Role Profile

Post Title:	**Educational Psychologist**
Date Created:	**March 2020**

ROLE DEFINITION

Assess and report on the psychological and educational needs of children, young people and young adults (up to 25 years of age) to provide advice and guidance for them and their carers, teachers and partner agencies.

KEY TASKS AND RESPONSIBILITIES

Corporate Responsibilities

- To deliver an effective educational psychology service in accordance with the Council's corporate policies and procedures and relevant strategic vision.
- To understand information management and security issues and work in line with legislation and Council policies and guidelines, ensuring that information is used, shared and managed appropriately.
- To undertake any other reasonably required duties, consistent with duties detailed in Part 2 Section 2 of the SNCT Handbook of Conditions of Service, as directed by the Executive Director or nominee, in addition to the role specific tasks & responsibilities detailed below.

Role Specific Tasks & Responsibilities

- Undertake work with the client group.
- Deliver the service to educational establishments (and other agencies where appropriate) by means of practice agreements.
- Deliver the five strands of service provision from the base of one sector.
- Work co-operatively with colleagues within and across sectors on specified tasks or projects, ensuring effective integrated and partnership working between the Educational Psychology Service, teaching establishments, Health and Social Care professionals, in order to support improved outcomes for children.

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- Provide professional advice in relation to the council's policies.
- Advise the Council, within the context of legislation, on the assessment of the needs of the client group.
- Engage collaboratively with education colleagues, other council staff, and outside agencies in making provision for children, young people and their carers within the community.
- Conduct and/ or participate in research and development work.
- Prepare reports and maintain documentation.
- Contribute to the professional development of trainee educational psychologists and colleagues within the Service and across the Authority.
- Undertake appropriate and negotiated continuing professional development, participating in a range of activities designed to maintain and develop professional competence, in accordance with Health and Care Professions Council (HCPC) standards.

ESSENTIAL / DESIRABLE CRITERIA

	Essential	Desirable	Evidence
Qualification & Registration	• Honours Degree, or equivalent, in Psychology • Postgraduate training in Educational Psychology (or in the process of completing post graduate training) • Registered with the HCPC (or eligible to commence a probationary period) • Required to join the PVG scheme for this type of regulated work	• Post qualification continuing professional development	• Application Form • Interview • Pre-Employment Check
Experience	• Awareness of the current issues and opportunities in Scottish Education	• Experience of working in a promoted post in educational psychology • Experience of the range of service delivery across all five Currie roles • Experience of contributing to the positive ethos of a service	• Application Form • References • Interview

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**** Professional autonomy and accountability**	• Ability to work autonomously and self-manage workload to meet demands • Responsibility for completion and recording of personal CPD as per HCPC requirements • Understanding of the ethical requirements of practice and the importance of confidentiality	• Ability to rise to a variety of challenges and to work, at times, under pressure • Ability to take initiative within link schools • Previous experience of working to practice agreements with schools • Knowledge of and commitment to self-evaluation and quality assurance processes	• Application Form • References • Interview
**** Professional relationships**	• Understand the need to build and sustain professional relationships as both an independent practitioner and collaboratively as a member of a team • Ability to understand the demands faced by carers and young people and to engage with them successfully as partners	• Previous experience of multi-agency team working • Ability to support others in expressing and reflecting upon their own thinking	• Application Form • References • Interview

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**** Identification & assessment of educational, health and social care needs**	• Ability to draw together, evaluate and analyse information from different agencies to present to a variety of recipients • Ability to select and use appropriate assessment techniques	• Experience of assessment using a holistic, ecological approach	• Application Form • References • Interview
**** Formulation and delivery of plans and strategies**	• Ability to use research, reasoning and problem solving skills to determine appropriate actions • Ability to support implementation of agreed plans • Awareness of appropriate record keeping • Ability to respond flexibly	• Experience of undertaking research within an educational context • Experience of supporting implementation of agreed plans • Ability to respond in pressurised situations/ think on feet	• Application Form • References • Interview
**** Critical evaluation of impact**	• Research & evaluation skills • Awareness & understanding of staged intervention procedures • Critical evaluation skills	• Experience of working within staged intervention systems • Ability to demonstrate an evaluative approach to reviewing practice	• Application Form • References • Interview

****Knowledge, understanding and skills**	• Ability to demonstrate skills and knowledge relating to educational psychology across all five core functions • Knowledge of child and adolescent development relevant to educational psychology • Effective written and verbal communication with the ability to listen to, and express, opinions • Motivated, enthusiastic and resilient	• Time management skills • Knowledge of frameworks for educational psychology practice	•

Please be aware that the successful candidate must be able to travel throughout North Ayrshire (own car/public transport/pool cars etc) for work purposes, meetings, training courses etc.

** The Standards for Proficiency for Practitioner Psychologists are actively explored as part of North Ayrshire Council's recruitment and Professional Review and Development (PRD) processes. Further information on the Standards can be found on the Health & Care Professions Council (HCPC) website.