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Job and Person Profile

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| **Job title** | Senior Educational Psychologist |
| **Job Reference** | 19618 |
| **Job Family** | Psychologist |
| **Grade and Salary** | Soulbury B Scale: Points 6 to 9 (plus 3 SPA point)  **Per annum (pro rata for part time)** |
| **Directorate** | Children and Young People’s Services (CYP) |
| **Service area** | Psychology & Therapeutic Services (P&TS) |
| **Location** | Bury St Edmunds, IP33 3YU or Ipswich, IP1 2BX - Community Based |
| **Hours per week** | 37 |
| **Status** | **Permanent** |
| This role may offer the following flexible working options | * *Working part time hours (e.g. different hours/days to those advertised)* * *Job sharing* * *Working compressed hours (e.g. 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 (e.g. starting later and finishing later or other patterns)*   Please speak with the contact on the advert to discuss your preferences and learn more about the options that can be offered. |

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| **Organisational Context** |

The responsibility of the Children and Young People’s Directorate (CYP) is to ensure the safety, well-being and learning of children and young people. We continuously improve our services by working in partnership to ensure that our work is high quality and effective.

P&TS work with children, young people, their families and professionals in order to promote positive change and well-being. We also work with small groups and / or educational settings in order to support the inclusion and participation of children and young people.

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| **Main purpose of the job** |

This role sits within the Psychology & Therapeutic Service (P&TS) which is part of the wider Inclusion Services. As a Senior EP your work will include overseeing the delivery of a broadly based psychology and therapeutic offer to children, families, education settings and the community and to continue to develop close and co-operative working relationships with colleagues in other agencies and organisations.

The main priorities for the service and this role include:

* Providing psychological advice and support for children and young people, their families / carers and educational settings.
* Working with others using our knowledge of psychology to promote positive change and well-being for children, young people and their families.
* Providing leadership and management within the EP Service, working closely with service leads across P&TS and contributing to service wide developments.

* Developing key relationships in Suffolk within Inclusion Services and beyond to Educational Settings, Health, Social Care and Third Sector colleagues
* Taking a lead role in aspects of P&TS work, keeping up to date with key research and developments
* Supporting Suffolk through statutory, core prioritised work, commissioned and traded work on behalf of the local authority.

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.

Key elements of this role include:

* being an active and supportive member of the Psychology and Therapeutic Services Leadership Team and contributing to strategic development,
* leading, managing and supporting projects that promote the successful inclusion of children and young people,
* developing and managing our external contracted work e.g. in the delivery of EHCNAs,
* further developing and managing Quality Assurance processes and leading on a particular area of interest or expertise,
* being able to be flexible and adapt as the role will change over time. You will be able to shape and grow your role whilst also supporting your team and service to manage priorities within a fast paced, complex and changing environment.

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| **Typical responsibilities of a role at this level** |

**Communicating and engaging with children, young people and their families, with colleagues and with communities.**

* Sharing current and emerging developments in the application of psychology in relation to improving inclusion, outcomes and raising attainment.
* Provide direction, support, advice and guidance for a wide range of professionals with the common purpose of improving outcomes for children and young people, using feedback to inform service delivery and staff development.
* The Senior EP role is autonomous. In decision making situations they often provide the lead steer.
* Make high level and operational recommendations on psychological interventions.

**Effective Practice, Assessment, Planning and Review**

* Lead and deliver a psychological service; working with colleagues to ensure appropriate decisions are made about meeting children and young people’s additional needs and supporting people in decision making.
* Lead and deliver on the development of effective plans and policies for the service area they are responsible for that will support and enable effective delivery.
* Promote and positively encourage person centred, inclusive practice and effective ways of working.
* Provide psychological advice and take part in monitoring and review work for the Local Authority in accordance with Part 3 of the Children and Families Act 2014 and subsequently the SEND Code of Practice 0-25 (2015).
* Make recommendations from horizon scanning for legislation and policy changes within service area and new and innovative ways of working.
* Effectively use quality assessment and a range of evaluation methods to monitor and feedback on performance, model and share good practice, commissioning research, review policies and undertake planning.
* Motivate, mentor and support teams to develop high quality practice, embed behaviours and lead effective ways of working that lead to improved outcomes for children and young people, with reference to Suffolk Signs of Safety and Wellbeing principles and tools.
* Contribute to training and actively create a learning culture within teams by modelling effective practice, building on research, best practice and innovative ways of working.
* Maintain a high standard of professional expertise and practice through taking part in the County Council’s system of professional support including induction, supervision, CPD, professional development review, team meetings and informal discussion, maintaining records required for the efficient management of the service and undertaking appropriate professional development activities and pursuing specialist interests.

