

Recruitment Pack



EAST RENFREWSHIRE COUNCIL

EDUCATIONAL PSYCHOLOGIST

ERN06311

EXTERNAL

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Advertisement

Job Description

Person Specification

This Recruitment Pack should contain all the information you require to complete your application.

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DEPARTMENT:	Education
JOB TITLE:	Educational Psychologist
JOB STATUS:	Part Time
DURATION:	Permanent
NUMBER OF VACANCIES:	1
GRADE:	Educational Psychologist Scale
PRO RATA ANNUAL SALARY:	£50,738 - £62,174 (salary effective from August 2026)
HOURS PER WEEK:	28 (0.8 FTE)
LOCATION:	Barrhead Council Offices

Applications are invited from suitably qualified educational psychologists for the above position, which is based in Barrhead and working within East Renfrewshire.

The successful candidate will carry out a range of creative work, within a highly motivated and cohesive team, focused on improving outcomes for the most vulnerable children and young people. Working within a dynamic and inclusive authority, there



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will be opportunities to engage in high quality development work in partnership with local authority colleagues and other agencies. The Educational Psychology Service is highly regarded within the authority and plays a key role in implementing the authority's ASL and Inclusion Strategy and training framework.

Applicants should have an honours degree in psychology and have or be working towards post graduate professional qualification in educational psychology.

This post is considered Regulated Work with Children, under the Protection of Vulnerable Groups (Scotland) Act 2007. It is an offence therefore to apply if you are barred from working with children. In addition to this, if you have lived or worked in any country outside the UK in the past 10 years, there may be a requirement for an overseas police check.

East Renfrewshire Council has launched a new 15 year Community Planning Partnership vision called 'A Place to Grow'. Please follow this link <https://eastrenfrewshire.gov.uk/placetogrow> to watch a video and read our full plan which sets out our shared hopes and aspirations between now and 2040 so that East Renfrewshire is a place where everyone can flourish, thrive and grow.

Please note – all applicants will be asked to provide proof of their right to work in the UK, and any offer of employment will be conditional upon verifying documentary evidence before employment commences. Further information can be found here: <https://www.gov.uk/prove-right-to-work>

Please note East Renfrewshire Council does not provide Visa sponsorship.

As an employer, we are committed to promoting and protecting the physical and mental health of all our employees.

Recruitment Dates

Closing date for applications: midnight on Sunday 17 May 2026

Shortleat date: 19 May 2026

Interview date: 29 May 2026



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If you would like an informal discussion about the post, please contact Nick Smiley, Principal Educational Psychologist on 07443399841. (No agencies please).

Recruitment Communication

As you are applying for this post on-line you will receive an automatic e-mail receipt once you have submitted your form.

You should also note that all communication will be sent electronically to the email address you provide on your form. This can include the following:

- Email notification advising of outcome of shortlisting
- Invite to interview email
- Conditional offer email
- Full employment contract

Given the nature of the above correspondence you should ensure that the email address you provide is secure and relevant (i.e. not public or work related if possible)

Payslips

The council provides electronic payslips online through our employee self-service portal. Successful applicants will be provided with a login to the self-service portal to access their payslip.

Guaranteed Interview Scheme

Disability Confident

If a disabled applicant can clearly show in their application that they meet the essential criteria for the job (as shown in the person specification) they will be given the opportunity to demonstrate their abilities at interview.

Equalities

East Renfrewshire Council is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

Our aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.



We offer a range of family friendly, inclusive employment policies, and employee benefits to support staff from different backgrounds.

East Renfrewshire Council has committed to implement the key recommendations of the Scottish Parliament's Equalities and Human Rights Committee's Race Equality, Employment and Skills: Making Progress report.

