



Person Specification

JOB TITLE:	Senior Educational Psychologist	POST NO:	015281
GRADE:	Soulbury Scale B – 4 -7, plus up to 3 SPA points	DEPARTMENT:	Children’s Services – Education
HOURS:	37		
DIVISION:	Educational Psychology	DIRECTOR:	Carrie Traill
DATE:	November 2024	COMPLETED BY:	Alison Tolson

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
KNOWLEDGE	<ul style="list-style-type: none"> • Knowledge of leadership and management skills (A&I) • Up to date understanding of child development and knowledge of child related legislation including child protection procedures. (A) • A working knowledge of relevant legislation particularly as it relates to the Code of Practice 2014 and the Children and Families Act 2014. (A&I) • Expertise in using a wide range of assessment techniques and interventions. (A&I) • A sound knowledge of issues related to safeguarding. (A&I) • Knowledge of the context in which psychological services work. (A,I&P) • Understanding of, and positive commitment to, inclusive practice in schools. (A&I) • Understanding of, and positive belief in, the promotion of equal opportunities for all. (A&I) 	<ul style="list-style-type: none"> • A sound knowledge and understanding of emotional and psychological well-being and trauma informed practice. (A&I)
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Excellent written and verbal communication skills. (A,I&P) • The ability to maintain professional boundaries and confidentiality. (A) • The ability to work with other disciplines and agencies. (A) • The ability to work productively with others in a small team. (A & I) • Ability to work with a limited degree of direct supervision to challenging deadlines and to meet those deadlines. (A) 	<ul style="list-style-type: none"> • The ability to deliver presentations well. (I & P) • The ability to run group interventions. (A)

	<ul style="list-style-type: none"> • To apply problem-solving frameworks to complex situations. (A & I) • Well-developed self-motivation skills. (A & I) • Business acumen and ability to optimise resources. (A & I) • Ability to embrace change and influence others to achieve positive outcomes. (A & I) • Ability to work under reasonable pressure and prioritise appropriately. (A&I) • Ability to plan effectively, think strategically and deliver outcomes (A&I) • Ability to communicate effectively at all levels and through all media with a wide range of professionals, using high level negotiation and interpersonal skills. (A,I&P) • Ability to lead and motivate a wide range of professionals within the context of corporate and individual developmental needs. (A) • Ability to chair and manage a wide variety of meetings and interactions. (A) 	
EXPERIENCE	<ul style="list-style-type: none"> • Evidence of effective practice as an Educational Psychologist, working in schools and settings. (A & I) • Experience of working in a multi-disciplinary/multi-agency working/integrated working coupled with a positive approach to networking and co-operative working with other departments, services and agencies. (A & I) • Experience of developing and delivering training materials. (A,I&P) • Experience of delivering practice supervision. (A) • A minimum of three years' experience as a qualified EP, registered with HCPC. (A) 	<ul style="list-style-type: none"> • Evidence of working in diverse cultural environments. (A & I)
QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified status approved and/or accredited by the British Psychological Society (BPS) and the Health Care Professionals Council (HCPC) in Educational and Child Psychology or equivalent, including Graduate Basis for Registration and 	<ul style="list-style-type: none"> • Relevant further qualifications e.g. Diploma in CBT, Professional Supervision. (A)

	recognised postgraduate qualification in Educational and Child Psychology or equivalent. All appointees will be required to be registered with the Health Care Professionals Council (HCPC). (A)	
PERSONAL CIRCUMSTANCES	<ul style="list-style-type: none"> • A clean driving licence. (A) • The use of a road worthy car. • Note that electric pool cars can be booked for use. • Peterborough City Council also offer a leased car scheme. 	
EQUALITY	<ul style="list-style-type: none"> • Candidates must demonstrate understanding of, acceptance and commitment to the principles underlying equal opportunities. (A & I) 	
CUSTOMER CARE	<ul style="list-style-type: none"> • Knowledge and understanding of effective customer care. (A & I) 	

At the end of each criteria the following codes are used to indicate how the criteria will be assessed:

A = Application

I = Interview

P = Presentation