

JOB DESCRIPTION

Job Title: Educational Psychologist

Employer: Transforming Futures Trust

Reporting into Chief Executive Officer

Grade: Between £47,505 - £60,423 per year depending on experience.

Hours: 37 hours per week, 52 weeks per year - flexible working or reduced hours can be considered

Base: Home Working

Closing Date: 29/08/2022

Interview Date: Week commencing 05/09/2022

Purpose of the role:

1. To provide a range of advice, training and interventions for all areas of SEND as specified in the Code of Practice. To make a significant contribution to the strategic direction of the Trust.
To improve outcomes for children with SEND and/or considered vulnerable by utilising psychological theory, knowledge and skills. To provide robust, reflective, informed and high-quality educational psychology support, assessment and interventions to the Trust (at an individual, group and whole academy level) for children and young people in primary and secondary education. The post holder must deploy strong research/evidenced based practice in their work.
2. This role will require regular travel as the postholder will work across all of our schools and as such access to your own transport is essential.
3. This job description lists the major duties and requirements of the job and is not all-inclusive. The post holder may be expected to perform other duties under the direction of the Chief Executive Officer than those contained in this document and may be required to have specific job-related knowledge and skills. The allocation of duties is provisional and is subject to regular review.

MAJOR DUTIES AND REQUIREMENTS SPECIFIC TO THE POST

- a. Contribute to strategic planning and service delivery within therapeutic services as part of the school improvement team.
- b. Provide advice and training for academy and Trust leaders through the application of psychology. This will be on a range of issues including (but not limited to) resilience and mental toughness, mental health and emotional wellbeing, parenting, anti-bullying, parental engagement, peer interventions, positive behaviour management and behaviour for learning initiatives.
- c. Support the Trust in developing its curriculum strategy to meet the needs of all children, especially the most vulnerable with behaviour, and SEMH needs.
- d. To work collaboratively with senior in each academy to identify children's needs and develop appropriate provisions.

- e. To work with senior leaders to develop and support Trust wide strategies to improve attendance by removing barriers for children and families.
- f. To develop and support Trust wide strategies for supporting children with SEND by removing barriers for children and families.
- g. Utilise appropriate assessment methods to determine the needs of children including those related to learning, behaviour, communication, as well as social, emotional and mental health.
- h. To attend Team Around the Child meetings in each academy in an advisory capacity when needed.
- i. Work with staff to develop applications for Education, Health and Care plans.
- j. Support the delivery of high quality annual review processes within the local areas that the Trust serves.
- k. Produce high quality, professional reports within time deadlines.
- l. Provide psychological assessments and interventions for identified students within Transforming Futures Trust's academies
- m. Deliver high quality training, INSET, or other CPD support to colleagues, or parents/carers.
- n. To work independently, to organise time/workload efficiently, and meet deadlines as required.
- o. Attend and participate in regular meetings and participate in training and other learning activities, as required.
- p. Access regular, timely, and appropriate supervision (provided by FMAT) for their own practice.
- q. Maintain the highest standards of professional practice in accordance with statutory requirements and guidance.
- r. To maintain registration with the Health and Care Professionals Council (HCPC)
- s. To undertake training and development in order to maintain professional knowledge and skills.
- t. To undertake such duties as appropriate to the post as may be required by your line manager.

Outreach:

- a. Under the direction of the Headteacher at ACE Schools, support outreach work provided by the Trust.
- b. Provide high quality, informative reports to commissioning Trusts and Schools as directed by the Headteacher at ACE Schools.

Other duties:

1. Actively engage in own professional development and participate in the trust's performance management arrangements.
2. Undertake additional duties as required by the CEO, commensurate with the level of the job.
3. Promote and safeguard the welfare of all students. The post-holder is also required to undertake such other duties and training as may be required by or on behalf of

Transforming Futures Multi Academy Trust, provided that they are consistent with the nature of the post.

4. This job description is a guide to the duties the post holder will be expected to undertake. It is not intended to be exhaustive or exclusive and will be subject to change as working requirements dictate and to meet the organisational requirements of Transforming Futures Multi Academy Trust.

Other clauses:

1. The above responsibilities are subject to the general duties and responsibilities contained in the statement of conditions of employment.
2. This job description allocates duties and responsibilities, but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.
3. The job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification or amendment at any time after consultation with the post holder.
4. This job description may be varied to meet the changing demands of the trust at the reasonable discretion of the CEO.
5. This job description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties as set out in the foregoing.
6. The post holder may deal with sensitive material and should maintain confidentiality in all trust-related matters.

