



Cumberland Council

Post Specification

Date	October 2023
Post Group Number	SLB0018
Post Title	Principal Educational Psychologist
Job Family	
Job Family Role Profile	
Final Grade	Soulbury Sen & Prin Ed Psy 10-13 (SPA 14-16)

To be read in conjunction with the job family role profile

Service Area description

The post is within SEND, Education and Inclusion in the Inclusion Service, in the Children and Family Wellbeing Directorate: the postholder reports to the Senior Manager, Inclusion.

The PEP manages the Psychological Service, which includes educational psychologists and Behaviour and Emotional Wellbeing Officers (BEWOs). The PEP line manages the senior EP and leads the Specialist Teaching Service (STS).

The PEP works closely with other Inclusion staff over policy, process and operation of Special Educational Needs support in Cumberland, as well as with other staff who support schools and families. The PEP is responsible for ensuring that psychology and specialist teaching expertise are used appropriately across the county, to support the development of children and young people (aged 0-25).

Purpose of this post

To improve outcomes and wellbeing for children and young people in Cumberland by managing and leading the Council's Psychological Service and the Specialist Teaching Service, and by working strategically with others to ensure that wider services work together in the interests of children and young people.

Key job specific accountabilities

- To ensure that educational psychology and specialist teaching services are delivered effectively across the council.
- To ensure that the work of the CPS is targeted to deliver early intervention and prevention, so as to reduce the need for more acute intervention.
- To ensure that statutory work is completed efficiently and effectively, maintaining high standards of professional practice.
- To support the STS in ensuring that the professional expertise of their staff is sustained, developed and appropriately deployed.
- To work with the senior EP, the EPs and the BEWOs to ensure that their professional expertise is developed, sustained and appropriately deployed.
- To lead in the monitoring and evaluation of service delivery and the quality assurance of the services, so as to ensure that the services are effective, timely and accessible.
- To contribute as required to the development, governance, evaluation and delivery of a range of projects across the council, and to involve team members in this work as appropriate.
- To line manage the professional leads in the STS. (If the PEP is not a qualified teacher then there will be a matrix management arrangement for the STS leads.)
- To line manage the Deputy PEP and the senior EP, as well as all the CPS staff in one area of the council.

- To provide and support reflective professional supervision to EPs.
- To act as the named educational psychologist responsible for a small group of schools/settings, or for a specified group of children/young people. (This will be approximately 0.1 of the workload of a full time EP.)
- To contribute to wider strategic service planning and delivery, responding to current council and Directorate priorities. This will involve engagement with/contribution to wider management groups within Cumberland Council.
- To support Cumberland Council's core values and corporate standards, and to work within agreed budget and policy guidelines.
- To undertake other duties and responsibilities commensurate with the grading and nature of the post, at the request of appropriately designated and authorised managers.

Please note annual targets will be discussed during the appraisal process

Key facts and figures of the post

Budget Responsibilities	<ul style="list-style-type: none"> • Responsible for the budget for SAT and CPS teams across the council.
Staff Management Responsibilities	<ul style="list-style-type: none"> • Direct line management of EP Service and STS. • Oversight of management of all STS and CPS staff.
Other	<ul style="list-style-type: none"> •

Essential Criteria - Qualifications, knowledge, experience and expertise

- Fully qualified educational psychologist.
- HCPC registered as a Practitioner Psychologist.
- Experience of successfully using a wide range of applied educational psychology in educational settings.
- Experience of successfully leading and managing teams and individuals, including EPs.
- Knowledge of current legislation, national issues and developments which impact the delivery of educational psychology and teaching support services.
- Knowledge of statutory requirements relating to children and young people with Special Educational Needs or Emotional Health & Wellbeing needs.
- Ability to use IT appropriately to support EP work and management role.
- Evidence of ongoing professional development.
- Experience with multiagency and partnership working.
- Ability to evaluate research evidence, apply this in planning interventions and communicate this to others.
- Excellent oral and written communication skills.
- Excellent ICT communication skills, including the ability to use ICT to liaise effectively with and support colleagues, schools/settings and families.
- Ability both to work as part of a team and to lead a team.
- Ability to build positive and collaborative working relationships, internally and externally, and to create and sustain mutual respect with colleagues.
- A commitment to children and to the need to ensure their life chances and opportunities are maximised.

Disclosure and Barring Service – DBS Checks

- This post requires a DBS check.
- The level of check required is:
 - DBS Enhanced - Children & Adults

Job working circumstances

Emotional Demands	N/A Soulbury
Physical Demands	N/A Soulbury
Working Conditions	N/A Soulbury
Other Factors	

- Ability to travel as needed, usually within the council but sometimes more widely.
- Willingness to work flexibly, including occasional meetings outside the usual working week.