Educational Psychologists
Soulbury Salary Scale A3-8 (£38,583 - £47,262) Plus up to 3SPAs
It is expected that the successful candidates will start at point 5
City Wide, Birmingham
Working 36.5 hours per week

Educational Psychology is thriving in Birmingham. Work in a vibrant, young, diverse city where young people, schools, families and the Local Authority value the contribution that EPs make. We have been successfully trading with schools since 2011 and are the primary provider of psychology in the city, with over 94% of our schools subscribing to our service. As part of the team, you will have opportunities to develop your areas of interest in line with a socially inclusive agenda. The EPS is engaged in many high profile projects both nationally and across the city. These include Aggression Replacement Training (ART), Thrive, Friends for Life, Video Interactive Guidance, Mindfulness, and anti-extremism.

In addition to the opportunity to work in a supporting team that values professional autonomy and cutting edge practice, you will benefit from terms and conditions are amongst the best in the country. These include:

- Generous annual leave allocation
  (up to 34 days plus up to 13 days flexi-leave and 8 bank Holidays)
- Payment in full of HCPC registration costs
- 6 sessions of whole service CPD a year and protected personal CPD time and access to a CPD budget
- Flexi time working

The EPS has strong links with four of the Educational Psychology training courses and are committed to promoting professional development at all levels. We value research and support colleagues to work towards publication of their research and professional practice.

Birmingham EPS is a friendly and highly supportive service where collaboration and peer supervision are actively encouraged.

Applicants for the educational psychology post must have appropriate qualifications to work as an educational psychologist (or expect to qualify by September 2017).

All applicants must be registered with the Health and Care Professions Council.

Any Informal enquiries please contact: Dr Halit Hulusi, Acting Principal Educational Psychologist (job share) 0121 303 0100 or email Halit.M.Hulusi@birmingham.gov.uk

Ref: PE0692016

Closing Date: 27 January 2017
Interviews Date: 09 February 2017

An Enhanced Disclosure and Barring Service (DBS) check will be undertaken

“Right to work in the UK documentation will be fully checked for all applicants. All non UK and non EU applicants are required to apply for a Certificate of Sponsorship from Birmingham City Council and must be approved by the UK Border Agency (UKBA) before any employment offer can be confirmed.”
JOB DESCRIPTION

JOB TITLE: Educational Psychologist

GRADE: Soulbury Salary Scale

DIVISION: CN

NO OF POSTS: 2

SECTION: Access to Education (A2E)

POST REQUIRES POLICE / CRIMINAL RECORDS BUREAU CLEARANCE: YES

1.0 JOB PURPOSE

- To provide a psychological service to the children, young people and families of Birmingham, working as part of the Access to Education Team
- To contribute to the work of the Children with Complex Needs Directorate through direct casework and through research

2.0 DUTIES AND RESPONSIBILITIES

- To support schools and settings to build capacity and effectively manage risk
- To provide and co-ordinate recommendations for appropriate interventions for children with additional needs.
- To provide and co-ordinate research and development linked to whole school/setting or centre, cluster, locality or cross-city initiatives and plans
- To contribute to the development of Access to Education (A2E)
- To work in partnership with other Agencies to ensure effective service delivery
- To comply with legal, regulatory, ethical requirements (including the British Psychological Society Code of Ethics)
- To maintain up to date knowledge of the field of psychology, in compliance with the requirements of the Health Care Professions Council (HCPC)
- To engage with regular evidence based supervision and performance review

- To support schools and settings to build capacity and effectively manage risk
- To provide and co-ordinate recommendations for appropriate interventions for children with additional needs.
- To provide and co-ordinate research and development linked to whole school/setting or centre, cluster, locality or cross-city initiatives and plans
- To contribute to the development of Access to Education (A2E)
- To work in partnership with other Agencies to ensure effective service delivery
- To comply with legal, regulatory, ethical requirements (including the British Psychological Society Code of Ethics)
- To maintain up to date knowledge of the field of psychology, in compliance with the requirements of the Health Care Professions Council (HCPC)
- To engage with regular evidence based supervision and performance review
3.0 SUPERVISION RECEIVED