Transforming Futures Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all members of staff and volunteers to share this commitment. An enhanced Disclosure and Barring Service check will be required for all posts.

Transforming Futures Multi Academy Trust will make any reasonable adjustments to the above duties under the terms of the Equality Act 2010 to accommodate a suitable candidate with a disability

PERSON SPECIFICATION

Trust Educational Psychologist

The person specification outlines the main attributes needed to adequately perform the post specified. It is intended to give prospective candidates a better understanding of the post's requirements. It will be used as part of the recruitment process in identifying and shortlisting candidates.

Transforming Futures Multi-Academy Trust (TFT) is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An Enhanced DBS check is required for the successful applicant.

Sections		E/D
Experience and knowledge	<p>The Trust EP should be able to provide evidence of:</p> <ul style="list-style-type: none"> • An effective approach to managing people demonstrating an appropriate balance between empowerment, support and assertiveness • Broad and up to date knowledge and understanding of the SEND Code of Practice and Keeping children Safe in Education • Knowledge of current psychological theory and research and experience of using evidence based research to achieve beneficial outcomes for a child/young person or family. • Experience of working with children and young people with complex and multiple needs. • Experience of safeguarding and wellbeing for students and staff. • Experience of building effective relationships with staff, parents and carers, governors, and the wider school community. • Excellent knowledge of IT systems and proficient in the use of MS Word, Excel, PowerPoint, Outlook and e-mail. • Ability to communicate with all levels of staff and parents/carers in a confident, calm and professional manner. • Ability to manage workload and priorities along with being able to work under pressure. • Ability to handle sensitive & confidential information. • Flexible and adaptable, and able to work using own initiative. • Experience of the assessment and intervention of children and young people’s educational needs from a psychological perspective across the 0-18 age range (early years, primary, secondary, post16) 	
Qualifications and Training	<p>The Trust EP should be:</p> <ul style="list-style-type: none"> • Educated to degree level (or higher) in an appropriate qualification • HCPC Registered • Evidence of a commitment to ongoing learning and continuous professional development 	
Personal	The Trust EP should:	

Attributes	<ul style="list-style-type: none"> • Always demonstrate a strong focus on improving the lives and outcomes of children and young people with SEND and their families. • Have the ability to command confidence through being authoritative and influential as well as being a role model for TFT values. • Demonstrate high expectations which inspire, enthuse, motivate and challenge colleagues to deliver outstanding practice for all pupils. • Have the ability to write in a confident, clear, sophisticated, accurate manner, fit for a specific context and circumstances. • Be an excellent communicator able to identify and use appropriate styles and methods, including digital channels, appropriate to the audience • Show the ability to effectively implement safeguarding legislation and develop a culture of safeguarding awareness, risk assessment and management. • Have the ability to demonstrate resilience, whilst being responsive, open and honest about challenges. • Have the ability to actively build constructive and open relationships with networks of colleagues, contacts and organisational partners. • Show the ability to establish high expectations of self and others. • Have the ability to work under pressure maintaining a sense of perspective. • Be accomplished at planning and time management, confident working within restricted timescales, well developed organisational skills. • Have the ability to work autonomously with minimum supervision, or as part of a team if necessary. • Have the knowledge, understanding and commitment to equality, diversity and inclusion informed by practical experience and application. • Show excellent attendance and punctuality. • Have the ability to travel between TFT academies and settings, and provision who commission the Trust's outreach service. 	
Special Requirements	<p>The Trust EP should:</p> <ul style="list-style-type: none"> • Be committed to Transforming Futures Multi-Academy Trust's vision and values • Where appropriate be able to work at times convenient to the CEO and Trustees, including evening meetings 	

	<ul style="list-style-type: none"> • Be able to travel across the academies in the Multi Academy Trust • Be prepared to adapt to the changing needs of the Trust 	
Physical	<p>The Trust EP should be:</p> <ul style="list-style-type: none"> • Able to carry out the duties of the post with reasonable adjustments where necessary • Willing to undertake an Occupation Health Pre-Placement Health Check 	
References	<p>The Trust EP should be able to show:</p> <ul style="list-style-type: none"> • Positive recommendation in professional references • Professional references without reservations 	

Transforming Futures Trust Vision & Values

Vision

We stand for excellence in education, uncompromising professionalism, and solution-focused support, with our pupils at the heart of everything we do.

Values

- Professional excellence in all we do
- Valuing the individual and our service to them
- Valuing growth and releasing potential
- Celebrating Success
- Compassion and caring for everyone