

Person Specification:

Think SEND Educational Psychologist

Last Updated: September 2023

Colmers School & Sixth Form College is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment.

Part A

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1. Degree in psychology or equivalent qualification that provides basis for registration with the HCPC
2. Relevant post-graduate training in Educational Psychology.
3. Knowledge of relevant legislation and statutory guidance in relation to SEN, disability and safeguarding
4. Knowledge of children's development.
5. Knowledge of current issues as they apply to the wellbeing of children and young people with a particular focus on those who have additional needs.
6. Ability to work effectively and positively with children, young people and their parents/carers.
7. Knowledge of the issues which impact on family relationships and the connections between these and outcomes for children and young people.
8. Experience of working within the context of a multi-agency framework.
9. Ability to work independently and also as part of a team.
10. Willingness to engage in continuous development activities, in response to organisational changes and developments in Children's Services, and applied educational psychology.
11. Experience of contributing to the development of SENDCo practice.
12. Capacity to manage time and prioritise work in an effective and productive way.
13. Evidence of good planning, organisational, and analytical skills.
14. Ability to prioritise and deliver high quality work against a background of change and organisational re-shaping.
15. Good written and oral communication skills.

Desirable

1. Evidence of further professional development in relation to working with children, families, SENDCos and school staff within a secondary school environment.
2. Planning of and participation in staff development and training delivery.
3. Driving licence and use of a car.

Part B

The following criteria will be further explored at the interview stage:

1. Committed to inclusion, preventative practice and early intervention.
2. Maintains high professional ethical standards, shows integrity, is reliable and trustworthy and understands the needs and limitations of confidentiality.
3. Makes firm and well considered decisions about ideas and courses of action, having considered all the facts and alternatives available and consulted others as necessary, within realistic time scales.
4. Demonstrates an ability to use innovative and creative thinking.
5. Co-operates and works well with others in the pursuit of team goals, sharing information and supporting others.
6. Establishes and maintains constructive and open relationships with a wide range of people, achieving positive shared outcomes and sharing feedback.
7. Committed to equal opportunities.

Additional Requirements

1. Valid Health and Care Professions Council registration
2. Suitability to work with client group – DBS Clearance