

JOB DESCRIPTION

POST TITLE:	Senior Educational Psychologist
GRADE:	Senior and Principal Educational Psychologists Scale, points 11-14 (plus 2 SPA points) Additional SPA 3 available on recognition of exceptional practice as SEP to be determined
RESPONSIBLE TO:	Head of Service - SEND
RESPONSIBLE FOR:	To have lead responsibility for the recruitment, onboarding of agency, management and Quality Assurance of agency Educational Psychologists who are supporting Lincolnshire statutory EHC assessment process

JOB PURPOSE
<ul style="list-style-type: none"> To lead, on the recruitment, onboarding and management of agency Educational Psychologists supporting the delivery of Lincolnshire's statutory duties in respect of EHC Needs Assessments, EHCP's and EHC annual reviews. To support with the oversight and quality assurance of specialist teacher assessment reports and provide guidance and sign off where appropriate. Accountable for the direction, delivery and performance of agency educational Psychologists in the delivery and compliance with statutory EHCN assessments. Support the local authority in its defence of EHC SEND appeals. To provide quality assurance of agency Educational Psychology assessment reports, against local pre-determined standards and provide quarterly performance reports as part of a wider quality assurance framework. To support the local authority's EHC weekly allocations panel supporting the local authorities EHC commissioning decisions in respect of EHCP's To support SEND Teams with complex case management and guidance on specific cases as required. To take the strategic lead on the commissioning of relevant training and development activities for parents/carers, families, teachers and multi-disciplinary partners. To co-ordinate research and evaluation on behalf of Children's Services, leading to better outcomes for children and young people.
KEY TASKS
<ol style="list-style-type: none"> To support the delivery of the statutory EHCNA process ensuring compliance with legislative requirements, all relevant policies and procedures and agreed performance targets.

2. Support the Head of SEND in taking a strategic lead role on the quality assurance of agency Educational Psychology; Specialist Support and Early Years Teachers reports and EHCP contributions to EHCP's
3. Contribute to the development of and gain support for, the Council, Directorate and Services' shared values, vision, policies, objectives and strategies.
4. Lead on the recruitment, onboarding, management of agency educational psychologists including induction, training, quality standards and retention.
5. To lead key aspects of the Lincolnshire Inclusion Strategy and SENDAP improvement plan in conjunction with the SEND Team Managers.
6. To contribute to and make recommendations to senior officers about policy development within Children's Services, particularly in respect of professional responsibilities, structure and recruitment, but also with regard to broader developments focusing on the improvement of life outcomes for children, young people and families
7. To establish and manage effective systems to satisfy the needs and demands of the community of Lincolnshire, to include parents/carers, schools and locality teams.
8. To manage and control any delegated budget and where appropriate to develop income generating opportunities
9. To support ensure the induction and ongoing CPD in line with statutory regulations of the health profession council requirements.
10. To be conversant with all local and national developments in relation to Educational Psychology and Special Educational Needs and Disability, to ensure that staff are aware of such, acting as necessary and referring policy matters of concern to the County Council to the Head of Service SEND.
11. To attend committees and other meetings and to prepare reports for such as required.
12. To represent Children's Services on bodies and at meetings at both local and national levels, as required.
13. Overall responsibility for ensuring children, young people, their families, schools and professional agencies are fully included and able to participate (as appropriate) in the assessment processes
14. To ensure that effective links are maintained with other relevant statutory and voluntary agencies, at local and national levels.
15. To promote and disseminate the contribution of SEND and educational psychology to the public at large within the policies of the County Council.
16. To undertake research and development as required by Heads of Service, Assistant Directors and the Director of Children's Services.
17. Such other duties as may be determined from time to time within the general scope

of the post. Duties outside the general scope of the post will be required only with the agreement of the post holder.
QUALIFICATIONS
A British Psychological Society (BPS) recognised qualification in Educational Psychology and an approved professional postgraduate qualification in Educational Psychology.
EXPERIENCE
An experienced professional with a minimum of 3 years post-qualification experience as an Educational Psychologist.

Person Specification

Principal Educational Psychologist

Essential Qualities	A	P	I
1. Education and Training <ul style="list-style-type: none"> BPS recognised qualifications in Educational Psychology. Approved professional postgraduate qualification in Educational Psychology. 	X X		
2. Experience <ul style="list-style-type: none"> Minimum of 3 years post-qualification experience as an educational psychologist. Continuous professional development relating to Educational Psychology. Experience of co-ordinating and implementing a range of policy developments and initiatives at a senior level within a Children's Service. 	X X X		 X
3. Skills <ul style="list-style-type: none"> Ability to apply fresh and innovatory thinking to foster powerful and productive working relationships both with a service and cross-functional (including externally), managing conflicting priorities and agendas. Ability to champion the application of Applied Psychology and new initiatives to support strategic goals. Excellent presentation, written, verbal and communication skills. Excellent persuasive and analytical skills, with the ability to make decisions based on complex information. Effective budget and financial planning skills, with the ability to work effectively within tight constraint and finite budgets Ability to plan, monitor and manage work to meet individual, and service objectives whilst achieving quality and value for money. Ability to generate credibility with diverse stakeholders including Health professionals. Ability to provide a clear sense of vision and direction, encouraging commitment to a high performing service. Effective skills in Microsoft Office and Excel. 	X X X X X X	 X X X	X X X X X X X

Essential Qualities	A	P	I
4. Knowledge			
<ul style="list-style-type: none"> A thorough up to date knowledge of relevant SEND legislation, statutory duties and Local Authority Special Educational Needs and Disability procedures. Effective knowledge of managing budgets and financial planning. Effective knowledge of management and procedural matters. Effective knowledge of Applied Psychology and new initiatives. 	<p>X</p> <p>X</p> <p>X</p> <p>X</p>		<p>X</p> <p>X</p> <p>X</p> <p>X</p>
5. Leadership			
<ul style="list-style-type: none"> A proven track record of the ability to provide effective leadership to a range pf professionals . 	<p>X</p>		<p>X</p>

*A Application Form/P Presentation/I Interview