3.1 SUPERVISING OFFICER JOB TITLE: Senior Educational Psychologist

JOB NO:

3.2 LEVEL OF SUPERVISION

2. Left to work within established guidelines subject to scrutiny by supervisor.

4.0 SUPERVISION GIVEN (excludes those who are INDIRECTLY supervised i.e. through others)

<table>
<thead>
<tr>
<th>POST TITLE</th>
<th>GRADE</th>
<th>NO OF POSTS</th>
<th>LEVEL OF SUPERVISION*</th>
</tr>
</thead>
</table>

*Use 1, 2 or 3 as in 3.2

5.0 SPECIAL CONDITIONS

OBSERVANCE OF THE CITY COUNCIL’S EQUAL OPPORTUNITIES POLICY WILL BE REQUIRED
# JOB ROLE AND RESPONSIBILITIES

**JOB TITLE:** Educational Psychologist  
**Grade:** Soulbury A Scale

## Job Purpose and expected Outcomes

Being clear about your role, its purpose and outcomes is very important to us. We want you to achieve and in doing so improve outcomes of children of families in Birmingham.

<table>
<thead>
<tr>
<th>Purpose</th>
<th>Performance measures</th>
</tr>
</thead>
</table>
| To provide a psychological service to the children, young people and families of Birmingham, working as part of the Access to Education Team  
To contribute to the work of the Children with Complex Needs Directorate through direct casework and through research | To ensure delivery against the directorate priorities  
Demonstrate knowledge and commitment to the aims and purpose of integrated working and shared values  
Compliance with the requirements of the Health Care Professions Council for practising Educational Psychologists |

<table>
<thead>
<tr>
<th>Responsibilities</th>
<th>Tasks</th>
</tr>
</thead>
</table>
| To support schools and settings to build capacity and effectively manage risk  
To provide and co-ordinate recommendations for appropriate interventions for children with additional needs.  
To provide and co-ordinate research and development linked to whole school/setting or centre, cluster, locality or cross-city initiatives and plans  
To contribute to the development of Access to Education (A2E)  
To work in partnership with other Agencies to ensure effective service delivery  
To comply with legal, regulatory, ethical requirements (including the British Psychological Society Code of Ethics)  
To maintain up to date knowledge of the field of psychology, in compliance with the requirements of the Health Care Professions Council (HCPC)  
To engage with regular evidence based supervision and performance review | To provide Statutory Psychological Advice to the Local Authority as part of the EHC assessment process, and to contribute, where necessary, to the Annual Reviews of Birmingham children  
To provide a traded psychological service to a number of schools and other settings, as described in agreed subscription packages  
To use evidence to understand the needs of local communities and prioritise activities accordingly  
To contribute to research at a variety of levels to identify areas of need and test the effectiveness of interventions  
To work collaboratively and in partnership with stakeholders and Community organisations  
To use all recording systems as procedures require  
To provide supervision to trainee educational psychologists, masters students and others on placement with the service under the direction of a Senior Educational Psychologist |
Your Own Responsibilities:-

- Develop your personal networks
- Engage in appropriate and timely professional development
- Develop productive working relationship with colleagues

Key Facts:-

- This post requires an enhanced DBS check— which will be reviewed every three years
- Possesses an honours degree in Psychology or an equivalent qualification which is acceptable to the British Psychological Society as the graduate basis for registration as a chartered psychologist. Possesses a post graduate qualification in Educational Psychology or an equivalent qualification recognised by the British Psychological Society.
  Is eligible for registration with the Health Care Professions Council:- evidence will be required prior to commencing the role
- You will receive supervision a minimum of ten times a year and you will be required to contribute to your Personal Development Review, which takes place annually with a mid-year review

Standards:

Children, Young People and Families had a set of standards which every member of staff is expected to adapt and operate continuous improvement is a team effort;

