

SEND and Inclusion: Senior Educational Psychology Team Lead Tier 4c Job Profile

Directorate:	Communities
Service area:	Education Services
Accountable to:	SEND: Senior Educational Psychologist Team Lead
Politically restricted post	No
Delivery Teams:	EPS Area Team
Grade	Soulbury B, points 2-5 plus up to 3 SPA

Context

You will support the work of Education Services and the SEND & Inclusion Leadership Team to ensure that resources are used to make a positive difference, meet statutory obligations and contribute to the overall strategic objectives set out in the SEND and Inclusion Strategy.

You will support the SEND: Principal Educational Psychologist & SENDAR Lead with specific strategic assignments including taking a lead on strategic area(s) as defined by service priorities (e.g. Service Delivery, Autism, Cognition and Learning, Social, Emotional and Mental Health, Preparing for Adulthood, Early Years) working proactively to ensure value added outcomes for children and young people (CYP) as part of the wider Education Strategy.

As the technical specialist you will provide a high level of expertise in your professional discipline. You will design and shape solutions to achieve the service delivery plans and commissioning intentions.

You will develop and maintain good working relationships with a range of key stakeholders including statutory partners, service providers, voluntary section and customers.

Specific role assignment

Delivery Responsibilities	<ul style="list-style-type: none"> • To lead within the EPS a specified strategic area, as appropriate/required, on the identification, setting and implementation of policy, strategies, and interventions to maximise educational and psychological outcomes for Warwickshire's CYP. • To audit, design (including co-production), negotiate, and agree the above policy, strategies and interventions with the PEP & EPS Senior Leadership Team, and with the SEND and Inclusion Leadership. • To monitor and evaluate policy, strategies, and interventions within the specified strategic area. • To display and utilise excellent psychological analysis and synthesis, reflection, facilitation, mediation, outcomes focused creative thinking, and to lead by example. • To contribute to the professional development of both the Educational Psychology Service, and other stakeholder organisations through sharing specialist knowledge and experience and increasing organisational capacity to meet
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*service = service, team, functions

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	<p>the complex needs of Warwickshire’s CYP and their families.</p> <ul style="list-style-type: none"> • To provide Educational Psychology support and supervision to Trainee Educational Psychologists. • To achieve successful partnership working within the LA and with external agencies. • To provide educational and psychological expertise within Warwickshire to the Inclusion and school improvement agendas. • To promote the educational psychological development and well-being of children and young people in Warwickshire. • To participate in continuing professional development (including giving and receiving professional supervision) to the level required by appropriate professional associations and the Warwickshire EPS. • To initiate, undertake, support, and report on relevant educational psychology and other research and national evidence-based practice, reporting this appropriately. • To be responsible for a broadly geographic ‘patch’ of schools, delivering a responsive and proactive educational service in accordance with the established traded and core service delivery model • To work within and promote equal opportunities in terms of ethical, moral, and legislative frameworks • To work within the codes of conduct of the Health & Care Professions Council (HCPC) and Warwickshire County Council, and within the expectations of the Warwickshire Educational Psychology Service. • To carry out such other duties as required by the EPS.
Key Business Measures	<ul style="list-style-type: none"> • Completion of statutory advice within 6 working weeks across the team • Acknowledge complaints within WCC customer standards
Statutory Responsibilities <i>(If Applicable)</i>	<ol style="list-style-type: none"> 1. To provide immediate (within 1 day, as part of a team) psychological support as appropriate following critical incidents, as required across WCC. 2. To complete Education Health and Care Needs assessments within statutory timescales. 3. To provide educational psychology advice and facilitation, on complex case work, on FOI, Data Protection, SARs. 4. Advice for and attendance at statutory Tribunals and other Court based work, as an expert witness, including HCPC hearings. 5. Monitoring and review of WCC provision arrangements for children and young people with Education Health and Care Plans.
Specific Experience	<ul style="list-style-type: none"> • Eligibility for and achievement of HCPC registration. • Minimally 3 years’ experience as a qualified HCPC registered EP.

