



TRAFFORD
COUNCIL

Educational Psychologist

Service: Children's Services
Grade: Soulbury points 2 - 7
Reporting to: Principal Educational Psychologist
Responsible for: No direct reports

About Us

Trafford is a great place to live, work, learn and visit. From its leafy suburbs, to its more urban areas, the borough takes pride in its strong, diverse communities, its cultural and sporting heritage and its position at the heart of the region's economic powerhouse.

Trafford Council and its partners in the public, private and third sectors are embarking on a Vision which sees us working together to close inequality gaps and maximise Trafford's huge potential.

Our vision: Working together to build the best future for all our communities / everyone in Trafford.

Our vision is about giving people in Trafford greater choice about where they live; to build and sustain in thriving communities; and to develop areas which we can all take pride in. It's about people living healthily; receiving care when they need it and having access to our green spaces with great transport links across the borough.



Our Culture

Trafford Council employs around 2300 non-school members of staff and as one of the biggest employers in the borough, we work hard to make Trafford Council an employer of choice. We care what you think and believe you are more than just a job role. We have a great benefits' package and a real focus on your health and wellbeing, as well as, extensive learning, succession and development opportunities.

For us, it's not just about *what* we achieve as an organisation, but *how* we do it. Therefore, all employees are expected to display our **EPIC** values.

At Trafford Council we are EPIC

We EMPOWER – We inspire and trust our people to deliver the best outcomes for our customers, communities and colleagues.

We are PEOPLE CENTRED – We value all people, within and external to the organisation and give those around us respect. We will act with honesty and integrity in all that we do, and create an environment that enables everyone we work with to thrive and succeed.

We are INCLUSIVE – We are committed to creating an environment that values and respects the diversity and richness differences bring

We COLLABORATE – We build relationships, collaborate; treat people as equal partners and work together to make things happen.

About the Role

This Role Profile outlines the key tasks you will be expected to perform to give you an understanding of a typical day and the key activities that you will be expected to deliver or contribute to the delivery of.

The 'About You' section explores what qualifications, experience, skills and knowledge you will need for the role.

We are a values based organisation and you will need to reflect our values, as well as the requirements in 'About You' in your application.

Overview

Due to two valued members of our team taking maternity leave this academic year we are looking to recruit the 1.8 FTE maingrade Educational Psychologists to support us in delivering the high quality service that our schools in Trafford have experienced and expect. We are ideally looking to recruit one person to start as soon as possible and the other to start from the start of February 2022. Depending on actual start dates both posts will last a maximum of 11 months. However, there may be the possibility of either extending these posts or making them permanent as the needs of the team change. We are a supportive and friendly team and our retention of EPs has been very good.

Your Main Priorities

- You will be responsible for a delivering Educational Psychology support in a range of mainstream and special schools.
- You will provide support to schools at school support and support schools through cycles of Assess Plan Do Review to ensure that schools are well supported in monitoring and assessing the progress of their pupils.
- You will attend meeting with parents, teachers and other professionals for the purpose of consultation and co-production of high quality outcomes both for school support and Education Health and Care Plans.
- You will support the work of the Trafford EHC team by producing high quality reports to support EHC needs assessments. In addition, you will support schools by attendance at key transition reviews, in particular year 6 to help with preparation for adulthood.

- You will be committed to ensuring that the voice of the child and parents is fully captured in written reports and facilitated in school and multi-agency meetings.

Key duties

To carry out the full range of duties of a main grade Educational Psychologist in the service which are:

1. To provide an educational psychology service to schools, mainstream and special and other establishments, to include:
 - a. Assessing the psychological and educational needs of children and young people aged 0 – 25 years and providing advice, support and other interventions in collaboration with teachers, parents and other agencies.
 - b. Provide advice and consultation support on appropriate general matters involving the application of psychology to education, broadly defined.
2. To work in close partnership with a range of professional groups including Health and Social Care to support schools to meet the needs of children and young people with SEND.
3. To participate in any training and development activities in order to maintain your own professional development or to enhance competence within the expectations of the role.
4. To assist the LA in meeting its statutory duties towards children and young people with SEND and to provide professional advice for the Educational, Health and care Plan assessments.
5. To advise the LA on appropriate arrangements and provision to meet the needs of children and young people with SEND.
6. To comply with the Service monitoring and evaluation procedures to achieve individual and service level agreement targets.
7. To comply with Service and Local Authority performance management arrangements.
8. To develop and foster effective links with members of other teams/ services within Children's Social Care and other external agencies and services involved in the education welfare and development of children.

N.B. Educational Psychologists are guided by codes of professional conduct and ethics laid down by the HCPC, British Psychological Society and Association of Educational Psychologists.

About You

Qualifications and Professional Development

You need to have a first degree in Psychology and either a MSc or Doctorate in Educational Psychology. You will have previous experience with working with children and families.

Experience and Knowledge

- A sound understanding of child development and other key psychological theories.
- A sound knowledge and understanding of the SEN code of practice as it applies to the work of an Educational Psychologist.
- Experience of using and applying psychological models of problem solving to support the development of hypotheses and problem formulation.
- A knowledge of a range of strategies and interventions that can be used to support children in all four areas of the SEN Code of Practice.
- Experience of support children and young people across the age range from 0 to 25.
- Experience of providing outcomes in preparation for adulthood.

Skills and Abilities

- You will be familiar and comfortable with a range of models of Educational Psychology delivery including consultation.
- You will be familiar and comfortable using a range of assessment tools and approaches, applying these flexibly depending on the presenting needs.
- You will be able to work with a high level of autonomy being able to manage a diary effectively and work to deadlines.
- Excellent writing skills.

- Effective communication skills both verbally and written.
- The ability to work with flexibility and adaptability.

Special Conditions

You will be registered with the HCPC.

Hold a full UK driving licence.

Date prepared/revised: 23/09/2021

Prepared/revised by: Dr Andrew Byrne

Health and Safety

To operate safely within the workplace with regard to the Council's health and safety policies, procedures and safe working practices. To be responsible for your own Health and Safety and that of other employees.

Equalities & Diversity

To work within the Council's Equalities and Diversity Policy, embracing through personal example, open commitment and clear action that diversity is positively valued, resulting in access for all by ensuring fair treatment in employment, service delivery and external communications.

Customer Care

To continually review, develop and improve systems, processes and services in support of the Council's pursuit of excellence in service delivery. To recognise the value of its people as a resource.

Training and Development

To identify training and development needs with your manager, taking an active part in your Personal Development and Review Plan. To access development opportunities as they arise and share learning with others and where appropriate, actively encourage a learning environment and development within others.

Policy

To work at all times within the established policies and practices of the Council, within the framework established by the Council Constitution and associated guidance.

Information Governance

Confidentiality is of prime importance. In the normal course of duties, the post holder will have access to personal and or sensitive information relating to service users, staff and contractors, as well as information of a commercially sensitive nature. Such information should not be communicated to anyone outside or inside the Council unless done in the normal course of carrying out the duties of the post. Disciplinary action will be considered where a breach of confidence and or data breach has been established.

All information obtained or held during the post-holders period of employment that relates to the business of the Council and its service users and employees will remain the property of the Council. Information may be subject to disclosure under relevant legislation.

To ensure information is shared safely and complies with information governance standards and associated legislation.