



Person specification			
Post title	Principal Education Psychologist	Grade	Soulbury (B) Points 10-13
Service Area	Education Psychology Service	Section/team	Inclusion

***** This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months *****

Shortlisting Number	Criteria	Essential\Desirable	Method of assessment
Skills, knowledge, experience			
S1	Evidence of successfully managing a team of Educational Psychologists or working as a Senior Education Psychologist.	E	A,I
S2	At least five years post qualification as a successful Educational Psychologist.	E	A, C
S3	Excellent knowledge and understanding of education and support for children and young people; regulatory requirements and the factors which lead to improvement in achievement levels for children and young people with SEND; of best practice in educational psychology supports learning and well-being.	E	A,I,P
S4	Excellent knowledge of the SEND Code of Practice and key education legislation and guidance.	E	A,I,P
S5	Knowledge of application of current best EPS practice for children from a diverse range of backgrounds.	E	A,I
S6	Excellent knowledge of current EPS practice and the role of the service in a small Local Authority with a shared approach to improvement.	E	A,I,P
S7	Able to keep the voice of children and young people at the centre of their work	E	A,I

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S8	Skills in leadership and motivation of staff and change management.	E	I
S9	Skills in monitoring and evaluating service delivery.	E	I
S10	Evidence of ability to support the Local Authorities strategic policies and procedures in relation to children and young people and services.	E	A,I
S11	Evidence of ability to engage with a range of different stakeholders that would include children, young people, their families, schools and other educational settings and practitioners from other service and agencies.	E	A,I
S12	Demonstrable record of achievement in front line delivery of service.	E	A,I
S13	Engagement in current research projects relevant to the role.	E	A,I
S14	Knowledge of leadership challenges and solutions in managing SEND in schools.	E	I
S15	Experience of working at a management level with commensurate experience in budget management and service planning.	E	I
S16	Experience of budget/finance management.	E	I
Personal attributes and circumstances			
P1	Integrity - ability to be open and honest, to maintain high standards of personal behaviour and display strong moral principles	E	I, P
P2	Accountability - willingness to take personal responsibility for your actions and decisions, and to understand the consequences of your behaviour	E	I, P
P3	A demonstrable willingness to share information and work with other people.	E	I, P
P4	Respect - a strong desire to treat people with care and dignity, observing the rights of other people, and helping and supporting others where you can	E	I, P
P5	Highly professional, flexible and committed to achieving targets.	E	A,I
P6	Commitment to inclusion and improving outcomes and life chances for all children and young people.	E	A,I,P
P7	Self-motivated.	E	A,I
Communication			

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C1	Excellent written and oral communication skills	E	A,I
C2	A demonstrable willingness to share information and work with other people, including the ability to listen, communicate with and understand others, taking account of other people's points of view.	E	A,I
Qualifications			
Q1	Degree in Psychology (or equivalent, as recognised by the British Psychology Society).	E	C
Q2	Professional Post Graduate qualification in Education Psychology		C
Q3	Eligibility for Chartered Status as an Educational Psychologist with the Health Care Professionals Council	E	C
Q4	Management qualification.	D	C
Health and safety			
H1.	Ability to ensure Qualifications suitable and sufficient risk assessments are carried out taking into account employees capabilities	E	I

A = Application form **C** = Certificate **E** = Exercise **I** = Interview **P** = Presentation **AC** = Assessment Centre **T** = Test

Date	Approved by authorised manager	Designation
05.02.2021	Mike Wharton	Head of Service

Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- **Motivation to work with children and young people**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people**
- **Emotional resilience in working with challenging behaviours**

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- **Attitudes to use of authority and maintaining discipline**

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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