



# Job Profile comprising Job Description and Person Specification

## Job Description

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|--------------------------------------------------------------------------------|--------------------------------------------------------|
| <b>Job Title:</b><br>Educational Psychologist                                  | <b>Grade:</b><br>PO6                                   |
| <b>Section:</b><br>School and Community Psychology                             | <b>Directorate:</b><br>Children’s Services Directorate |
| <b>Responsible to Following Manager:</b><br>Principal Educational Psychologist | <b>Responsible for Following Staff:</b><br>N/A         |
| <b>Post Number: ESP001</b>                                                     | <b>Last Review Date:</b><br>May 2022                   |

### Working for the Richmond/Wandsworth Shared Staffing Arrangement

This role is employed under the Shared Staffing Arrangement between Richmond and Wandsworth Councils. The overall purpose of the Shared Staffing Arrangement is to provide the highest quality of service at the lowest attainable cost.

Staff are expected to deliver high quality and responsive services wherever they are based, as well as having the ability to adapt to sometimes differing processes and expectations.

The Shared Staffing Arrangement aims to be at the forefront of innovation in local government and the organisation will invest in the development of its staff and ensure the opportunities for progression that only a large organisation can provide.

### Job Purpose

To apply psychology in schools and the wider community to promote the positive development and the well being of children and young people. To contribute to work that aims to improve educational and social outcomes for children and young people living and being educated in Wandsworth.

### Job Dimensions

The post requires the post holder to work with vulnerable children, young people and their families. An enhanced and regulated DBS check is required.  
Post holders must be eligible for and/or registered with the Health and Care Professions Council

### **Specific Duties and Responsibilities**

1. To deliver psychological services within a framework of consultation to a group of schools / settings, children & their families. This will involve consultative support to parents, staff and other agencies, concerning the needs of individuals and groups of children.
2. To assess the psychological needs of children and young people and offer advice to schools, parents, carers, education, health and social services and others.
3. To offer psychological intervention to children, young people and their families; and where appropriate, referring to other agencies and working within multidisciplinary teams. Intervention may include a range of approaches, e.g. counselling and / or guidance on educational strategies.
4. To contribute to statutory work with children and young people who live in Wandsworth, wherever they are educated, in accordance with relevant legislation.
5. To contribute to the professional development of heads, teachers and other relevant staff in schools and to school governors as appropriate; and to provide a training input to a range of agencies and groups (e.g. Social Services and Health)
6. To undertake research and project work in collaboration with colleagues in other services, agencies and schools.
7. To contribute advice and information to assist in the development and implementation of the Authority's policies on meeting the needs of children and their parents and schools.
8. To undertake continuing professional development and engage in regular professional supervision.
9. To participate as a member of the SCPS Team contributing to service development and policy formulation.
10. To undertake such other tasks as may be reasonably required by the Head of Service or Senior Educational Psychologist.

### **Generic Duties and Responsibilities**

- ✓ To contribute to the continuous improvement of the services of the Boroughs of Wandsworth and Richmond.



- ✓ To comply with relevant Codes of Practice, including the Code of Conduct and policies concerning data protection and health and safety.
- ✓ To adhere to security controls and requirements as mandated by the SSA’s policies, procedures and local risk assessments to maintain confidentiality, integrity, availability and legal compliance of information and systems
- ✓ To promote equality, diversity, and inclusion, maintaining an awareness of the equality and diversity protocol/policy and working to create and maintain a safe, supportive and welcoming environment where all people are treated with dignity and their identity and culture are valued and respected.
- ✓ To understand both Councils’ duties and responsibilities for safeguarding children, young people and adults as they apply to the role within the council.
- ✓ The Shared Staffing Arrangement will keep its structures under continual review and as a result the post holder should expect to carry out any other reasonable duties within the overall function, commensurate with the level of the post.

