

JOB DESCRIPTION	
SCHOOL	Central Team
JOB TITLE	Educational Psychologist
GRADE	APLi (£68,296 – £76,004)
REPORTS TO	Chief Executive Officer
RESPONSIBLE FOR	Assistant Educational Psychologist / Lead SENDCO
DATE	March 2025

Key working relationships:

Internal:

- Staff within the Trust team
- Board Members and Trustees
- Academy Governors, Head Teachers and Senior Leaders
- Staff within the Diocesan Education Department

External:

- Training providers
- Institute of Education
- Schools outside the Trust

This role will involve travel to other locations and evening meetings therefore being able to travel to remote locations out of normal working hours is essential.

JOB PURPOSE

- To promote and facilitate the development of effective evidenced based practice and its links with school/setting improvement, to raise the attainment and achievement of all pupils, especially those who are vulnerable and/or have special educational needs.
- To deliver the educational psychology service offer both to academies within the Trust and traded to external organisations.
- To support organisational change to enhance the learning and development of children and young people especially those who are vulnerable and/or have special educational needs.
- To work collaboratively as part of the Aquila team to support schools and settings in their development of inclusive educational practice.
- To work as appropriate with staff from other services and agencies in support of children and young people's progress through the application of applied psychology.
- To contribute to the planning as required and delivery of jointly commissioned work, in partnership with other agencies as needed.
- To work with academies in the Trust to further knowledge, understanding and training of inclusion and SEN

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- To contribute to raising standards and emotional wellbeing of Aquila children, families and staff
- To contribute to the Trust's policy, including the making and implementation, particularly in relation to effective inclusive education
- To contribute to the development of the Trust's SEN offer to academies

MAIN DUTIES AND RESPONSIBILITIES

- To support organisational change to enhance the learning and development of children and young people through the application of applied psychology.
- To actively promote inclusion through provision of a consultation based educational psychology service to Aquila academies and other agencies.
- To work to support Aquila academies and other schools and settings in maximising effectiveness, raising standards and planning appropriate interventions at school and individual level.
- To work with Aquila's academies to plan and deliver inclusion support.
- To undertake direct work with academies as required.
- To contribute to the delivery of Critical Incident Support across the schools in the Trust and wider to external partners as required.
- To contribute to effective methods of data collection, collation and analysis, contributing to identification, referral and tracking data for children and young people. This will include contributing to the production of regular information reports as required.
- To work as appropriate with staff from other services and agencies to support integrated service delivery and deliver psychological services in line with Visions and Priorities.
- As appropriate to provide psychological input to child protection procedures in line with relevant policy.
- To participate in supervision, induction and appraisal and undertake further professional development to meet identified objectives.
- To provide as required psychological input into the development of policy and practice through discussion, research, evaluation and dissemination.
- To contribute to the professional development of school leaders, teachers and other relevant staff in schools and to school governors as appropriate; and to provide a training input to a range of agencies and groups (e.g. external partners)
- To provide supervision and monitor the continued development of the assistant educational psychologist and any other staff employed by Aquila as needed by the CEO

The post holder is responsible for ensuring that any concerns they may have of a Child Protection/Children in Need nature are reported to the designated person in line with the relevant Child Protection Procedure. It is an expectation

Culture and Ethos

To proactively promote and demonstrate Aquila's vision and values in all aspects of work. To challenge, motivate and empower others to set high aspirations and attain ambitious outcomes. To promote and demonstrate a culture of continuous improvement which includes keeping abreast of educational development and best management practice. To work collaboratively developing the concept of family across the Trust and its academies. To ensure regular open and honest communication in all professional duties. To recognise the importance of serving the wider community and promoting inclusivity

In addition to the professional responsibilities the post holder:

- should seek opportunities to generate income on behalf of the Trust through the delivery of training, consultancy, and bespoke services to partners outside the Trust.
- will undertake any other duties, which from time to time may be required and be relevant and commensurate with the post, as deemed necessary by the Chief Executive Officer.

The Trust is determined to excel in education and nurture those within its care; thus accountability, communication and relationships are key to effective leadership and management. The post holder will be encouraged to build a professional learning community which enables others to achieve and work collaboratively; sharing knowledge and understanding, celebrating success and accepting responsibility for outcomes.

This job description is not an exhaustive document. It is a reflection of the duties and responsibilities applicable at the time of issue. Details and emphasis are subject to amendment and revision in the light of the changing needs of Aquila, the Diocese of Canterbury Academies Trust.

Person Specification: Educational Psychologist

CRITERIA	QUALITIES	ESSENTIAL OR DESIRABLE
Qualifications and experience	<ul style="list-style-type: none">• Qualified status approved by the British Psychological Society (BPS) in Educational and Child Psychology or equivalent, including Graduate Basis for Registration and recognised postgraduate qualification in Educational and Child Psychology or equivalent. All appointees will be required to be registered with the Health Care Professional Council (HCPC)• A minimum of 3 years' experience as a HCPC registered practitioner psychologist• Excellent ICT skills, particularly Microsoft Office applications• Establishing and maintaining effective quality assurance processes and systems• Experience of balancing strategic and operational dimensions of the role• Experience of leading and managing staff including developing or coordinating professional development/training	

<p>Knowledge and skill</p>	<ul style="list-style-type: none"> • A commitment to the relevance of the application of psychology in organisational change processes • Positive attitudes towards and evidence of own continuing development and reflective practice • Able to work independently as well as in a in team • Able to preserve confidentiality • Advocacy, facilitation and negotiation skills • A positive approach to challenges, which seeks solutions to problems and addresses difficulties with tact and discretion • Highly organized with the ability to work under pressure to meet targets and deadlines • Logical and systematic in work processes • Knowledge of relevant policies, legislations and codes of practice as appropriate • Understanding of, and positive commitment to, inclusive practice in schools • Understanding of and positive belief in the promotion of equal opportunities for all • Up to date understanding of child development and knowledge of child related legislation including child protection procedures • Knowledge of psychological models, theories and current issues and the context in which psychological services work 	
<p>Personal Attributes</p>	<ul style="list-style-type: none"> • Demonstrates energy, enthusiasm, courage and resilience • Calm and professional disposition, decisiveness and authority combined with reliability and integrity • Versatile thinker who can problem solve and champion innovative solutions • Self-motivated and enthusiastic • Ability to respond effectively to changing priorities • Ability to manager a high volume workload and work at a pace • Ability to work effectively with minimal supervision • Willing to accept responsibility and accountability • Smart, professional appearance • Committed to the Trust vision and supportive of the aims and purpose of the Church of England and the Diocese of Canterbury 	

'They will soar on wings like eagles.' Isaiah 40:31

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Signed (Employee):

Dated:

Signed (Headteacher):

Dated:

