

Job profiles:

Tips and Advice for Managers –

Camden's aim is to ensure that job profiles, role requirements and communication is as inclusive as possible.

We have highlighted some key areas below which you should consider when writing job profiles.

- **Coding**

Where possible all roles should be written either neutrally or feminine coded. Try the link below to see how your text rates::

<https://www.totaljobs.com/insidejob/gender-bias-decoder/>

- **Essential Criteria**

Job profiles should be as clear and concise, avoiding jargon. Profiles should not include skills such as 'excellent communication skills' as an essential part of the role if this is more of a 'nice to have' as this could dissuade talented applicants i.e. autistic, or dyslexic people from applying.

Make it easy for people to see what the core skills for the role are, otherwise, an applicant may read the job profile as if all the requirements are essential and not apply, despite excelling at the core skills.

- **Degree requirements and experience**

We advise only listing degree as a requirement for the role if this is essential (e.g. work specific qualification or experience) . If it is desirable (e.g. degree level education), then we strongly encourage removing this.

- **Diversity & inclusion Insights**

Job Profiles should include clear signposting to diversity and inclusion support. This messaging has been developed for Camden and sits at the end of each job profile.

How to write a job profile / template:

Camden Job profiles consist of four main sections including About Camden, About the role, About you, Over to you.

Managers are required to write the "About the role" and "About you" sections as well as adding content to the About Camden category

Other information needing completing include; Work Environment, People Management Responsibilities and Relationships

Items in red are for guidance only and should be removed once document is completed

Job Profile

Job Title: Educational Psychologist

Job Grade: Soulbury Educational Psychologist Scale A, Points 3 – 8 plus SPA Points

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.

About the Educational Psychology Service

We provide a high-quality educational psychology service in a range of community settings to improve outcomes for children and young people with SEND. Our service provides an effective and efficient educational psychology service to schools, working collaboratively with multi-agency partners to support children and young people achieve positive outcomes. Our unique contribution is to use applied psychology perspective to Camden's provision to meet the needs of vulnerable children and young people, in particular those with emotional, social and mental health needs. We also enable the authority to meet its statutory obligations.

We are an enthusiastic, diverse and friendly team who are really supportive and encouraging. We are innovative and always seeking opportunities to develop our CPD which is why we have a rich wealth of experience in the team. Projects in Trauma Informed Practice, Domestic Abuse & Violence and secondments in various teams like CAMHS and Early Help encourage creativity and develops the team's skills set.

About the role

Your role will be to deliver a comprehensive Educational Psychology Service to our schools, early years and college settings, delivered through consultation led, outcome focused approach to service delivery. This will include consultation, case analysis and formulation, and assessment and intervention related to learning, developmental, emotional and mental health issues of children and young people aged 0 – 25. Education settings are supported to make provision through early intervention, through multi-agency support programmes where appropriate. Delivery of projects and other service initiatives which support the inclusion of all children and young people, led or supported by educational psychologists is a key aspect of our role, to improve the outcomes for children and young people with special educational needs.

Example outcomes or objectives that this role will deliver:

- Local Authority staff and education providers undertake training, research and evaluation as appropriate in relation to children and young people aged 0 – 25.
- Schools, parents and other professionals understand a client's needs and strategies to meet needs through clear verbal feedback and written records of consultation and assessment as appropriate.
- The Local Authority discharges its statutory duties: including the timely provision of statutory advice, lead in the integrated Education, Health and Care assessment process where required, attendance at Annual Reviews and contribution of expert advice at Tribunals, when required.

- The Local Authority has good data on the progress of vulnerable children and young people through robust monitoring and data collection, in particular for those at risk of exclusion and Looked after Children.
- The children's workforce in Camden increases capacity to meet the needs of vulnerable children through training and facilitation of practice development. • Parents/carers have raised expectations for children with SEND and others working with children and families are empowered to support this
- The Local Authority has accurate records of the work carried out.
- To ensure compliance with Camden's child protection procedures, and to ensure the Council's functions are discharged having regard to the need to safeguard and promote the welfare of children and young people.

About you

Essential

- A degree in Psychology (or equivalent) conferring Graduate Basis for Registration with the BPS.
- A Master's degree and/or doctorate in Educational Psychology.
- Registration with the Health Care Professions Council
- Minimum of two years' experience of working with children and families.
- Experience of working in schools and/or early years settings.

Desirable

- A specialism or interest in the development of inclusive practice to support learning and achievement of children with SEND, for example children's social and emotional development and mental health, ASD, sensory impairment etc is welcomed.
- Experience of working with Post 16 learners

Knowledge

- An excellent understanding of psychological frameworks and their application
- An excellent understanding of an outcome focused approach to consultation and delivery of educational psychology services (including how this model informs individual casework and systemic work).
- Knowledge and experience of evidence-based approaches to intervention for young people with emotional, social, mental health and learning needs; and it would be an advantage to have knowledge and experience of working with children with autism.
- Excellent understanding of SEND and Equalities legislation and their implications.
- An excellent understanding of drivers for development and improvement within services for children and young people.
- An excellent understanding of child development including factors affecting the development of emotional development and behavioural regulation
- An excellent understanding of equal opportunities

Skills

- Excellent interpersonal skills, demonstrating capacity to build strong working relationships with others
- Excellent written and verbal communication skills
- A 'can do' approach to developing inclusive, enabling learning environments

- A proactive approach to including the views of parents/carers and children, young people in all aspects of decision-making.
- Effective analytic skills which demonstrate the capacity to support others in problem-solving in innovative ways
- Confident, clearly articulated application of psychology in practice
- Evidence of on-going professional development

Experience

- Two years' experience of working as an Educational Psychologist in a Local Authority (Year 2 and 3 Trainee Educational Psychologist placement with a Local Authority applicable).
- Experience of working in a multi-agency context

Work Environment:

The post will be based in an open plan office environment in Kings Cross, combined with home working. Your role will involve visits to schools and educational settings and meetings held at different venues in and outside the borough, involving casework, consultation and training. The role may involve occasional delivery of a service outside of usual working hours, which is facilitated by the Council's flexible working arrangements

People Management Responsibilities:

This post does not manage other posts. However, maingrade EP's in the service supervise trainee EP's and colleagues from other services

Relationships:

- The post involves working with practitioners in schools and other settings, working with a range of multi-agency practitioners and Local Authority partners.
- The post involves work with children, young people and their families.

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). 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 or post to 5 Pancras Square, London, N1C 4AG,