**Reporting and Accurate Recording**

* Author high level reports e.g. that contribute towards strategic decision making.
* Lead on developing and maintaining systems that ensure high quality reporting, recording and file / information management.
* Model and ensure high standards of data and intelligence quality to inform challenge and support.

**Influencing People, Delivering Service Quality and Performance**

* Contribute to changes of culture, policy, practice and continuous service improvement.
* Ensure solution oriented, high quality and consistent services are delivered in compliance with plans for future service development. For example, leading and on the evaluation and quality assurance for involvement of our services. This includes ensuring that service and practice feedback informs continuous service improvement.
* Lead on a specific area across the county and determine and review strategic priorities.
* Deploy resources within teams effectively and efficiently to support service delivery and maintain high quality professional practice.
* Effectively manage budgets and allocated financial resources to achieve the best possible outcomes for children and young people in line with Suffolk County Council regulations, policies and procedures and have regard to best value principles and financial restrictions.
* Ensure the safe and efficient use of office accommodation and mobile working facilities of self and team.

**Multi-agency and Partnership Working**

* Plan, direct and lead partnership / collaborative working with a range of colleagues, working with a wide range of management, advisor and practitioner colleagues from different professional disciplines to achieve an integrated and responsive service.
* Direct and influence the work of a wide range of professionals working with children, young people and their families in a portfolio area, while being available for deployment anywhere in Suffolk around areas of specialism or expertise.
* Promote, identify and share/model effective practice with relevant partners.
* Direct and influence wide range of professionals working with children, young people and families around national and local inclusion priorities within a locality to contribute to improving achievement for children and young people and families.
* Promote timely identification of need, enabling early intervention and prevention to support improved outcomes for children, young people and families.
* Act as an exemplary provider of psychological support and intervention.
* Show a commitment to safeguarding and promoting the welfare of children and young people.
* To undertake other tasks allocated by the line manager in keeping with the responsibilities of the grade including:
* Working in accordance with the Council’s statutory responsibilities, policies and service procedures. Including compliance with equality and diversity policies, procedures and legislation.
* Maintaining customer confidentiality in accordance with the Data Protection Act and SCC guidance.

**Managing Risk and Safeguarding**

* The post-holder must show a commitment to safeguarding and promoting the welfare of children and young people.
* To undertake other tasks allocated by the line manager in keeping with the responsibilities of the grade including:
* Working in accordance with the Council’s statutory responsibilities, policies and service procedures.
* Compliance with equality and diversity policies, procedures and legislation. Maintaining customer confidentiality in accordance with the Data Protection Act and SCC guidance.

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| **Autonomy** |

The psychologist will:

* Hold a specialist professional role taking the statutory lead on a number of functions.
* Operate with a high degree of autonomy within the strategic and managerial direction set by their manager. They will work within broad guidelines and practice and will have the freedom to use their initiative and make decisions within the role independently over the whole area of activity.
* Lead, support and direct the work of colleagues and teams.
* Act as a point of escalation for more complex issues and/or identify/ provide guidance on issues that need to be escalated to line management.
* Inform, influence and liaise with senior management on policy and other developments which could affect the successful delivery of services in area of responsibility.

