

## Job Profile

**Job Title: Principal Educational Psychologist**

**Job Grade: Soulbury Principal Educational Psychology Scale B range 14 – 17 + 3 SPA Points**

**Salary Range: £71,621 - £75,637 + London Area Allowance £3,595**

### About Camden

Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because, we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all. **The Principal Educational Psychologist plays a key strategic role in the Camden education community, in particular for children and young people aged 0 – 25 with Special Educational Needs and Disabilities (SEND).**

**The post holder will contribute expertise to develop inclusive practice in Camden adhering to the following principles:**

- Foster creativity and innovation
- Promote psychology and its application in the community to improve the lives of children and their families
- Ensure psychological advice is of a high quality and is based in evidence
- Build on strengths and promote resilience
- Ensure the service delivers boundaried, quality assured practice
- Promote inclusion and build capacity in the Local Area: local provision for local children
- Supports the resilience and confidence of staff working in the education sector CYP with SEND and their families

### About the role

The Educational Psychology Service is a well-respected service that is commissioned to deliver early intervention support in schools and to provide statutory psychological advice. It is a partially traded service, with over 1/3 of the service's budget earned through traded activity (including secondments) in a range of community settings including in schools and other education, care and health services.

The post holder is required to build relationships both within the service, across the Local Area, and regionally (across London) and nationally to ensure that Camden remains the best that it can be to live and/or to attend school for a child or young person with special educational needs and to ensure a positive working environment within the service and effective working relationships between the service and other

organisations. The postholder will work with relevant management teams and strategic boards across the local authority and NHS in order to plan and deliver effective integrated services for children young people and their families. A workforce development plan designed to improve the quality of service delivery, nurture the talents of the staff team and also responds to needs identified locally and in national strategies.

The postholder will ensure the service delivers effective applied psychology services to a wide range of providers including educational settings, multi agency teams and the community; and provide strategic development of a proactive and innovative and effective Educational Psychology Service's (EPS) with measurable impacts. This will be through providing effective leadership, management and supervision to the team of psychologists and trainee educational psychologists working within a service commissioned to provide consultation, assessment and psychological support, training and professional development to educational settings and a range of service providers within and external to the local authority e.g. schools, colleges and early years settings. The service will deliver a Parent and Carer Counselling Service, and provide Critical Incident support to Camden schools.

.The postholder will support implementation of strategic plans across the Borough and contribute to wider Council meetings and offer expertise at strategic and operational level where required including attendance at strategic boards, DMT, SEIIS Manager Meetings; and ensure the service provides advice to a number of decision making panels including the Inclusive Intervention Team, Primary Inclusion Forum, SEN EHC panel, Entry to Care Panel and other decision making or allocation meetings at which a psychological perspective is required.

The postholder will:

- plan for and ensure that the service supports the Local Authority (LA) in meeting its statutory responsibilities within timescales taking into account the key principles of co production, collaboration and collegiate working
- lead on the management and delivery of psychological services through service level agreements with a range of commissioners in a traded context and ensure sufficient income generation to meet budget
- ensure that the services provided are of high quality and demonstrably effective, with a strong evidence base
- represent the LA on relevant forums and participate in and influence strategy and policy developments for children and young people and their families at local, operational, London wide and national level where possible
- provide effective communication across a large service and between the service, partner agencies and parent/carers forums
- identify the need for and source workforce development opportunities
- monitor staff work life balance and well being
- ensure all psychologists are Health & Care Professions Council (HCPC) registered and operate within the professional code of ethics and practice guidelines

**Example outcomes that this role will deliver:**

- A person centred, responsive, accessible and outcomes focused service
- Innovative and creative applied psychology practice drawing on the talents of service members and through professional development

- An effectively deployed and managed workforce that includes a number of full time and part time staff and may also include trainees, professional associates and/or practitioners who also work elsewhere
- Outcomes focused support and interventions – supporting the achievement of the aspirations of all children and young people
- Effective and timely fulfilment of the local authorities statutory responsibilities in relation to the Children and Families Act 2014 and associated regulations and Code of Practice and as corporate parents for looked after children
- An annual self evaluation that includes the views of children and young people, parents and carers and other stakeholders , that shows changes made to the service as a result of the lived experience of our stakeholders
- An annual report for senior managers and other commissioners including schools and parents/carers that outlines the impact of the services, year on year trends and their impact and scope of the work engaged in
- Annual reports to schools/settings where an EP has been allocated to show impact and provide recommendations for the education providers SLT.
- Clear and annually reviewed service level agreements with commissioners that are coproduced and informed by the outcomes of evaluations of service delivery are in place
- A clear business plan that supports the delivery of local authority and other commissioners objectives that is reviewed annually and informed by data gathered through self evaluation

## **About you**

You will have:

- A recognised postgraduate qualification in educational psychology that meets the requirements for registration with the Health and Care Professions Council as an applied psychologist
- Registration with the HCPC
- Experience as a senior manager within an educational psychology service
- Experience of taking a leading role for a strategic area of work in a local authority

## **Work Environment:**

- The post is based in an open plan office situated at 5 Pancras Square where agile working is the norm.
- All staff in Camden will be expected to deliver a service through blended office / on site and home working
- It involves travel to meetings held at different venues within and outside the borough.
- The post involves work with individual children and young people and their families and visits to the family home will be required.
- In order to provide a responsive service there is a requirement to work outside usual working hours on occasion.

## **People Management Responsibilities:**

The postholder will:

- Lead and manage the educational psychology service team
- Provide line management (including supervision and performance appraisal) for senior psychologists and ensure all psychologists receive appropriate professional supervision and line management
- To manage the service through times of change
- To contribute to a positive and supportive working culture across the service and to maintaining the well-being of the team
- Promote and maintain positive working relationships between the service and all client groups

## **Relationships:**

- The post involves developing and maintaining positive relationships with a wide range of people including head teachers and Principals of educational settings, children, young people and their families, local authority and other agency partners
- The post involves contributing to the development and delivery of traded services and will involve negotiation of clear service level agreements with a range of commissioners

## **Over to you**

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

## **Is this role Politically Restricted?**

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

## **Diversity & Inclusion**

At Camden, we value and celebrate difference and encourage diversity in all respects. Our diverse workforce ensures we represent our communities to the best of our ability and enables us to make better decisions. Because of this, we particularly welcome applications from Black, Asian and those of other non-white ethnicities, those who identify as LGBT+, neurodiverse and disabled people.

## **Agile working**

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK ([www.HireMeMyWay.org.uk](http://www.HireMeMyWay.org.uk)). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

### **Asking for Adjustments**

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at [resourcing@camden.gov.uk](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG,