**Job and Person Profile (JPP)**

|  |
| --- |
| **Job details** |
| **Job title** | Educational Psychologist  |
| **Job Reference** | 19617 |
| **Grade and Salary** | £49,789 – £59,807 per annum (pro rata for part time) Plus 3 SPA points, point 1 awarded after one year and point 2 after two years This role includes performance related pay progression |
| **Service and Team** | Psychology & Therapeutic Services  |
| **Location** | Bury St Edmunds IP33 3YU, Ipswich IP1 2BX, Lowestoft NR33 0EQ – Community based  |
| **Hours per week** | 37 |
| **Status** | **Permanent**  |
| This role may offer the following flexible working options | * *Working part time hours (eg different hours/days to those advertised)*
* *Job sharing*
* *Working compressed hours (eg a nine-day fortnight)*
* *Term time working (including partial term-time working)*
* *Use of flexitime / time off in lieu*
* *Hybrid working options, including some home working*
* *Working from different Council buildings*
* *Working adjusted core hours (eg starting later and finishing later or other patterns)*
 |

|  |
| --- |
| **About us** |

As a modern and effective council, we understand the importance of being flexible and well-connected in the ways we work. We focus our ambitions on doing what’s right for people, our partners and our communities - both now and for the future.

That’s why, as one of the largest employers in Suffolk, we believe in empowering everyone. Through career variety and collaborative working, accessible career paths and professional development.

The support and care we offer encourages and enables you to be the best you can be. To make a meaningful impact on the world around you. To achieve a unique sense of pride in what you do, why you do it and where. **Reimagine the possibilities.**

|  |
| --- |
| **Organisational Context**  |

Our team of Educational Psychologists (EPs) work with children, young people, their families and professionals in order to improve outcomes. We also work with small groups and / or educational settings in order to support the inclusion and participation of children and young people.

|  |
| --- |
| **Main purpose of the job** |

The main priorities for the Psychology & Therapeutic Services are to:

* Provide psychological advice and support for children and young people, their families / carers and educational settings.
* Work with others using our knowledge of psychology to promote positive change and well-being for children, young people and their families.
* Delivery of person centred, inclusive practice, to develop early intervention as well as using our research in order to inform practice.

Our staff contribute to income generation (traded work) by contributing to promoting, developing and delivering traded work with schools, educational settings, services and partner agencies.

|  |
| --- |
| **About the team**  |

The Psychology & Therapeutic Services sit within the Inclusion Service of the Children and Young People’s Service of Suffolk County Council. We work with children, young people, their families and professionals in order to improve outcomes. As well as individual work, we also work with small groups and / or educational settings in order to support the inclusion and participation of children and young people.

|  |
| --- |
| **What you will be expected to deliver in the role** |

* Provide a broadly based, psychological service.
* Promote and encourage person centred, inclusive practice and effective ways of working that leads to improved outcomes for CYP.
* Provision of Psychological Advice for EHCNAs.
* Take part in monitoring and review in accordance with Part 3 of the Children and Families Act 2014 and subsequently the SEND Code of Practice 0-25 (2014) on children who may have special educational needs and to embed the policies and protocols that ensure effective and efficient delivery of the SEND Code of Practice (2015).
* Contribute to work-based training, and as required to the training of other agencies.
* Maintain a high standard of professional expertise and practice through:
* taking part in Suffolk’s and Psychology & Therapeutic Services’ systems of Professional Support, including Induction, Supervision, Professional Development Review, team meetings and informal discussion
* maintaining records required for the efficient management of the service
* undertaking appropriate professional development activities and pursing specialist interests.
* Contribute to relevant research and development projects within the Service and elsewhere.
* Model and share good practice.
* Contribute to high quality practice, embedding behaviours and effective working that leads to improved outcomes for CYP with regard to Suffolk Signs of Safety and Wellbeing principles and tools.
* Engage in the learning culture within teams building on research, best practice and innovative ways of working.
* Contribute to the development and implementation of effective psychological interventions and preparation of high quality, intelligence-based reports
* Analytical skills to identify need and suggest appropriate psychological interventions and provision.
* Research skills to inform professional judgement.

