

OLDHAM COUNCIL

JOB DESCRIPTION

Job Title: Principal Psychologist and Preventative Services Lead	
Directorate: Education, Skills and Early Years	Division/Section: Education Psychology Service Line Manager: Assistant Director - SEND
Grade: Soulbury B 7 – 10 + up to 3 SPA points	

Job Purpose:

To contribute to the improved outcomes for Children and Young People with SEND (Special Educational Needs and Disability) and will:-

- Be responsible for the leadership and management of the Educational Psychology Service and Quality and Effectiveness Support Team
- Take the lead on behalf of the E&EY service for developing policy and strategy on identified areas set by the service within the Special Educational Needs Code of Practice
- Lead on the development and implementation of the graduated response and inclusion framework with educational establishments.
- Lead and advise the service and schools on strategies and policy linked to SEN support and alternative provision.
- Lead on the development and deployment of preventative services across a range of Council teams
- Lead on the development and implementation of mental health guidance/support to educational establishments
- Lead and support appropriate multi agency working as a senior manager in the Children Services directorate.
- Other duties as required based on the exigencies of the service.

General Responsibilities:

- To strategically and operationally lead on the delivery of quality assured psychological and wellbeing services which promote the attainment and healthy emotional development of children and young people 0 -25 in partnership with them, their families, carers and other relevant agencies.
- To have lead responsibility for the strategic development and operation of the Educational Psychology Service and Quality and Effectiveness Support Team, including the budget and trainees
- To lead on quality assuring the EP offer to schools and other settings from the Educational Psychology Service
- To have lead responsibility for the strategic development and operation of other

preventative Council teams as required

- To quality assure the recruitment, induction and continued professional development of staff within the service in line with national (HCPC, BPS, AEP) and local Oldham council requirements (PPF)
- Manage and be accountable for the timely delivery of statutory educational psychology advice and information for education, health and care needs assessment.
- Develop effective and productive relationships with relevant colleagues in local health services, youth justice, transitions, voluntary sector, looked after children and safeguarding teams as well as social care, school improvement and SEND services with a focus on improving outcomes in a multi-agency basis for children and young people
- To manage development and implementation of the wider SEND and Inclusion policies and initiatives of the Council and local partnership in collaboration with the Assistant Director SEND.
- To lead and manage the implementation of the 'graduated response' with schools and settings in collaboration with collaborative partners to better meet needs and avoid a reactionary response towards EHC needs assessment.
- To lead in collaboration with the inclusion team and appropriate children services support teams on promoting multi agency coordinated practice, particularly in relation to early intervention and prevention strategies for vulnerable children and young people including Looked After Children and other high risk groups
- To lead the development and updating of the SEND inclusion framework to promote high quality teaching, early and preventative practice in line with the SEND strategy
- To coordinate and oversee/ contribute to research and development of strategies for inclusive practice for children with SEND including SEMH, in collaboration with the wider children services directorate and appropriate multi agency organizations.
- To be a member of the E&EY and Children Services management team and take lead responsibility for specific areas as agreed with the Head of Learning and Director of Education & Early Years.
- Manage and be accountable for the development and delivery of traded SEN Support services within the Council's statutory duties and policies.
- Manage and be accountable for the maintenance of Service Level Agreements with schools and academies including the achievement of on-target earnings from income generation activity.
- To work collaboratively with other Local Authorities as appropriate
- Carry out any other duties as set out by the Director of Education & Early Years to meet the exigencies of the service.

Standard Duties:

1. To actively promote the equalities and diversity agenda in the workplace and in service delivery.
2. To uphold and implement policies and procedures of the Council/CCG; including customer care, data protection, ICT, finance and health and safety policies.
3. To actively engage with the behaviours and values of the Council and CCG to promote and support our co-operative agenda.
4. To undertake continuous professional development and to be aware of new developments, legislation, initiatives, guidelines, policies and procedures as appropriate to the role.
5. Undertake any additional duties commensurate with the level of the post.

Contacts:

Staff within the SEND services and inclusion Division

Officers and colleagues working within the Directorate.

Other Children's Services providers and commissioners including health, social care and the voluntary sector.

Governors, head teachers, school staff and other stakeholders.

Individual children and young people and their parents / carers.

Oldham Parent Carer Forum

Relationship To Other Posts In The Department:

Responsible to: Assistant Director - SEND

Responsible for: Staff within the Educational Psychology Service and Quality Effectiveness Support Team

Special Conditions:

Enhanced DBS, Registered with HCPC

	DATE	NAME	POST TITLE
Prepared	May 2018	Tony Shepherd	Head of Learning
Reviewed	January 2021	David Shaw	Assistant Director - SEND

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PERSON SPECIFICATION



Job Title: Principal Educational Psychologist and Preventative Services Lead

	Selection criteria (Essential)	Selection criteria (Desirable)	How Assessed
Education & Qualifications	Honours degree in psychology (or BPS recognised equivalent conferring GBR) Post graduate professional qualification in educational psychology	Relevant additional professional development or research	AF/I
Experience	Experience of working with children and young people across 0-25 age range who have additional needs Experience of working across different educational phases and sectors Experience of multi-agency work Successful management experience within an educational psychology service Management of change within LA setting Experience of supervising others	Experience of leading, managing or co-ordinating preventative support teams other than educational psychologists Experience of working with colleagues in other Local Authorities/institutions to share good practice Experience of effective co-production across a range of partner agencies Experience of negotiating service level agreements and/or writing bids for grant funding. Experience of writing summary reports for commissioners and/or governance boards	AF//AC
Skills & Abilities	Ability to apply psychological theory to all aspects of practice	Strong knowledge and skills with regard to school improvement	AF//AC

	<p>Excellent self-management and interpersonal skills</p> <p>Excellent people, skills</p> <p>Excellent written and oral communication skills</p> <p>Ability to contribute to service planning and development</p> <p>Able to provide consultation, assessment, and intervention for a range of additional needs</p> <p>Ability to work effectively as part of a team, including leadership role</p> <p>Commitment to the promotion of equal opportunities and inclusion</p> <p>Able to work effectively as part of a team</p> <p>Good written and oral communication skills</p> <p>Able to plan and deliver high quality training</p> <p>Excellent skills in performance and project management</p>	<p>Strong knowledge and skills in supporting schools and settings to implement a graduated response to identifying and meeting special educational needs and disabilities</p>	
Knowledge	<p>Detailed and comprehensive knowledge of psychological theory and practice</p> <p>Detailed and comprehensive knowledge of relevant legislation, policy and guidance.</p> <p>Comprehensive and detailed understanding of</p>	<p>Experience of applying current research and best practice to enhance educational provision and practice through training or partnership working with senior leaders in schools and settings</p>	AF//AC

	<p>the issues and challenges around the SEND agenda both operationally and strategically</p> <p>Sound knowledge of the Code of Practice (2014) and statutory responsibilities relating to supporting those with SEND</p> <p>Knowledge and understanding of school and setting systems and an understanding of the issues affecting SEND.</p> <p>Knowledge of relevant ICT systems to compile reports as well as analysing statistical data for monitoring purposes</p>		
Work Circumstances	<p>Able to work flexibly to meet the demands of the service (including evening and weekend as necessary)</p> <p>Commitment to personal and professional development of self and staff</p> <p>Ability to travel across the borough, and wider as necessary</p>		AF//I/AC

NB. - Any candidate with a disability who meets the essential criteria will be guaranteed an interview.