## Person Specification

|                                                              |                                                        |
|--------------------------------------------------------------|--------------------------------------------------------|
| <b>Job Title:</b><br>Educational Psychologist                | <b>Grade:</b> PO6                                      |
| <b>Section:</b><br>School and Community Psychology           | <b>Directorate:</b><br>Children's Services Directorate |
| <b>Responsible to:</b><br>Principal Educational Psychologist | <b>Responsible for:</b><br>N/A                         |
| <b>Post Number/s:</b>                                        | <b>Last Review Date:</b><br>September 2021             |

### Our Values and Behaviours<sup>1</sup>

The values and behaviours we seek from our staff draw on the high standards of the two boroughs, and we prize these qualities in particular –

- ✓ taking responsibility and being accountable for achieving the best possible outcomes – a 'can do' attitude to work
- ✓ continuously seeking better value for money and improved outcomes at lower cost
- ✓ focussing on residents and service users, and ensuring they receive the highest standards of service provision
- ✓ taking a team approach that values collaboration and partnership working.

| <b>Person Specification Requirements</b>                                                                                                                                          | <b>Assessed by<br/>A &amp; I/ T/ C<br/>(see below for explanation)</b> |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|
| <b>Knowledge</b>                                                                                                                                                                  |                                                                        |
| 1. Knowledge of current statutory legislative frameworks, national and local priorities and understanding of the role of applied psychology in relation to these                  | A & I                                                                  |
| <b>Experience</b>                                                                                                                                                                 |                                                                        |
| 2. Experience of working to support a diverse community with a broad range of needs                                                                                               | A & I                                                                  |
| 3. Experience of collaborative multi – professional working e.g. in TAC meetings                                                                                                  | A & I                                                                  |
| 4. Casework experience, including direct work with parents/Carers, as a psychologist with children, young people and their families in a range of settings including provision of | A & I                                                                  |

<sup>1</sup> These values and behaviours will be developed further as the SSA becomes established.

psychological reports as appropriate

| Skills                                                                                                                                                                                                                                                                                                 |       |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|
| 5. Knowledge of current practice, evidence base & research in applied child and developmental psychology and how these can be applied in community, clinical and / or educational settings.                                                                                                            | A & I |
| 6. Evidence of an understanding of how Child Protection / Safeguarding legislation relates to the role, responsibilities and practice of the psychologist.                                                                                                                                             | A & I |
| 7. Knowledge of and demonstrable competency in consultation led approaches and in a range of psychological assessment and intervention techniques at the individual, group and organisational level including training and CPD.                                                                        | A & I |
| 8. The ability to gather evidence, synthesise complex information, reach logical conclusions and make sound judgements and decisions and to communicate these clearly both orally and in writing in ways that are accessible for a wide variety of audiences, in particular young people and families. | A & I |
| 9. The ability to effectively manage conflict, professional disagreement and / or other interpersonal difficulties where they might arise.                                                                                                                                                             | A & I |
| 10. The organisational ability to prioritise, initiate and plan work to meet deadlines and to compile accurate and up to date records, notes and reports in a timely manner                                                                                                                            | A & I |
| 11. Knowledge of research and research methods and a commitment to / strong interest in supporting evaluative and research initiatives that may be commissioned internally or externally                                                                                                               | A & I |
| 12. A commitment to the ongoing development of professional knowledge and skills and to ensure maintenance of HCPC registration status, to participate in the SCPS supervision and appraisal processes and where eligible the Wandsworth PRP scheme.                                                   | A & I |
| 13. Evidence of an understanding of how the Council’s Equal Opportunities policy relates to the practice of the psychologist, and the potential implications for minority groups, including                                                                                                            | A & I |



non-majority ethnic, cultural and / or linguistic groups.

| Qualifications                                                                                                                 |       |
|--------------------------------------------------------------------------------------------------------------------------------|-------|
| 14. Post graduate qualification in educational psychology and registration with the Health and Care Professions Council (HCPC) | A & C |

- A – Application form
- I – Interview
- T – Test
- C - Certificate