



**City of Edinburgh Council
Job Profile**

DEPARTMENT: Children and Families
SECTION: Psychological Services
POST: Depute Principal Psychologist
RESPONSIBLE TO: Principal Psychologist

PURPOSE OF THE JOB:

The purpose of the job is to promote the development, learning and inclusion of all children and young people, with a particular focus on those with additional support needs including care experienced children.

This is done through the application of psychology, working with a team of staff to meet the needs of individuals and groups of children, with their teachers and other adults in schools; with their families; with other Education Authority officers, health and social work staff and with other agencies.

MAJOR TASKS/JOB ACTIVITIES:

The Depute Principal Psychologist will:

- Be the direct line manager (0.5FTE) of a team of educational psychologists, providing appropriate supervision, conducting Professional Reviews (PRD) and ensuring that a high standard of service is delivered uniformly across an area and within the school clusters in that area.
- Provide city wide advice to the authority (0.3FTE) on a wide range of initiatives (Literacy, GIRFEC, early years, parent programmes, SEBN, LAC, out of authority support budget for LAC)
- Provide a service to a group of schools (0.2FTE) and through this contribute to planning and provision for children and young people.
- Be involved in multidisciplinary assessments of pupils who may have additional support needs; advise on the need for special educational provision and on specialist placements. This will include duties of a statutory nature, as required under relevant legislation.
- Be involved, where appropriate, in interventions with individuals or groups of pupils.
- Contribute to schools' policies and planning for pupils, including those who have additional support needs.

- Contribute to initiatives and interventions at a whole school level and at an authority-wide level that promote the development, learning and inclusion of children and young people.
- Contribute to the Children and Families Service's policies and planning at a strategic level; to evaluations of authority-wide initiatives; and carry out research to inform evidence-based policy and practice.
- Provide training to teachers and others involved with young people; and disseminate evidence-based practice at a school, cluster or authority-wide level.
- Contribute to the professional development of other colleagues within Psychological Services including where appropriate, the supervision of educational psychologists in training.
- Undertake a programme of continuing professional development; and develop areas of special interest.
- Maintain records of work and other statistics relating to the work of the service as required.

These duties will be carried out in accordance with the policies and procedures laid down by the Children and Families Service and as prescribed for Psychological Services by legislation.

RESPONSIBLE FOR:

A team of psychologists, various initiatives ongoing in the authority

ADDITIONAL INFO:

This post is considered Regulated Work with Vulnerable Children and/or Protected Adults, under the Protection of Vulnerable Groups (Scotland) Act 2007. Preferred candidates are required to join the PVG Scheme or undergo a PVG scheme update check prior to a formal offer of employment being made by the City of Edinburgh Council

If you would like to discuss this post, please call Martin Gemmell on 0131 469 2800. If no one is available to speak with you, please leave a contact number and we will get back to you.

Information about Psychological Services

Who are we?

We are a team of educational psychologists and administrative support staff who work for the City of Edinburgh Council.

Our core funding is for 28 posts (full time equivalent.) A number of the team work part-time so we employ, altogether, 35 psychologists and two administrative support staff.

What do we do?

In broad terms we offer a range of services to young people and their families, working with them directly, through their schools or other establishments, and alongside other people who are involved in their lives.

We work on a patch system based on clusters of schools and their catchment areas. A newly qualified psychologist might be linked with one secondary school and one specialist setting (either of which might be shared with a colleague) and perhaps four primary schools, but while much of our work is delivered through schools and pre-school settings we also have strong links with Child and Family Centres and with social work practice teams. There is considerable scope for multi-agency working in Edinburgh and we embrace this.

Much of our work is focussed around individual learners and expresses the traditional Currie roles of consultation, assessment and intervention. We do not see these as distinct, however. Consultation as a process of joint problem solving may be facilitated by direct assessment work, and assessment and intervention are difficult to separate (and perhaps should not be). We therefore encourage colleagues to find ways of working that suit the needs of the situation, and to regularly reflect on how effective they have been in their work.

The service also carries out work in the other Currie roles of training and research. We make a major and valued input to staff training across the Department and colleagues are involved in a number of research and development projects. These may be self generated and agreed with managers, or they may have been commissioned by the Children & Families Service. Publication is common, either in professional journals or by the City's own publication group.

The service makes a valued contribution at an authority level and educational psychologists are frequently asked to join departmental working groups. Currently, we are actively involved in the Getting It Right for Every Child process and with highlighting and meeting the needs of Looked After Children.

We are reflective in our approach to practice and we value creativity and innovation. We also recognise the need to be accountable, and to make a difference for young people, their families and their schools.

Where do we fit?

Psychological Services is part of the Children & Families Service and is positioned within the group which provides support for children, young people and families. This group brings together a range of social work functions, along with a number of services concerned with support for children and young people in educational contexts.

The Children & Families Service periodically reviews its structures and functions. However, the place and functions of Psychological Services remain unchanged. We remain within the group managed by the Head of Services for Support for Children and Young People, and continue to be responsible through our own structures to the Service Manager for Additional Support Needs.

The service is headed by the Principal Psychologist, and organised in four Area Teams, each managed by a Depute Principal Psychologist. We are based as a whole service in the central council offices at Waverley Court, 4 East Market Street. We share the building with other services with whom we work closely: social work managers, Quality Improvement Officers, Children & Families managers, policy officers and statisticians. We continue to liaise with other peripatetic services within the Additional Support For Learning Service.

What can we offer you?

The service offers excellent opportunities

- to develop generic practice in schools and communities
- to participate in joint working
- for early intervention
- for targeted work in multidisciplinary teams
- and on a variety of projects

We also offer

- a structured induction programme
- laptop and Internet access
- access to a range of CPD opportunities
- on-going supervision
- colleagues who give their time generously to support one another

We generally welcome applications from within Scotland and beyond (the current post however is for internal candidates only).

If you have trained outside of the United Kingdom, please contact the British Psychological Society before applying to ensure that your qualifications meet the Society's requirements. Please indicate that you have done this on your application form.

Applicants must also be registered with the Health and Care Professions Council (HCPC). Currently those in training in Scotland will need to obtain the British Psychological Society Qualification in Educational Psychology before being able to register with the HCPC. Psychologists training in England, Wales and Northern Ireland are required to complete a three year taught doctorate before they are eligible to register with the HCPC.

EMPLOYEE SPECIFICATION:

Council Core Competencies

These Council Core Competencies apply to all positions: Being Customer/Client Focused Working Effectively with Others Managing Change Taking Ownership and Responsibility Communicating Effectively Planning and Decision Making
These Council Core Competencies apply to positions with responsibility for managing people or resources: Leading Others Managing Performance and Developing others Political Sensitivity

Depute Principal Psychologist	Essential	Desirable
Experience	Management experience through having direct staff report or through similar managerial functions (e.g. EPG Chair)	Current management experience
Knowledge, Skills and Understanding	Possess a good knowledge and understanding of psychology Ability to apply psychology to solving problems	

	Ability to make perceptive contacts with children and adults	
Qualifications and Training	Honours degree in psychology or equivalent, recognised by the British Psychological Society Post-graduate professional training in educational psychology), recognised by the British Psychological Society Currently a Chartered Psychologist or eligible for Chartered status. Currently registered with the HCPC	
Job Specific Requirements	Skills in Consultation, Assessment, Intervention, Research and Evaluation Ability to reflect on practice Good oral and written skills Ability to foster collaborative working within the service, with schools and other agencies	Skills in Training and Policy Development Good knowledge of current legislation on additional support needs
Applicants should always check the Job Vacancy Summary for any specific Employee Specification Requirements for the advertised vacancy.		