

Senior Education Psychologist

Reports to:	Principal Education Psychologist		
Department:	Children, Young People and Community Development	Grade:	Soulbury 'B' points 6-9 (+3 SPA)
DBS Status:	Enhanced	Politically restricted:	No

Job Purpose:

- To play a key role in delivering high quality, equitable educational psychology services that improve outcomes for children and young people aged 0–25.
- Working under the direction of the Principal Educational Psychologist (PEP), the postholder will contribute to statutory duties, service leadership, workforce development, and system improvement within the SEND service.
- The role includes strategic and operational responsibility for aspects of service delivery, supervision of Educational Psychologists, and leadership in implementing national and local SEND priorities, including the Children and Families Act 2014 and the 2026 SEND reforms.

Values

Collaborate proactively.
Lead inclusively.
Embrace change.
Be bold and curious.
Celebrate and share our success.

Job specific roles and responsibilities

1. Make a positive contribution to the delivery of the service, this will include working flexibly and positively to achieve the objectives of the council.
2. Manage and lead staff to achieve high performance and effective operational delivery, including developing and improving staff capability.
3. Manage a customer focused service and the effective use of resources.
4. Ensure that the council's overall vision, values and ethos are central to the requirements of the service.
5. Support effective working relationships and act as an ambassador and advocate with external organisations.
6. Keep up to date with developments in service delivery and best practice to ensure the service performs effectively and to the highest standards.

Leadership, Strategy and Service Development

- Support the Principal Educational Psychologist in providing professional and operational leadership across the Educational Psychology Service (EPS), ensuring consistency, quality assurance and effective use of resources.
- Contribute to the strategic development, delivery and evaluation of the EPS within the wider SEND system and Children and Young People's Directorate.
- Support and lead the local implementation of current and emerging SEND reforms and national policy development, including strategic alignment with and operational use of the Experts at Hand offer, to strengthen early intervention, workforce capacity and inclusive practice across education, health and care partnerships.

- Provide innovation in the planning, deployment and development of EP services, aligning practice with national policy, professional guidance and local priorities.
- Assist the PEP with recruitment, retention and deployment of Educational Psychologists, including locum arrangements where required, to ensure statutory services are delivered within timescales.

Statutory and Local Authority Functions

- Support the Local Authority in fulfilling its statutory duties relating to SEND, including advice on statutory assessments, reassessments, annual reviews and transition reviews.
- Provide high-quality psychological advice and written reports that are timely, evidence-based and compliant with legislative requirements.
- Represent, or support EPS colleagues to represent, the Local Authority at SEND tribunals, mediations and related proceedings as required.
- Provide specialist advice and contribute to local authority panels, moderation groups and decision making processes.

Professional Practice and Supervision

- Provide regular supervision, professional support and performance management for identified Educational Psychologists and Assistant Educational Psychologists.
- Support colleagues in the production and quality-assurance of statutory and non-statutory reports.
- Act as a senior professional role model, promoting ethical, reflective and evidence-informed practice in line with HCPC and professional standards.
- Develop, coordinate and maintain areas of specialist EP practice in response to service and system needs.

Training, Consultation and Partnership Working

- Design, deliver and evaluate training and development programmes for schools, parents/carers and professionals across education, health and care.
- Provide consultation, advice and psychologically informed support to schools, settings, families and partner agencies.
- Contribute to the development and maintenance of effective inter-agency partnerships across statutory and voluntary services.
- Support service user participation, gathering feedback and using evaluation to improve EPS practice and impact.

Critical Incidents and System Response

- Contribute to and, where appropriate, lead the EPS response to critical incidents, ensuring timely, coordinated and psychologically informed intervention.

Professional Standards and Corporate Responsibilities

- Maintain high standards of record keeping, data management and report writing in accordance with EPS policies, information governance and data protection requirements.
- Actively engage in continuing professional development to ensure best practice in applied psychology.
- Carry out all duties with due regard to safeguarding, equalities, health and safety, customer care and council policies.

- Embed environmental sustainability into practice, contributing to the council's commitment to carbon neutrality by 2030.
- Undertake other duties commensurate with the seniority and responsibilities of the post as directed by the Principal Educational Psychologist.

Safeguarding is everyone's responsibility and all employees are required to act in such a way that at all times safeguards the health and well-being of children and vulnerable adults.

Undertake any other duties commensurate with the general level of responsibility of this post.

Essential Requirements (key skills & qualifications)

Knowledge and Qualifications

1. A good honours degree in Psychology recognised by the BPS or its equivalent. Plus either of the following:
2. A teaching qualification with significant teaching experience and a Masters Degree in Educational Psychology.
OR
Significant experience of working with children and young people and a Doctorate in Educational & Child Psychology.
3. In depth knowledge of SEND legislation, national policy and current developments affecting educational psychology services.
4. Specialist understanding of inclusion, child development and applied psychological practice within local authority contexts.

Experience

Substantial post-qualification experience as an Educational Psychologist, including experience of supervision, service development and leading areas of practice

Skills and Abilities

1. Good communication, negotiation and influencing skills, both oral and in writing, for a variety of audiences, using IT where appropriate.
2. Adapt and respond flexibly to change and to develop, implement and evaluate creative strategies to improve outcomes for children and young people.
3. To inspire and lead and to develop common standards and working practices.
4. Ability to promote and build upon positive working partnerships with schools and other agencies and service providers.
5. Ability to manage multiple demands and adopt a flexible approach in delivering high quality services.
6. Ability to provide effective support and mentoring for Educational Psychologists and Assistant Educational Psychologists.
7. Leadership and management skills including people and performance management.
8. Strong role model who demonstrates a personal commitment to high standards of public service, honesty, integrity and professionalism.

List desirable criteria:

1. Experience of supervising maingrade EPs/Assistant EPs/TEPs

Within reason these key deliverables may evolve to meet service need and it is expected that the postholder will be flexible and adaptable in their delivery to meet both service and council wide needs