Although this list provides examples of what you will be doing it’s not intended to be exhaustive, and you will have personal objectives linked to our People Plans and Strategies that will be discussed and agreed with your line manager when you start.

|  |
| --- |
| **Person Profile – what you will bring to the team** |

**Qualifications and professional memberships**

1. Educational Psychology Masters or Doctorate Degree.
2. Current and valid registration as an Educational Psychologist with the Health Care Professional Council (HCPC).
3. Further post graduate training / further continued professional development in psychological interventions aimed at supporting mental health and emotional well-being. (Desirable)

**Values and personal qualities**

1. Demonstrates personal values and behaviours aligned to our corporate [WE ASPIRE](https://www.suffolk.gov.uk/jobs-and-careers/working-for-suffolk-county-council/our-weaspire-values/) values.
2. Passionate about making a positive difference for Suffolk.
3. Able to deal effectively highly sensitive and emotionally and / or professional challenging situations e.g. critical incidents or tribunals.
4. Leadership skills, able to command confidence and commitment to delivery within a high-profile service.
5. Proven ability to work collaboratively with a management team with colleagues from a wide range of professional disciplines.
6. Sound ability to motivate colleagues and develop their professional capability.
7. Proven ability to inspire, challenge, negotiate, mediate, confront, persuade, motivate, develop and influence staff, partners and stakeholders as required.
8. Well-developed communication skills, with excellent report writing skills; being able to produce written materials that are clear, concise and accurate.
9. Skilled in interpreting and presenting complex material to differing audiences.
10. Ability to reflect, adapt and implement change based on experiences.
11. Ability to work co-operatively and effectively as part of a team.
12. Creative and innovative thinking, with strong commitment to practical application and delivery of effective services.
13. High level of commitment to equality and managing diversity, sensitive to the needs and views of diverse groups and individuals including children and young people.
14. Confident / high level presentation skills.
15. Commercial awareness in the context of trading psychology services. (Desirable)

**Specialist knowledge skills and experience**

1. High level analytical skills to identify need and determine appropriate psychological interventions and provision.
2. High level research skills to inform professional judgment.
3. Significant experience of working with children and young people with SEND and additional needs including mental health / emotional well-being.
4. Expertise, knowledge and understanding of legislation, policy and best practice.
5. Thorough knowledge of processes and procedures of consultation, assessment and intervention based on person centred psychological evidence-based practice.
6. Confident in reaching collaborative solutions and bringing new perspectives.
7. Working knowledge and understanding of universal services.
8. Partnership working and managing in a multi-disciplinary setting.
9. Knowledge of quality improvement tools and skilled in using them effectively.
10. Influential, confident and developing leaders and practitioner in relevant field.
11. Confident using and developing online tools, information and media – a clear awareness of new digital technologies.
12. Additional training / experience in supervision skills. (Desirable)

**Additional requirements**

1. An enhanced DBS check is required for this role.
2. A full and current driving licence that entitles you to drive in the UK without restriction is required.
3. Frequent travel across the county to attend meetings is required.

If you think you have what it takes to be successful in this role, even if you don’t meet all the criteria, please apply. We’d appreciate the opportunity to consider your application.

|  |
| --- |
| **Travel requirements** |

We encourage using technology, but you must travel for this role. You need a valid driver's license and transportation or meet mobility requirements. If you have a disability, talk to the contact person. They can help you with reasonable adjustments for this role.

This role is mostly in the community, but you may also work from home sometimes. Additionally, you will have an office base. If you want to discuss how that might affect your work, please talk to the contact person. #LI-Hybrid

|  |
| --- |
| **Our values – WE ASPIRE** |



At Suffolk County Council our WE ASPIRE values set out the behaviours we expect from everyone in the organisation regardless of who they are, what their role or grade is or where they work.

The values have been developed through feedback and input from employees at the council and underpin how we go about our everyday work. They define us and help us to be the best we can be.

Visit our [**careers pages**](https://eoce.fa.em3.oraclecloud.com/hcmUI/CandidateExperience/en/sites/CX_3001/pages/11002) for more information on our WE ASPIRE values.

|  |
| --- |
| **Our Customer Commitment** |



In addition to our WE ASPIRE values, we also have a **Customer Commitment** which sets out a number of strong principles that help support high standards of customer service and care that we can all endeavour to consistently demonstrate.

For more information, view our [**Customer Commitment poster.**](https://sccrecruit.blob.core.windows.net/assets/SCC/Other-Docs/17.06.2020_%20CUSTOMER_COMMITMENT_POSTER.pdf)

|  |
| --- |
| **More information for recruitment applicants** |

We offer a fantastic working environment including diverse and active staff networks,

great flexible working options and many benefits, as well as the opportunity to improve the lives of Suffolk residents.

Visit the [**Suffolk County Council career website**](https://eoce.fa.em3.oraclecloud.com/hcmUI/CandidateExperience/en/sites/CX_3001/pages/11002) to learn more, including information about adjustments to recruitment processes, our interview schemes and other commitments to equality, diversity and inclusion.