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

**Qualifications and professional memberships**

1. Graduate and postgraduate (minimum masters level) qualification in Educational Psychology.
2. Registered with the Health and Care Professions Council
3. Further post-graduate training in psychology specialisms is 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. Positive with a sense of purpose and resilient in the face of challenge
4. A commitment to own professional development

**Specialist knowledge skills and experience**

1. Significant experience of working with children and young people with SEN and additional needs in a variety of settings with high level analytical skills to identify need and determine appropriate psychological interventions.
2. Understanding of effective people management practice and skilled in leading and managing others.
3. Knowledge of quality improvement tools and skilled in using them effectively.
4. High level research skills to inform professional judgement and recommended interventions.
5. Expertise, knowledge and understanding of legislation, policy and best practice which relates to area of operation and broad understanding of wider service area.
6. Thorough knowledge of processes and procedures of consultation, assessment and intervention based on psychological evidence-based practice.
7. Working knowledge and understanding of universal services.
8. Partnership working and managing in a multi-disciplinary setting.
9. Able to deal effectively with highly sensitive emotionally and / or professionally challenging situations e.g. critical incidents or tribunals.
10. Highly developed leadership skills, able to command confidence and commitment to delivery within a high-profile service.
11. Ability to work collaboratively and effectively as part of a team (often in a leadership and / or management context) with colleagues from a wide range of professional disciplines.
12. Sound ability to motivate colleagues and develop their professional capability.
13. Proven ability to inspire, challenge, negotiate, mediate, confront persuade, motivate, develop and influence staff, partners and stakeholders as required.
14. Excellent influencing and negotiation skills, able to obtain acceptance/ agreement, effect behaviour change and broker agreements within and between organisations.
15. Well-developed communication skills, with excellent report writing skills, able to produce written materials that are clear, concise, and accurate.
16. Highly skilled in interpreting and presenting complex material to differing audiences.
17. Ability to reflect, adapt and implement change based on experiences.
18. Creative and innovative thinker, with strong commitment to practical application and delivery of effective services.
19. 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.
20. Track record of developing person-centred inclusive approaches.
21. Extensive experience of working in a socially mixed area including both socially disadvantaged and socially advantaged clients.
22. Proven experience of delivering psychological interventions to achieve social and educational inclusion.
23. Demonstrable experience of introducing or working within a service undertaking radical approaches to develop the integration of services.
24. Experienced in lean, systemic and solution-oriented practice. (Desirable)
25. Confident / high level presentation skills. (Desirable)
26. Commercial awareness within the traded context of EP service delivery. (Desirable)
27. Political awareness. (Desirable)

**Additional requirements**

*(These are required for this role, but it is not necessary to demonstrate in your application)*

1. Ability to welcome and promote diversity.
2. Time management, planning, organisational and operational skills.
3. Flexible in approach to meet the demands of the post, while maintaining a work life balance.
4. Able to develop effective partnerships and school to school support.

**Travel requirement**

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



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.

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| **W** | **Wellbeing** – Looking after yourself and each other #oneteam |
| **E** | **Equality** – Respecting, valuing, embracing, and celebrating everyone’s unique differences |
| **A** | **Achieve** – We are the best we can be |
| **S** | **Support** – We work as one team |
| **P** | **Pride** – We are passionate about making a positive difference to the people and place of Suffolk |
| **I** | **Innovate** – We believe that every penny counts and every minute matters |
| **R** | **Respect** – We give and earn respect |
| **E** | **Empower** – We empower, encourage, and motivate |

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

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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.

The commitment applies to all roles in the council. We all have customers, whether they are internal or external, and we all have a responsibility for striving to consistently deliver excellent customer service.

Importantly, the commitment also covers our expectations of customers when they contact us and access our services.

**[Click here to view our Customer Commitment.](https://sccrecruit.blob.core.windows.net/assets/SCC/Other-Docs/17.06.2020_%20CUSTOMER_COMMITMENT_POSTER.pdf)**

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| **Guaranteed Interview Schemes** | If you are a care leaver or have a recognised disability, please tell us on your application form and we offer a guaranteed interview for those who meet the essential criteria from the role. |
| **Reasonable Adjustments** | If you have a disability or long-term illness that may prevent you from meeting any of the essential criteria, please contact us to discuss whether a reasonable adjustment can be made.  **Tel: 03456 053 000 Email:** [**recruitment@suffolk.gov.uk**](mailto:recruitment@suffolk.gov.uk) |
| **Parental Leave** | We are happy for you to apply if you are pregnant, on maternity leave, or another kind of long-term parental leave.  If you are the best person, we will wait for you and appoint someone else on a temporary basis if needed. |

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| 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. |

Diagram

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