Application Guidance

For help on completing East Renfrewshire Council's Local Government application form, we have provided guidance on our Careers webpage under the Applying to Work for Us section which can be found here
- <https://www.eastrenfrewshire.gov.uk/careers>

Privacy Notice

If you would like more information about how we handle your data please read our Privacy Notice which can be found here:
<https://www.eastrenfrewshire.gov.uk/hr-privacy-notice>



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JOB DESCRIPTION



Department: Education

Division/Section: Educational Psychology Service

Job Title: Educational Psychologist

Responsible to: Principal Educational Psychologist

Grade: Psych Grade 1 to 6

Date Revised: April 2022

Principal Functions:

Work as a dynamic and motivated member of the Educational Psychology Service team to deliver a high quality service, at the level of the individual, family, establishment and local authority, which improves outcomes for children, young people and parents.

Main Duties:

Provide support to children, young people and their families as negotiated through collaborative engagement with schools and partner agencies within the context of GIRFEC compliant systems and procedures

Deliver a high quality service to an identified group of educational

establishments

Provide assessments and reports to the children's hearing system and respond to requests for support from other agencies within the context of GIRFEC



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Consult with others to plan and provide support and evaluate impact in a variety of settings

Contribute effectively to the service's on-going self-evaluation and improvement agenda

Commit to an ethos of continuous personal and professional development

Co-operate with and support others within the Educational Psychology Service through sharing knowledge, experience and best practice

Contribute to school and service improvement priorities

Deliver training, research and development work at the level of the school, service and wider authority

Respond to requests of the Director of Education for advice on individual children and young people



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PERSON SPECIFICATION

POST OF: EDUCATIONAL PSYCHOLOGIST GRADE: 1 - 6	SERVICE: EDUCATIONAL PSYCHOLOGY SERVICE DEPARTMENT: EDUCATION		
ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
PROFESSIONAL/ EDUCATIONAL QUALIFICATIONS Registered by HCPC as a practitioner psychologist or have completed Stage 1 of the MSc in Educational Psychology and are eligible on completion of the Qualification in Educational Psychology (Scotland) (Stage 2) Eligibility for Professional Chartered Registration with British Psychological Society or eligible on completion of the Qualification in Educational Psychology (Scotland) (Stage 2) Honours degree in psychology	✓ ✓ ✓		Application form/ Verification of certificates
RELEVANT WORK/ OTHER EXPERIENCE Experience of the generic work of an educational psychology service, working at all levels of the five core functions A thorough understanding of legislation relevant to the Educational Psychology Service and statutory requirements	✓ 	 ✓	Application form and interview Application form and interview

A proven commitment to employing psychological theory to inform assessment and intervention	✓		Application form and interview
PROFESSIONAL DEVELOPMENT			
Evidence of recent professional and personal development	✓		Application form and interview
Experience of effective involvement in the professional development of colleagues within the EPS and wider education department		✓	Application form and interview
A track record of applying skills and knowledge as a reflective and creative practitioner	✓		Application form and interview
WORKING WITH OTHERS			
Ability to work effectively as part of a team in a multi-disciplinary environment	✓		Application form and interview
Experience of working with other professionals to improve outcomes for children and young people	✓		Application form and interview
RESOURCE ORGANISATION			
Experience of delivering evidence-based interventions and supports to meet the needs of vulnerable children and young people	✓		Application form and interview
Experience of working with others to identify and evaluate appropriate resources and provision to meet additional support needs		✓	Interview
Ability to organise and motivate self to complete various tasks within given timescales	✓		Application form and interview

COMMUNICATION SKILLS Ability to communicate effectively with colleagues, head teachers, parents and a range of partner agencies Effective working knowledge of computer software e.g. Windows, MS 365 and SPSS	✓ ✓		Application form and interview Application form and interview
INTERPERSONAL SKILLS Ability to form positive working relationships using sensitivity and good judgement Ability to adopt a sensitive, ethical and empathic approach at all times	✓ ✓		Application form and interview Application form and interview
WRITTEN COMMUNICATIONS Good written and IT skills showing an ability to write effectively for a range of audiences	✓		Application form and interview



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