

## **PERSON SPECIFICATION**

### **NOTE TO APPLICANTS:**

Whilst all points on the specification are important, those marked 'E' (essential) are the key requirements. You should pay particular attention to these points and provide evidence of meeting them.

**JOB TITLE:** Specialist Practitioner Educational and Child Psychologist (SEMH)

**GRADE:** Soulbury EP Scale A Pts 3-8 (plus up to 3 SPA points)

**DIRECTORATE:** Families and Wellbeing

**SERVICE:** Inclusion Service / Educational Psychology Team

### **CRITERIA:**

#### **Experience**

1. Significant experience of working as an educational psychologist with children/young people in educational settings. **(E) (A & I)**
2. Experience of leading the development of practice, including the ability to provide leadership and to support the work of colleagues and professionals from other disciplines. **(E) (A & I)**
3. Experience of delivering high quality training and development work and contributing to the development of CPD programmes. **(E) (A & I)**
4. Experience of undertaking management responsibility within designated projects, as directed by the Principal Educational Psychologist. **(D) (A & I)**

#### **Skills and Knowledge**

5. Knowledge of relevant legislation affecting local authorities, schools, children and families, and the practice of educational psychology. **(E) (A & I)**

6. Knowledge of children's development and current issues relating to the wellbeing of children and young people with additional needs a particular focus on those with social and emotional needs. **(E) (A & I)**
7. Up to date knowledge of child development, psychological theory and the effects of difficulties on learning, social, emotional development and mental health **(E) (I)**
8. Evidence of creative thinking and innovative working in order to problem-solve effectively. **(E) (I)**
9. Ability to draw upon knowledge and understanding, in order to engage in project work and systemic LA work related social and emotional wellbeing. **(E) (A & I)**
10. Knowledge of, and ability in using a range of educational and psychological assessment tools and techniques for children and young people from birth to 25 and knowledge of theories behind consultation, assessment and intervention. **(E) (I)**
11. Knowledge of the developing role of Educational and Child Psychologists and their contribution to better outcomes for children and young people **(E) (A & I)**
12. Ability to consult and negotiate with schools, settings and service users who request input and clarifying appropriate areas for Educational and Child Psychology involvement and agreeing desired outcomes. **(E) (A & I)**
13. Skills in helping education providers to plan and review interventions and strategies for pupils with special educational needs and disabilities particularly in relation to social and emotional wellbeing and mental health. **(E) (A & I)**
14. Psychological intervention skills to undertake direct work over a period of time with children and young people. **(E) (A & I)**
15. Ability to organise and prioritise own workload **(E) (A & I)**
16. Willingness and commitment to working within, and contributing to a partially traded service. **(I)**
17. Ability to balance the need for objective advice with that of representing the policies of the LA in line with guidance from the BPS, DECP, and HCPC. **(E) (I)**
18. Able to work as part of a team and to work collaboratively with other psychologists and other children's workforce staff in order to contribute to positive outcomes for children and young people, and whole school/setting, and LA initiatives. **(E) (A & I)**
19. Able to contribute to planning and delivery of in-service training courses for teachers and others particularly in relation to SEMH. **(E) (A)**
20. Ability to meet challenging and changing situations with a positive and optimistic attitude. **(D) (A & I)**

21. Ability to gain the voice of the child or young person in a range of ways and to use this to promote relevant outcomes. **(D) (A & I)**

### **Education/Qualifications/Knowledge**

22. Degree in psychology or equivalent which confers graduate basis for registration with the British Psychological Society. **(E) (A & C)**
23. Doctorate degree in Educational and Child Psychology. **(E) (A & C)**
24. Registration with the Health and Care Professions Council as a 'Practitioner Psychologist' or be eligible for registration **(E) (A & C)**
25. Qualifications or further accreditations relating to the specialist post **(D) (A & C)**

### **Other Requirements**

26. Hours of work: Full time working week (1.0) 37 hours **(D)**.
27. Current driving licence and access to a car. **(E) (A)**

### **Commitment to Equal Opportunities**

28. Knowledge of equal opportunities legislation and awareness of issues relevant to the job. **(D) (A & I)**
29. Knowledge of Disability and Special Needs legislation and awareness of implications for the job. **(D) (A & I)**
30. Knowledge of and commitment to ethical practices in the delivery of educational psychology services. **(E) (A & I)**

### **Commitment to Service Delivery/Customer Care**

31. Excellent inter-personal skills and communication skills. **(E) (I)**
32. Displays a high level of personal "drive" and energy, shows a capacity for sustained effort and performance, and can adjust to new demands and circumstances. **(D) (I)**
33. The ability to work collaboratively with parents/carers, to seek their involvement and views. **(E) (A)**
34. The ability to work collaboratively with children and young people and support their participation in the assessment/intervention process and to ascertain and represent their views and aspirations **(E) (A & I)**

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**Methods of Assessment key**

**A = Letter of application / expression of interest**

**C = Certificate**

**I = Interview**