1. Our primary consideration at all times is our children and their best interests
2. The views of our children are actively sought and used to inform our work
3. We work in partnership with parents and carers actively seeking their views enabling them to achieve optimum outcomes for their children
4. We work in partnership and engage with community networks and other agencies to achieve optimum outcomes for our children
5. We work within the legislative framework and make best use of evidence and research to support best practice
6. We ensure that all our work with children, young people, parents, families and carers, consistently promotes equality of access and opportunity, social inclusion and addresses the impact of prejudice and discrimination
7. We ensure our records and reports are accurate, complete, accessible, up-to-dates, and demonstrate the decision making process
8. In order to achieve the best possible outcomes for our children and young people, our workforce is accountable, effectively managed, supervised and supported
9. Customer care is a theme that runs through all our practice
10. Continuous improvement in all our services is of paramount importance and we use the views, comments and complaints of our children, young people and family and all with vested interest to actively inform those improvements

PERSON SPECIFICATION

**JOB TITLE:** Educational Psychologist  **Grade:** Soulbury A Scale

**KEY**  Method of Assessment (M.O.A.):  
AF - Application Form  I - Interview  T - Test  P - Presentation  
BEST: B – Belief, E – Excellence, S – Success, T – Trust

<table>
<thead>
<tr>
<th>EXPERIENCE</th>
<th>M.O.A.</th>
<th>BEST</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experience and a proven track record working as a fully qualified educational psychologist or as a trainee in a Local Authority Psychological Service, undertaking the full range of duties with supervision</td>
<td>AF, I</td>
<td>S</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>COMPETENCIES (BEHAVIOURS)</th>
<th>Definition for this role</th>
<th>M.O.A.</th>
<th>BEST</th>
</tr>
</thead>
<tbody>
<tr>
<td>Safeguarding Children</td>
<td>Proactively seeks to safeguard children, drawing on own knowledge and engaging in effective supervision to ensure that timely action is taken when necessary. Works collaboratively with colleagues and other agencies to achieve this aim.</td>
<td>I, P</td>
<td>B &amp; T</td>
</tr>
<tr>
<td>Leadership and Management</td>
<td>Acts with integrity and role models BEST values. Contributes to the creation of a positive environment which encourages open discussion and innovation</td>
<td>AF, I</td>
<td>B, E, S &amp; T</td>
</tr>
<tr>
<td>Relationship Building</td>
<td>Successfully builds and maintains effective relationships with colleagues, external agencies, children and their families and carers - demonstrating effective interpersonal skills in dealing with people at all levels and from a wide range of backgrounds.</td>
<td>AF, I, T</td>
<td>B, S &amp; T</td>
</tr>
<tr>
<td>Influencing and Persuasion</td>
<td>Uses a range of techniques to achieve acceptable solutions and compromise. Listens well.</td>
<td>AF, I, T, P</td>
<td>E &amp; S</td>
</tr>
<tr>
<td>High level written and communication skills</td>
<td>Communicates effectively across a range of contexts including the ability to create and deliver concise, engaging and accurate information to a range of audiences, adapting style and content to needs of the audience and checking understanding. An ability to fulfil all spoken aspects of the role with confidence using the English Language as required by Part 7 of the Immigration Act 2016</td>
<td>AF, I, T, P</td>
<td>E &amp; S</td>
</tr>
<tr>
<td>Organization and Planning</td>
<td>Effectively plans and prioritises, managing own work to ensure deadlines are met</td>
<td>AF, I</td>
<td>E &amp; S</td>
</tr>
<tr>
<td>Valuing diversity</td>
<td>Shows respect and understanding of diversity and values individual difference. Treats all people fairly and appropriately regardless of race religious belief, gender, age, disability, sexual orientation, appearance or position.</td>
<td>AF, I</td>
<td>B &amp; T</td>
</tr>
<tr>
<td>Qualifications and Training</td>
<td>Has completed or will complete, successfully, a post graduate qualification in Educational Psychology. Is eligible for registration as an Educational Psychologist with the Health Care Professions Council. CPD record indicates a commitment to maintaining up to date skills and knowledge as required by the Health Professionals Council.</td>
<td>AF, I</td>
<td>E</td>
</tr>
<tr>
<td>Other</td>
<td>The ability to apply models and concepts from Psychology to problems presented.</td>
<td>AF, I</td>
<td></td>
</tr>
</tbody>
</table>

**ALL STAFF ARE EXPECTED TO BE COMMITTED TO THE CITY COUNCIL’S EQUAL OPPORTUNITY POLICY**