



Job Description

This job description may be amended from time to time dependent on job requirements and Service provision.

Section A

Post Title: Principal Educational Psychologist

Location: Wolfcraig – hybrid post

Reports to post (Title): Service Manager, ASN and Wellbeing

Service: Schools, Learning and Education

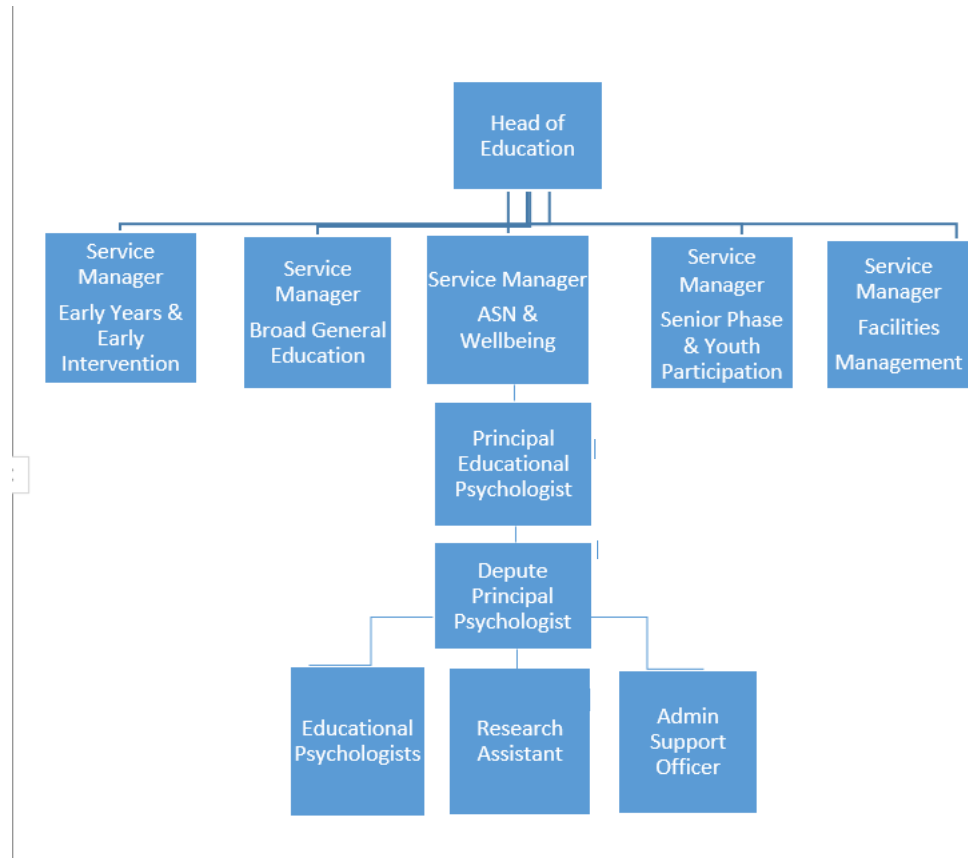
Grade: Principal Educational Psychologist

Eval Ref:

Date: August 2022

Section B

Organisational Relationship



Section C

Principal Purpose and Objectives

This is a strategic and influential role as a Team Leader in the ASN and Wellbeing team, working with colleagues and partners, to deliver Council priorities and outcomes. The postholder will: -

- Strategically lead and manage the Educational Psychology Service and fulfil a statutory function in providing an EPS for the Local Authority (Education (Scotland) Act 1980).
- Have overall responsibility for the performance, quality assurance and continuous improvement of the Educational Psychology Service.
- Work along with the extended senior leadership team within the Children's Service regarding strategic planning, initiatives and the giving of advice to enhance the experiences and opportunities for all learners.
- Assist the Service Manager for ASN and Wellbeing with operational matters relating to additional support needs.

Section D

Main Duties and Responsibilities

In Stirling Council, the Principal Educational Psychologist has strategic line management of the educational psychology team, which consists of educational psychologists, a research assistant and admin support officer. The Depute Principal Psychologist operationally line manages the day to day functioning of the team.

The Principal Educational Psychologist has a key role in Children's Services, implementing evidence informed interventions and approaches, delivering excellence and equity for Stirling's children and young people.

In the context of Thriving Stirling and The Stirling Plan, the Principal Educational Psychologist will support the vision, values and aims of Stirling Council by carrying out the following tasks effectively and efficiently: -

- Strategic line management and leadership of the Educational Psychology Service team.
- Deliver core and statutory functions of the Educational Psychology Service, through a robust and effective needs-led service delivery model.
- Lead and manage the ongoing quality improvement, quality assurance and continuous improvement of the Educational Psychology Service.
- Supervise the deployment and work of the Educational Psychology team.
- Effectively manage and co-ordinate the strategic direction of the Educational Psychology Service, providing support for a range of initiatives required to deliver the Councils' policies and statutory obligations.
- Deliver, support and supervise staff professional development and professional review, in relation to the British Psychological Society and Health Care Professions Council (HCPC) standards, as well as the local authority's requirements.
- Drive forward local and national priorities such as the implementation of nurturing approaches, improving children and young people's mental health and wellbeing and in doing so review and develop key policies and guidance.
- Promote the delivery of advice, consultation and staff development opportunities to education establishments, partners and senior managers across the Children's Service.
- Contribute to assessment, analysis and reporting on the psychological and educational provision for children and young people with additional support needs.
- Provide professional advice to the ASN Service Manager and Head of Education regarding provision for children and young people where appropriate and in relation to council policies.
- Promote and develop staff leadership skills across the Educational Psychology Service team.
- Contribute effectively to the extended senior leadership team within Children's Services, in securing improved outcomes for children and young people.
- Develop and support a culture of innovation so that the Educational Psychology Service is flexible, adaptable, needs led and child-centred.

