



The Collegiate Trust
Exceptional Education for All



EDUCATIONAL PSYCHOLOGIST

The Collegiate Trust
Central Team



Application Pack

EDUCATIONAL PSYCHOLOGIST

The Collegiate Trust Central Team



Role Location	The main office is based in the Central Team offices at Riddlesdown Collegiate, Honister Heights, Purley CR8 1EX. The role will include travelling to other Trust schools in Croydon and Crawley.		
Salary/Grade	L1 £50,929pa – L5 £55,822pa		
Details	Permanent	Full Time (36 hours per week) Or Part time considered (at least 4 days per week)	52 weeks per year (including 23 days paid annual leave plus bank holidays) Or Term Time only
Start date	As soon as possible		
Application Closing Date	11 th March 2024, 9am		

A Message from the CEO

Thank you for your interest in joining *The Collegiate Trust (TCT)*. I hope that this information pack will help you to learn more about our fantastic family of schools and that you are excited by the prospect of joining us.

The Collegiate Trust is a dynamic place to work. Our mission is to collaborate to deliver an *exceptional education for all* and our culture of ambition is focussed clearly on our people and their learning. It is this culture which leads to the high academic standards and the enviable reputation that *The Collegiate Trust* is known for. I am very proud of what we do and what we have achieved at the Trust, and I hold the highest aspirations for what we will achieve in the future.

Since 2015, our Trust has been growing and, today, we are a family of 8 schools with c.6000 pupils and 800+ employees. We take our responsibility as an employer very seriously, always striving to do best by our staff and focusing on wellbeing, development and achievement.

Please do not hesitate to get in touch for an informal discussion if you feel that this role and our Trust may be right for you. We would be delighted to receive your application.

Yours sincerely

Mr Soumick Dey
Chief Executive Officer



Why work with us? The benefits.

At TCT, we understand that your time, wellbeing, career opportunities and work-life balance are key things you will look for when choosing where to work. We work hard to continually develop what we offer, striving to be recognised as an employer who looks after all our employees.

On top of our proactive and supportive approach to employee wellbeing and development, we offer a range of additional employee benefits – please click [here](#) to see more details.

We have a comprehensive CPD programme, designed to ensure all staff in all roles have the opportunity to grow and develop in their career. Our approach to Performance Development ensures that each and every member of staff is flourishing. Whether you are at the very beginning of your career or are looking to develop your experience, *The Collegiate Trust* is a great place for professional growth. ECTs and Apprentices benefit from a focused induction period, prior to appointment, and a well-established programme of support throughout the year, whilst more experienced colleagues have many opportunities to develop skills and extend their professional learning through an extensive and varied programme of professional development.

We are an inclusive and supportive Trust who understands that our employees have commitments beyond work. We have a generous approach to flexible working, annual leave, compassionate leave and supporting our staff in times of difficulty. Your wellbeing is of utmost importance to us!

An Introduction to the role

A Message from the Director of Performance and Quality

Thank you for your interest in the post of *Educational Psychologist* which arises as a consequence of our growth and development and our continued determination to support pupils with special educational needs and/or disabilities. I hope that this information pack will help you to learn more about our fantastic Trust and that you will be excited about the prospect of joining our team and developing your career with us.

We are looking to appoint an enthusiastic, dynamic and highly skilled individual to provide a purposeful educational psychology service to support pupils, staff and parents across the Trust. The *Educational Psychologist* will be responsible for a number of areas including working in collaboration with Principals and the school SENDCOs through the SEND Professional Network to proactively identify areas of need within schools, training staff on bespoke areas of provision and working with pupils and their families to ensure that any perceived barriers to learning are removed. The successful candidate will deliver evidence-informed, high quality psychological services to children, young people and families.

This new role provides an outstanding opportunity for an experienced *Educational Psychologist* to make a significant impact by strengthening the Trust's determined approach to support pupils with special educational needs and/or disabilities, therefore enabling an exceptional education for all. The successful candidate will have the ability to work across schools, will have a thorough understanding of current legislation and of effective approaches to educational and psychological interventions with individuals and groups.

We would be delighted to receive an application from you if, upon consideration, you feel that this role and our Trust may be right for you. To apply, please submit an application via the TES portal, attaching a statement of no more than two sides of A4 outlining your suitability for the post. If you have any queries or would like an informal discussion about the role, please contact me at Lucy.Bruce@tct-academies.org. I would be pleased to speak with you.

Best wishes,

Lucy Bruce
Director of Performance and Quality

About the Collegiate Trust

“Exceptional Education For All”

TCT has grown out of *Riddlesdown Collegiate*, a large, **outstanding** (OFSTED, March 2023) secondary school in Croydon with a longstanding reputation for high standards and an exceptional education. Since 2015, our Trust has been growing and, today, we are a family of 8 schools with c.6000 pupils and 800+ employees. The planned addition of a further secondary school in 2024 will bring our Trust to c.7000 pupils and c.1000 employees.

Each school within the Trust is supported by our Central Team who work with Principals and their teams on school improvement, teaching and learning, finance, facilities and operations, IT, HR and governance issues. This support allows the Principal and Local Governing Body (LGB) to focus on delivering the highest standards in their school. The LGB works to a *Scheme of Delegation* approved by the Trust's Board of Directors.

Our strong culture of ambition is focussed clearly on **PEOPLE** and **LEARNING**. We ensure that the best interests of all those in our communities are always at the heart of our decision-making.

The work of *The Collegiate Trust* is informed by our core values of **Ambition** and **Collaboration** leading to the intended outcomes of **Achievement** and **Enjoyment**.

