

Post number	13319
Position title	Educational Psychologist
Grade	Dep/Principal Educational Psychologist 1 - 6
Department	People
Location	Council HQ Newtown St Boswells
Salary/Rate of Pay	£31711.5 - £38859 per annum
Hours of work	17.5
Weeks per year	52
Number of staff responsible for	0
Reports to post number	Principal Educational Psychologist
Registration requirements	HCPC
Drivers Licence required	N/A
Contract status	Permanent
Contract end date	
Reason for temporary vacancy	
Disclosure status	PVG Children
Political restrictions	No
Role profile number	LPD 10S
Business World post status	Permanent
Work pattern	Monday to Friday
Vacancy number	SBO10471
Closing date	25/10/2026

Role purpose

This role is an exciting opportunity in Scottish Borders to contribute to transformational change in improving inclusion across the authority, at a time when the EPS itself is adapting practice to ensure we are delivering our services most effectively. The person appointed will deliver educational psychology services as part of Scottish Borders Council Psychological Service as directed by the Principal Psychologist and will carry out their duties in accordance with service policies and practice guidelines. Duties will be within the terms and remit as laid down in legislation, the policies & procedures of the Council and Psychological Service, the ethical and conduct codes of the British Psychological Society and the requirements of the Health & Care Professions Council.

Person specification

Criteria	Essential	Desirable
Education, qualifications and training	You will be fully registered as an Educational Psychologist in the United Kingdom with the Health and Care Professions Council (or working towards the relevant Qualification in Educational Psychology as a current Year 3 Trainee Educational Psychologist.) You will have an Honours Degree (or equivalent) in Psychology, and an accredited postgraduate qualification (minimum stage 1) in educational psychology	Additional continuing professional development qualifications in areas relevant to the practice of educational psychology. Membership of the British Psychological Society with chartered status. Full HCPC registration.

Skills, knowledge and competences	The capacity to work collaboratively as an integral member of a team. An evidence informed and ethical approach to practice Knowledge of relevant theory and research and the skills to use this creatively to inform consultation and advice for the development of effective support for children and young people at universal, focused and targeted levels. Skills in consultation, assessment, intervention, training and research. Creative and innovative approaches to sustainable and embedded assessment and interventions appropriate to children and young people in a range of contexts. The ability to develop and maintain effective working in partnership with children and young people, parents and carers and professionals. The ability to work effectively at a range of levels including individual, school and authority. Skill in communicating clearly, to a variety of audiences (children and young people, teachers, parents and carers and other professionals) An ability to make a professional contribution to the development of the service, its policies and practices, as well as the mutually supportive peer support systems. Effective time management, organisational and stress management skills Computer literacy, including the ability to use PC based MS Office platform as well as e-mail & internet.	Awareness of a range of frameworks for the practice of educational psychology and approaches to service delivery. Additional knowledge and skills relevant to the practice of educational psychology arising from continuing professional development and a reflective approach to practice
Experience	At least 2 years of relevant experience working with children/adults.	Experience working as a fully qualified Educational Psychologist for a local authority service.
Other	Be self-directed, able to work both independently and co-operatively, where appropriate. Be able to work under pressure to meet tight deadlines, whilst maintaining high professional standards. Educational Psychologists are required to maintain their expertise and maintain a personal log of Continuing Professional Development	

	(CPD) activities undertaken as jointly agreed to meet the needs of the service and the regulatory needs of the profession.	
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Driving Licence - Where it is an essential requirement for this post to hold a current driving licence. Note: If you have a disability which precludes you from holding a drivers licence, Scottish Borders Council will take into account its responsibility to make reasonable adjustments to allow for your disability. Should it be possible to make such an adjustment in order that you can undertake the travel responsibilities of the post, this will be taken into account in consideration for this role.

HEALTH & SAFETY STATEMENTS

Must take reasonable care for the health and safety of themselves, other employees and anyone else who may be affected by their work activities carried out. Employees shall work in accordance with policies, procedures, information, instructions, and / or training received.

This profile is indicative of the nature and level of responsibility associated with the post. It is not exhaustive and the post holder may be required to undertake such other duties as may be required by the Workforce Planning & Development Manager to meet the needs and responsibilities of the Service and the Council.

Equality – Ensure that all work and outputs comply with and promotes equal opportunities and diversity.

Supervisory or Managerial posts only - Ensure that HR systems are in place for reporting management information and making recommendations for any corrective action necessary.