- Promote an organisational culture that is outcome focussed, is ambitious for, and positively engages with children, young people and their families, creating opportunities for them to be involved actively in decision-making and in developing the shape and delivery of supports and services.
- Develop and improve inclusive practice across education establishments.
- Ensure that the implications and requirements of legislation and guidance affecting children's services are identified, interpreted, disseminated and met; with a specific focus on the ASL Act, ASL review, the Children and Young People's Act, the Equality Act, UNCRC, GIRFEC, Scottish Attainment Challenge, The Promise.
- At a strategic level, champion the promotion of diversity and equalities in the development and delivery of services and in all aspects of this leadership role.
- To work with other staff within the Council and with partner agencies to ensure there is effective and collaborative partnership working to ensure the continuous improvement that leads to better outcomes for children and young people.
- To encourage and monitor research activities that contributes to closing the poverty related attainment gap, delivering excellence through equity.
- To lead on the promotion and development of evidence-based practice in education establishments and across the Children's Service, implementing research methodologies, implementation science and robust evaluation measures.
- Visibly role model shared behaviours at all times, promoting a collegiate culture and a positive attitude and approach that support integrated working across the Council.
- Carry out, from time to time, duties appropriate to the post other than those listed above, at the request of the Service Manager, ASN and Wellbeing. It should be noted that the list of main duties and responsibilities is not necessarily a complete statement of the final duties of the post.

Section E

Responsibility for Physical Assets, Data and Finance

- The Principal Educational Psychologist will ensure the effective use of resources and effectively manage the service's budget in compliance with Council Financial Regulations.
- The Principal Educational Psychologist will ensure compliance with data protection legislation,
- The Principal Educational Psychologist will strategically lead on the quality assurance of the Educational Psychology Service's record management system.
- The Principal Educational Psychologist will monitor and review the service's ICT requirements in line with local authority guidance.

Section F

Communications Skills

Internal:

Elected Members, Chief Executive, Senior Managers, Education and Children and Families Staff, Council Employees, children and young people

External:

NHS colleagues, 3rd sector organisations, Regional Improvement Collaborative (RIC) partners, other external agencies, Scottish Government, families, ASPEP, SDEP

Section G

Mental Skills

The Principal Educational Psychologist, will strategically lead and manage the service's improvement planning and annual reporting.

Information Handled

Development and review of policy and guidance; Relevant collation and analysis of data; Management of the service's record management and database system; Staff development needs; Relevant budget information and staffing analysis; Health and Safety and risk assessment; compliance with GDPR.

The Principal Educational Psychologist has access to a range of confidential and often highly sensitive information.

Problem Analysis

Staff allocations; Budget distribution; Resource allocation; Staff needs in relation to professional review and development. Be able to analyse situations and problems, and bring to a conclusion.

Forward thinking, judgement and creativity

Management, leadership and quality assurance and improvement; Assessment and reporting; Service improvement planning and reporting; Individual and team development – appropriate support and challenge; Effective use of resources.

Work autonomously, with personal accountability for decision making under managerial direction.

Section H

Working Environment and Physical Effort

- This post will involve hybrid working i.e. work from home and an office environment as required to meet the demands of the role.
- Regular staff meetings and senior leadership meetings as well as supervision and support opportunities where appropriate.
- Educational psychologists are required to drive as part of their work and Stirling Council pool cars are available.
- Occasional demands for working out with regular hours and as required.

Section I

Knowledge and Skills

Essential:

- MSc Educational Psychology or equivalent postgraduate qualification in educational psychology.
- Full registration with the Health Care Professions Council (HCPC) as a practitioner educational psychologist.
- Significant leadership and management experience working in a local authority educational psychology service.
- Knowledge and implementation of key national legislation and guidance related to children and young people with additional support needs.
- Ability to manage complex situations.
- Evidence of successful outcomes in delivering strategic initiatives.
- Excellent interpersonal, communication, organisational and time management skills.
- Strong record of leading quality assurance and improvement within an educational psychology service.
- Proven ability to support and develop reflective practice within an educational psychology service.
- Effective people management skills, including performance management and approach to managing accountability.
- Significant contribution to leading service delivery and staff development.
- Strong record of innovation, contributing to local and national priorities, that has resulted in positive change for communities.
- Ability to work under pressure and to work to time and budget constraints.
- Sound ICT skills and knowledge of databases and record management.

- Ability to establish and sustain positive relationships and partnerships that generate confidence, respect, credibility and trust to achieve required outcomes.
- Experience of researching and formulating policy and guidance.
- Excellent communication skills including effective negotiation and influencing with experience in presenting to a range of audiences and over a wide ranges of issues.
- Ability to motivate others to achieve shared goals and objectives.
- Knowledge of Scottish education and of key legislation and policies.
- Experience of working with, and leading on, evidence based practice in education and the application of research methodologies.
- Ability to be creative, motivate and work effectively as a key member of a professional team.
- Current driving licence.

Desirable:

- Experience of leading transformational change.
- Operational line management of a team.
- Experience in financial management.
- Experience of working within a Children's Service.
- Experience of working within an urban and rural environment.
- Member of the British Psychological Society's RAPPS register.