There are three particular themes that drive our work and can be described as our *keys to success*:

Partnership – We work hard to cultivate strong professional relationships with each other, with our pupils, with their families and the wider community as we see this as the foundation on which our Trust is built.

Progress – To us, progress means much more than academic improvement. We place a great focus on personal and professional growth for all members of our community and it is this emphasis on continuous improvement that enables our pupils to fulfil their potential.

Preparation – Whether for the next stage of education, for work or for a future that is uncertain, it is our view that the prime purpose of school is to prepare young people for the rest of their lives and it is our intention that pupils who attend a school in *The Collegiate Trust* will have the very best preparation to help them achieve their goals and to go on to enjoy happy and successful futures.



You can find out more information about our Trust on our website:

<https://tct-academies.org/>

What will I be doing?

Job description and details

Contract:	Full Time, Permanent (Part time considered for right candidate)
Salary:	£50,929pa – £55,822pa
Grade:	L1 – L5
Hours (may be flexible):	36 hours per week, 52 weeks per year (plus 23 days paid annual leave and bank holidays), or Part-Time / Term Time only considered.
Location:	Riddlesdown Collegiate and other TCT schools across Croydon and Crawley
Reporting to:	Director of Performance and Quality
Purpose of the Post:	To lead on and develop a robust psychology service across the Trust.

Main Responsibilities

- Provide a psychological service to children, young people and their parents in the schools across The Collegiate Trust.
- Contribute to the identification and assessment of the needs of children and young people experiencing a wide range of difficulties, working proactively with families.
- Advise on, plan and promote interventions designed to meet these needs and to advocate preventative measures and good practice.
- To proactively work with the Local Authority to form strong partnerships and relationships in order to champion the Trust's determination for a bespoke and purposeful provision for pupils with SEND.
- To work strategically with Principals/ Heads of Schools/ SENDCOs to understand areas of need relating to SEND and to deliver bespoke training to proactively support schools in terms of training and developmental needs.
- To help Principals/ Heads of School/SENDCOs to evaluate their current provisions, suggesting quick and timely recommendations to further strengthen practice.
- Ensuring quality assurance and evaluation processes inform developmental and strategic planning at school level.
- To lead on strategic areas of work which will then benefit all of the Trust schools when operating at scale. For example, project work on EBSA.
- Assume responsibility for defined specialist areas of work.
- To offer supervision for school leaders in areas of need such as Safeguarding.
- To work with the Trust Professional Network Lead for SEND to collaborate effectively with SENDCOs across the Trust.
- To maintain awareness of current and impending legislation and of relevant research, and to take account of the effect of these on professional practice.
- To engage with your own on-going supervision.
- To undertake other duties within the scope of the post as required.

The above is not an exhaustive list and the successful applicant may be required to carry out additional duties as required by the role.

Why am I right for this job?

We know that some applicants may not entirely meet all elements of the Person Specification but may still make an excellent addition to our team by bringing additional skills and experiences that add value to the role. If you think your skills and experience, make you a good fit for this role, please do not be put off if you do not match 100% of the desired criteria! The notes below indicate whether a particular element is essential for you to be considered.

Person Specification

Qualifications	Notes
An honours degree in psychology recognised by the British Psychological Society	Desirable
Qualified teacher status	Desirable
A recognised postgraduate qualification in Educational Psychology	Essential
Registration with the HCPC as a practitioner psychologist.	Essential
Experience	
Awareness and knowledge of schools funding, SEN funding and Education, Health and Care plan funding.	Essential
Knowledge of the current legislative framework within which LAs, Trusts and Educational Psychology Services operate.	Essential
Understanding of child and adolescent development from 0 - 19 years and beyond and of common developmental problems.	Essential
Knowledge of the potential range of special educational needs and options for provision.	Essential
Knowledge of techniques and strategies for educational & psychological assessment of individuals and groups.	Essential
Knowledge of a range of effective approaches to educational and psychological interventions with individuals and groups.	Essential
Experience of working directly with children and young people within educational or community settings for a minimum of two years	Essential
Skills & Attributes	
Strong interpersonal and communication skills with the ability to communicate effectively orally and in writing at all levels	Essential
Ability to develop sound working relationships with staff at all levels	Essential
Ability to apply a methodical approach to problem-solving	Desirable
Ability to manage a complex and varied workload	Desirable
Ability to demonstrate effective organisational and time management skills	Desirable
Detailed understanding and application of complex control processes and reconciliations	Essential
Ability to work unsupervised and on own initiative, self-motivating and with the ability to multi-task	Desirable
Ability to meet tight, conflicting deadlines when required, whilst maintaining attention to detail	Desirable
Willingness to work flexibly and being proactive when suggesting change	Desirable
Suitability to work with children	Essential

All our staff MUST be able to fulfil the following criteria:

- Undergo a full enhanced Disclosure and Barring Service check (which will confirm there had been no criminal activity that means you might be unsuitable to work with young people)
- Right to work in the UK
- Be medically suitable and safe to fulfil the role
- Provide 2 references that support your application, one of which must be your most recent employer (unless this is your first ever job, in which case we can advise on alternatives)

How to Apply

If you feel that this role and our Trust may be right for you, we would very much like to receive your application.

To apply, please use the TES application form, attaching a statement of no more than two sides of A4, identifying clearly how you meet the person specification.

If you have any queries or would like an informal discussion about the role, please do not hesitate to contact us at HR@tct-academies.org.

The Collegiate Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers, online searches and the *Disclosure and Barring Service*. Appointment will be dependent upon further health, medical, safeguarding and attendance checks.