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	<ul style="list-style-type: none"> • Demonstrable high levels of expertise, knowledge, skills and professionally qualified experience. • Ability to be flexible in applying effective psychological frameworks across different areas of work. • Evidence of positive outcomes from project and systems work, and/or research relating to relevant aspects of the specified strategic area that reflects an inclusive and multi-agency approach. • Skills in auditing, developing, delivering and achieving sustainable outcomes through staff training and development.
Specific Qualifications / and Registration	Registration with the Health & Care Professions Council to practise as an Educational Psychologist. This requires specified achievement of a professional qualification as an Educational Psychologist (Doctorate, Masters, or other HCPC determined equivalence level of qualification)
Key Stakeholder Relationships	Maintained and Academy trust schools; EY settings; Post 16 settings; Independent Specialist Schools; Health professionals; Social Care; Youth Justice Service; Local Authority services such as the Virtual School, Social Care, Education Entitlement Team, SENDAR, Fostering and Adoption services; parents, families and other carers.

Commitment to safeguarding, with knowledge and understanding of current requirements and national policies.

An ability to travel effectively, on a regular basis, across the whole county in line with service policy and practice.

Generic capabilities of the role

Generic Capability	Descriptor
Business Acumen	<ul style="list-style-type: none"> • Deliver in year service plan (1 year) • Effective contract and supplier management • Meet budget, savings and income targets

- Contribute to the operational planning of the service with the commissioning team
- Ensure effective contract management arrangements are in place
- Manage costs down, deliver savings and income targets (as applicable)

Generic Capability	Descriptor
Performance and Standard	<ul style="list-style-type: none"> • Statutory compliance • Professional practice • Procedure compliance

- Execute the statutory or regulatory duties that are in place and delivered across the team.
- Ensure the safe operation of the business and compliance with appropriate regulations and legislation.
- Execute the relevant policies and procedures to ensure the outcomes are delivered.

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Generic Capability	Descriptor
Operational Management	<ul style="list-style-type: none"> • Deliver operational performance objectives • Manage the workforce • Deliver continuous improvement plans

- Meet the service key business measures for the service
- Manage costs down through operational improvement
- Manage and allocate resources to meet key business measures
- Use data and insight to improve service performance

Generic leadership competencies

Generic Capability	Descriptor
People Management	<ul style="list-style-type: none"> • Workforce development • Workforce planning

- Recruit and ensure effective onboarding of team members
- Retain and attract the required capabilities of the team through effective talent management
- Set and deliver stretching performance objectives
- Undertake annual appraisals with the team
- Undertake regular 1:1 sessions throughout the year to review performance against objectives
- Manage and support teams through organisational change

Generic Capability	Descriptor
Management of Resources and Planning	<ul style="list-style-type: none"> • Monitors the service performance framework • Effective service design

- Plan, task, deploy and co-ordinate resources to meet changing operational needs as required
- Monitor, plan and review team outcomes ensuring delivery of personal and team objectives
- Hold regular meetings to inform teams of plans, priorities, budgets and expected outcomes
- Identify the capacity of the delivery team through effective workforce planning.
- Develop and implement integrated working across teams

Generic Capability	Descriptor
Organisational Leadership and Resilience	<ul style="list-style-type: none"> • Deals with performance issues • Maintains business continuity • Role model of how we work principles

- Maintain business continuity in the event of service disruption
- Effectively addresses performance issues within the team
- Enable the team to work in a high performance culture
- Act and operate corporately across WCC adopting the one council approach
- Act as a positive role model for WCC's values and behaviours at all times
- Represent the interests of the Council on external bodies and networks

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WCC values and behaviours

The post holder must be able to demonstrate that they role model the WCC values and behaviours.

Our Values – The Warwickshire DNA



High performing



Collaborative



Customer focused



Accountable



Trustworthy

Our Behaviours



do what we say



move with purpose and energy



focus on solutions



help people and communities to find their own solutions



build strong working relationships



be the best we can be

Strategy... the direction we will take to achieve our outcomes



Plan... what we will do to achieve the strategy



Commissioning... the process of how we will plan, purchase and monitor our services



Strategic Commissioning... the process for understanding, planning and delivering services to achieve the best outcomes



Operational Commissioning... the process for meeting need at an individual level or to a specific group



Delivery... providing services to our customers