Equal Opportunities - Scottish Borders Council is committed to improving the diversity of its workforce to better reflect the communities we serve. We welcome applications from all minority groups and individuals who identify with one or more of the protected characteristics as defined by the Equality Act 2010. In particular from candidates who assess themselves as having a disability, under the Disability Confident Employer scheme this guarantees an interview to those individuals who meet the essential criteria of the post. All appointments will be made on merit.

Digital Innovation & Solution Focused Statement

Scottish Borders Council is committed to excellence and continuous improvement through the transformative power of digital solutions reinforcing our commitment to excellence, sustainability, enhancing our work practices and enriching our support to the community. As digital innovation evolves, our organisation is dedicated to integrating these advancements in a manner that aligns with our core values and strategic objectives.

All roles across the Council will actively seek and implement the latest digital solutions and technologies that can improve efficiency, productivity, and the quality of our services. Training will be provided, to ensure staff are proficient in utilising new technologies, fostering a culture of continuous learning and adaptability.

Please note priority will be given to staff on the deployment/redeployment list who meet the essential criteria of the post.

Please note that applicants who have received early retirement/voluntary severance from Scottish Borders Council will not be considered.

TEMPORARY POSTS

If at a later date a temporary post becomes permanent, it will be at the discretion of the Department's management team to confirm the post holder as permanent without readvertising.

PRE EMPLOYMENT CHECKS

Essential

- Confirmation of Right to Work in the UK - **(All posts)**
- Level 1/Level 2/PVG Registration Disclosure Check - **(PVG/Disclosure posts only)**
- References - **(All posts)**
- Confirmation of qualifications required to meet the essential criteria on the person specification - **(All posts)**

Right to Work in the UK - To ensure that you are eligible to work in the UK, we will require the following documentation:

- A Passport showing you are a British/Irish Citizen.

OR

- A British Birth/Adoption Certificate along with an official document containing your name and permanent National Insurance number



Recruitment Profile



For all other nationalities

- Settled status code

OR

- Immigration status document, for further information visit Apply to the EU Settlement Scheme (settled and pre-settled status) - GOV.UK (www.gov.uk)

Please note that a Short Birth Certificate and a Driving Licence are not sufficient to show your entitlement to work in the UK.

OTHER DETAILS

Disclosure/PVG Registration

Under the Rehabilitation of Offenders (Exclusion and Exceptions) (Scotland) Order 2003 to the 1974 Rehabilitation of Offenders Act (ROA) Scottish Borders Council are entitled to ask "exempted questions" that require applicants for certain positions to reveal their full criminal history.

This means that all details of criminal convictions, whether they are spent or not, must be disclosed to help the recruiting manager assess the person's suitability for a position of trust.

Disclosure

These "excepted professions" are set out in the Exceptions Order and include:

- certain professions in areas such as health, pharmacy and the law;
- senior managers in banking and financial services;

PVG Registration

Certain posts are considered Regulated Work with Vulnerable Children and/or Protected Adults, under the Protection of Vulnerable Groups (Scotland) Act 2007. Preferred candidates will be required to join the PVG Scheme or undergo a PVG Scheme update check prior to a formal offer of employment being made by Scottish Borders Council.

PVG/Disclosure Process

After the application is processed you will receive an email with a secure link to view the disclosure. You must share this with us to progress the recruitment process.

Teacher Posts in Catholic Schools

Certain posts are in a denominational school therefore candidates must seek Catholic Church approval when submitting their application for these posts. You should apply for RC Church approval at the same time as submitting your application form. Guidance and the relevant forms can be obtained at www.sces.uk.com/approval.html.

Political Restrictions

Certain posts within Scottish Borders Council will be deemed Politically Restricted. If you are appointed to such a post the Local Government Officers' (Political Restrictions) Regulations 1990 provide that your terms and conditions of employment are deemed to incorporate additional provisions set out in the Schedule to the Regulations, a copy of which can be obtained from HR. Full details of restrictions will be provided in your application pack if you are applying for a Politically Restricted post.

**** From 1 April 2026 a Scottish Local Government Living Wage Rate of £13.52 per hour has been agreed. All employees recruited on a salary/wage less than the SLGLW rate shall receive a payment additional to their salary/wage in order that they are paid at the rate of £13.52 per hour. The additional payment shall count as pensionable earnings and be subject to deduction of tax, national insurance and pension where appropriate.