**Job Description**

**Role Profile**  Principal Educational Psychologist

**Service/Team** Educational Psychology Service

**Reports to**

**Responsible for** Delivery of Educational Psychology Services

**Number of posts** 1

**Post number**

**Career Grade** Soulbury scale B 12 – 15 plus up to 3 SPA points if applicable.

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| **My job improves the quality of life for the people of Bournemouth Christchurch and Poole by providing strategic and operational leadership to the Educational Psychology Service, ensuring the effective delivery of psychological services to children, young people, families, and schools. My role involves managing a team of educational psychologists, developing service strategies, and contributing to the wider education strategy. Key responsibilities include overseeing service planning, monitoring performance, developing traded services, and representing the service in various partnerships.** |

**Job Overview**

* Developing and implementing the strategic vision for the Educational Psychology Service, aligning it with the overall educational strategy and priorities.
* Representing the service at local and national panels and forums, building relationships with key stakeholders, and using psychological knowledge to inform the development of policy and practice
* Developing and managing traded services, offering psychological expertise and support to schools and other organizations on a commercial basis.
* Ensuring robust, creative and cost-effective statutory advice is provided.
* Managing and supervising a team of Educational Psychologists, providing professional development opportunities, and ensuring high-quality service delivery.
* Ensuring the service achieves its aims, objectives and service standards and provides a reliable and effective service for children and young people
* Promoting inclusion, developing and implementing council wide strategies for positive outcomes and wellbeing for all children and young people

**Key Responsibilities**

* Providing strategic direction to deliver an effective and supportive EP service for children and young people from 0-25, and to ensure the quality of the EP service’s contribution to the work of Children’s Services in BCP.
* Ensuring that educational psychology evidence and expertise is used to best effect in all SEND Strategic Improvement work across the BCP Area.
* Leading strategic developments across Children’s Services including contributing to the Local Authority’s Inclusion and Belonging agenda.
* Working in collaboration with children, young people, their families, education providers and other stakeholders, to maximize outcomes for children and young people at a strategic and operational level across the BCP area.
* Continuing the development of the scope of the Educational Psychology Service through the application of research informed practice to enhance support and challenge functions and system led management processes.
* Planning service delivery for the EP service (including the development of service level agreements, policies and guidance which support our graduated response).
* Planning, implementing, and monitoring commissioning activity to support service delivery and ensure that budgetary targets are met.
* Leading in the monitoring and evaluation of the effectiveness of the work of the Educational Psychology Service including income generation, targets, and strategic priorities.
* Ensuring the service provides high quality psychological advice for EHC processes.
* Managing recruitment, supervision and performance systems to ensure that the Educational Psychology Service is delivered efficiently and effectively.
* Providing line management for senior EPs and ensuring all members of the EPS receive professional line management and supervision.
* Contributing strategically to the promotion of positive mental health, wellbeing, inclusion and belonging for children and young people, including liaison with schools, Public Health and the NHS.
* Ensuring that safeguarding policies and procedures are adhered to and concerns are raised in accordance with these policies.
* Co-ordinating Critical Incident support and the debrief of the associated professionals following an incident.
* Inspiring team members by creating opportunities to be creative and innovative, supporting team development and encouraging autonomy to enable team members to do their best work.

NB: The duties and responsibilities of this post are not restrictive, and the post holder may be required on occasion to undertake other duties. This will not substantially change the nature of the post

**Specific Qualifications and Experience**

Qualifications

* Honours degree in psychology or equivalent, which confers Graduate Basis for Registration with the British Psychological Society
* Post-graduate qualification as an educational psychologist

Experience

You will have successful experience of:

* being a principal or senior educational psychologist. You will be a professional role model, inspiring, developing and leading others with compassion and collaboration
* undertaking a wide range EP work within an LA context, providing support to a range of service users
* gaining the voice of the child using a range of creative approaches
* the use of consultation and solution focused models in EP Service delivery
* promoting inclusion and wellbeing through systemic work within a range of settings
* involving children and families in developing and evaluating the delivery of services
* managing service delivery
* budget management and responsibility, including traded income models to achieve a sustainable service
* effective collaborative work with multiagency services, settings and children, young people and families.

You will have knowledge of:

* research methodologies, data analysis and the ability to evaluate the effectiveness of educational psychology services
* a wide range of psychological theories and research regarding children’s development
* approaches to EP service delivery (including consultation based and solution focused models)
* facilitation skills to enable co-production of key service developments
* current SEN legislation and guidance
* the benefits of inclusion and strength-based approaches
* approaches to supervision and support for EPs and other professionals
* compassionate and collaborative leadership models, supporting the wellbeing and development of team members
* effective use of ICT to collect, analyse and interpret data

**Personal Qualities & Attributes**

* Solution focused
* Excellent communication, interpersonal and organisational skills
* Ability to work on own initiative
* Team commitment
* Corporate awareness
* Ability to motivate others
* Professional commitment to maximising outcomes for all children
* A commitment to promoting inclusion and valuing diversity
* Ability to enthusiastically and creatively apply psychology proactively
* Strong analytical skills and ability to develop and implement effective strategies

**Job Requirements**

* Current registration as an educational psychologist with the Health and Care Professions Council
* Enhanced with Child Barring list level DBS check
* Must be able to travel, using public or other forms of transport where they are viable, or by holding a valid UK driving licence with access to own or pool car.

This job description is not exhaustive and reflects the type and range of tasks, responsibilities and outcomes associated with this post.