



**Cumberland  
Council**

## Post Specification

<b>Date</b>	<b>March 2024</b>
<b>Post Group Number</b>	
<b>Post Title</b>	<b>Maingrade Educational Psychologist</b>
<b>Job Family</b>	
<b>Job Family Role Profile</b>	
<b>Final Grade</b>	<b>Soulbury Scale 1-6 plus SPAS</b>

**To be read in conjunction with the job family role profile**

### Service Area description

The post is within SEND, Education and Inclusion Service, in Children's Services: the postholder reports to their supervising Educational Psychologist (PEP or SEP) from within the Educational Psychology management team. Staff have access to two bases; one in Carlisle and the other in Workington.

Cumberland Psychological Service (CPS) includes Educational Psychologists and Behaviour and Emotional Wellbeing Officers (BEWOs). We provide supportive placements for EPs in training.

The team works closely with colleagues within the wider SEND team, making psychologically informed contributions to Local Authority policies and processes.

EPs provide support to a patch of pre-school settings and schools and work collaboratively with colleagues in the Specialist Advisory Teaching Service, Health and Social Care.

### Purpose of this post

- To improve outcomes for children, schools and families.
- To apply psychology to promote the social and academic inclusion of children and to help improve the quality of their lives.
- To be the named Educational Psychologist for a group of schools and settings.

### Key job specific accountabilities

- To engage with high quality practice within the LA at all times.
- To fulfil the requirements of the HCPC Standards of Proficiency and maintain a record of continuing professional development as partial evidence of competency to practice as a Practitioner Psychologist.
- To deliver an efficient and effective service of Educational Psychology within the LA.
- To act as the named Educational Psychologist responsible for a group of schools/settings.
- To provide advice to enable the Cumberland Council to meet its stated and statutory commitments.
- To contribute to the development of the Cumberland Psychological Service and to provide advice and support to other teams as appropriate.
- To engage with other agencies and partners to ensure that service delivery is appropriately coordinated or integrated for the benefit of service users.

- To contribute to wider developments in the Cumberland Psychological Service, and within Cumberland Council and secure Children's Services priorities.
- To champion the engagement of children, young people and their families and carers through the use of person centred approaches.
- To contribute to performance improvement initiatives informed by both local and professional priorities.
- To support the Council's core values and corporate standards.
- To ensure that the service is at all times pursuing good individual relations and fair personnel, health and safety, equal opportunity and management practices.
- To be able to time manage efficiently and take reasonable care of your own health, and safety.
- To engage in regular supervision and the appraisal process.
- To enhance the Council's image within the community by promoting awareness of services and achievements and encourage greater public participation.
- To undertake such other duties and responsibilities commensurate with the grading and nature of the post.

**Please note annual targets will be discussed during the appraisal process**

#### **Key facts and figures of the post**

<b>Budget Responsibilities</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>
<b>Staff Management Responsibilities</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• The successful applicant will be expected to complete the Council's induction programme.</li> <li>• If in receipt of a career grade opportunity prior to this application, or a relocation allowance, the successful applicant will be expected to work for Cumberland Council for 3 years after appointment.</li> </ul>

#### **Essential Criteria - Qualifications, knowledge, experience and expertise**

##### **Essential**

- Degree in Psychology at 2:1 or above
- Qualified Educational Psychologist at Doctoral or Masters level
- Eligible or will be eligible for registration with the HCPC as a Practitioner Psychologist and entitled to use the protected title of Educational Psychologist.
- Evidence of ongoing professional development
- Ability to use IT appropriately to support practice
- Successful experience as a Local Authority Educational Psychologist
- Experience in educational or child-centred settings pre training course and during training.
- In depth knowledge of typical and atypical child development
- Knowledge of a variety of methods of psychological and educational assessment and intervention
- Knowledge of children's mental health and SEND issues
- Knowledge of relationships and positive behaviour management approaches
- Understanding of policies, statutory guidance and legislation in respect of SEND and the wider children's agenda, for example, safeguarding issues
- Current research and good practice in relation to educational psychology within the Children's Services agenda
- Excellent ability to communicate both orally and in writing
- Good interpersonal skills
- Ability to analyse, problem solve and apply psychology
- Ability to show initiative
- Ability to engage service users and stakeholders in person centred planning
- Skills in negotiating and influencing others
- Ability to work as part of a team

- Ability to prioritise and meet deadlines
- Ability to apply a reflective and creative approach to practice
- Independence in using technology to support practice
- Professional integrity, reliability and consistency
- Adaptability and resilience
- Being able to remain outcome and solution focussed
- Ability to cope with organisational change
- A commitment to children and the need to ensure their life chances and opportunities are improved.
- Commitment to working in a largely rural area

#### **Desirable**

- Additional Professional qualification e.g. Teaching qualification
- Additional relevant qualifications
- Significant and successful experience working with children and young people
- Experience of working in diverse communities
- Teaching or other experience in a related profession

#### **Disclosure and Barring Service – DBS Checks**

- This post requires an enhanced DBS check.

#### **Job working circumstances**

<b>Emotional Demands</b>	Normal
<b>Physical Demands</b>	Normal
<b>Working Conditions</b>	<ul style="list-style-type: none"> <li>• Ability and willingness to travel efficiently within and out of Cumberland as necessary.</li> <li>• Willingness to work flexibly, including occasionally outside of core working hours.</li> </ul>

#### **Other Factors**

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