excellent communication skills with the ability to communicate effectively with children, families and professionals. Strong analytical and problem-solving skills. The ability to work autonomously and to plan, prioritise, work under pressure and adapt to new models of working. 	<ul style="list-style-type: none">
Disposition	<ul style="list-style-type: none"> Proactive openness to seeking alternative perspectives, coaching and advice. 	<ul style="list-style-type: none">

	<ul style="list-style-type: none"> • Commitment to maintaining the highest standards of professionalism and confidentiality at all times. • Demonstrable commitment to excellence, for self and others, and a passion for all to achieve to their true potential. • Commitment to the safeguarding of all staff and students. • Commitment to equality of opportunity for all staff and students • Demonstrable commitment to continuous professional development, of self and others. 	
Circumstances	<ul style="list-style-type: none"> • The ability to drive and have own vehicle, the role will require regular travel across the Trust, according to the needs of the Trust. • An enhanced DBS certificate and barred list check. • Evidence for their previous work experience. • References. 	