

# JOB DESCRIPTION



*This job description outlines the key accountabilities of, and output required from, the postholder. It is not a definitive list and the role may well change and evolve over time.*

<b>Name:</b>	
<b>Job title:</b>	Educational Psychologist / Senior Educational Psychologist
<b>Department / location:</b>	Psychologists / Greenwich Office or Canterbury Office
<b>Report to:</b>	Dr Joanna Wood

<b>Main purpose of the job:</b>
To apply psychology as an Educational Psychologist (HCPC registered) in a range of settings and contexts, in order to make a positive difference to clients and commissioners. By doing so, making a positive contribution to the lives of children and young people, and to the overall development of Real Group, specifically Real Training and Real Psychology.
<b>Key tasks and responsibilities:</b>
<b>Real Psychology responsibilities</b> <ul style="list-style-type: none"><li>• To deliver commissioned psychological services, in accordance with BPS, HCPC and best practice guidelines to schools and other organizations that provide services for and on behalf of young people.</li><li>• To provide psychological consultation, training and assessment to improve outcomes for children and young people (0-25) for a range of purposes and audiences as commissioned.</li><li>• To provide psychological interventions to children, young people and their families within the boundaries of personal professional competence acquired</li></ul>

through experience or training; and where appropriate, to liaise with and refer onwards to suitably qualified practitioners.

- To produce timely written feedback appropriate to a range of audiences and purposes, in the context of direct psychological service delivery.
- To apply psychological knowledge and skills to develop and implement projects commissioned by Real Group to support outcomes for young people and their families.
- To identify and liaise with professional and wider networks around the young person to promote multi-agency working.
- To undertake research and evaluation individually or in collaboration with colleagues when commissioned.
- To use processes of consultation and supervision to support other staff.
- *For Senior role - To contribute an area of developed/evolving specialism to the EP and/or training team - covering professional knowledge, experience or skills established in an area of professional practice.*
- *For Senior role - To contribute advice, information and ideas to assist in the strategic development of business partnerships and the Real Psychology / Group business more generally.*

#### **Real Training responsibilities**

- To provide personalised and timely support and feedback to delegates (in the UK and internationally) engaged in the various online and blended Real Training courses.
- *For Senior role - To support with the design, development and delivery of new Real Training SEND training courses (blended and online), including modules at Masters level.*

#### **Organisational**

- To undertake continued professional development (CPD), receive regular supervision, and engage in peer supervision as appropriate.
- To attend team meetings and CPD days with colleagues.
- To undertake such other tasks as may be reasonably requested by the Real Group Directors and / or in response to any other identified company requirements and priorities.

#### **General duties**

- To be fully aware of and understand the duties and responsibilities arising from the Children and Families Act 2014 and all related and subsequent legislation in relation to child protection and safeguarding children and young people. To also be fully aware of the principles of safeguarding as they apply to vulnerable adults in relation to your work role.
- To comply with data protection, and maintaining confidentiality for and with clients.
- To comply with the BPS code of conduct and the HCPC standards of conduct, performance and ethics.
- To ensure that your line manager / clients / commissioners are made aware

and kept fully informed of any concerns which you may have in relation to safeguarding and/or child protection.

- Responsible for the evaluation, implementation and compliance of Health and Safety legislation where appropriate and as it pertains to your particular area of operational responsibility.
- Undertake all work as a representative of Real Psychology / Real Training / Real Group and to be aware of and respond to both the promotion of the company's products / services and to likewise work to enhance the company's standing and minimise the risk of any potential reputational damage.
- Carry out all responsibilities in accordance with current Equal Opportunities legislation and practice.

### **Measurable outputs:**

- Maintain up to date and organised records of current commissions, contracts and casework.
- Records of consultation and reports completed to timescales as agreed with commissioners.
- Evidence of engaging in professional development to the standard required by the HCPC.
- Attend and contribute to supervision as required.
- Records of feedback and responses to allocated delegates online
- *For Senior role - Evidence of contributing ideas to assist in the strategic development of business partnerships and Real Group.*

### **Person specification**

#### **Essential Qualifications**

- A good Honours Degree in psychology or equivalent recognised by the British Psychological Society as conferring eligibility for Graduate Basis for chartered Membership (GBC).
- A post-graduate qualification in educational psychology.
- Registration with the HCPC as a practitioner psychologist and eligible to use the adjectival title of educational psychologist, or registration within 3 months of taking up post.

#### **Desirable Qualifications**

- Successful experience as a practising educational psychologist or trainee educational psychologist.
- Can demonstrate professional growth and learning from experience as an educational psychologist/ trainee educational psychologist.

**Essential Knowledge, Skills and Experience**

- Firm commitment to developing inclusive and effective educational practice and a shared vision of the importance of education in changing lives
- Sound knowledge of current psychology on which to base and evaluate practice and awareness of current issues affecting education and the impact of educational psychology
- Commitment to participating in high quality staff induction, supervision, performance review and professional development.
- Articulate, clear and concise oral and written communications skills - including online communication when supporting delegates in an asynchronous virtual learning environment (VLE)
- Insight into own behaviour (in individual and group situations, with clients and colleagues) and able to work collaboratively and supportively with colleagues and clients.
- Ability to lead and motivate others effectively and to facilitate the development of others
- High quality presentation skills when delivering training
- A positive and flexible approach to evolving work arrangements and patterns of service delivery. Ability to plan creatively and to implement ideas systematically.
- Good self-management skills in relation to workload.

**Practical requirements:**

- Attend occasional team meetings mostly in Greenwich but occasionally in Real Group's Canterbury offices.
- Taking a 30 minute unpaid break if working for a continuous period of more than 6 hours.

*The above job description is a guide to the work you may be required to undertake but does not form part of your contract of employment and may change from time to time to reflect changing circumstances.*

**Date: June 2022**