

## LANCASHIRE COUNTY COUNCIL

<b>JOB DESCRIPTION FOR THE POST OF: EDUCATIONAL PSYCHOLOGIST</b>					
<b>Directorate:</b> Education and Children's Services			<b>Location:</b>	Burnley, Preston or Lancaster subject to discussion	
<b>Establishment/Team:</b>		Educational Psychology		<b>Post No:</b>	E-137-0005
<b>Grade:</b>	Soulbury Educational Psychologist salary scale A (SCP 5-10 plus 3 SPAs), pro rata	<b>Designated Line Manager:</b>	Educational Psychologist Area Team Manager	<b>Car User:</b>	Yes
<b>Staff Responsibility:</b> None		<b>Number of Staff Directly Supervised:</b> None		<b>Which Business Plan incorporates this Post?</b> Inclusion/Partnership Board	
<p><b>JOB PURPOSE:</b></p> <p>To apply knowledge of psychology and child development to optimise outcomes for children and young people up to the age of twenty-five so they feel safe, do well, are happy and healthy, and feel listened to.</p> <p>To work in collaboration with children and young people, their families, schools and other educational providers and the wider workforce in order to achieve the above outcomes for children and young people in Lancashire.</p> <p>To contribute to the development and implementation of policy and practice within the Educational Psychology Service, the Inclusion Service and Lancashire County Council.</p>					
<p><b>DUTIES AND RESPONSIBILITIES:</b></p> <ol style="list-style-type: none"> <li>1. To promote and safeguard the welfare of children and young people.</li> <li>2. To support the local authority and educational providers in making the best use of available resources in order to achieve positive outcomes for children and young people.</li> <li>3. To apply knowledge and understanding of psychology and child development in order to promote positive outcomes for children and young people.</li> <li>4. To support the local authority in work with, and support for, children and young people who have special educational needs or disabilities in accordance with the Children and Families Act 2014 and the Special Educational Needs and Disability Code of Practice: 0 to 25 years and other relevant guidance and legislation.</li> <li>5. To contribute to the assessment of children and young people identified as having special educational needs and/or disabilities.</li> </ol>					

6. To contribute to the delivery of a range of interventions and more specialist support, designed to enhance the progress and development of children and young people up to the age of twenty-five in schools and other educational settings.
7. To contribute to team and service meetings and other internal and external working groups as required.
8. To maintain accurate and up to date work records that are easily understood, and to make these available to all those who should have access to the information.
9. To contribute to the development and delivery of training and/or supervision within the service and the wider workforce as appropriate.
10. To contribute to the development of work and activities that will support the priorities of the local authority as these change over time, and which might include for example the collection and analysis of data and the preparation of reports.
11. To contribute to the development and implementation policy and practice within the Educational Psychology Service, Inclusion Service and Lancashire County Council.
12. To continue to develop skills and knowledge through additional training activities and participation in supervision and performance development processes as part of continuing professional development.

<b>Prepared by:</b>	Dr Sarah Purcell (Principal Educational Psychologist)	<b>Date:</b>	4/11/25
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#### **Equal opportunities**

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

#### **Health and safety**

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must co-operate with us to apply our general statement of health and safety policy.

#### **Safeguarding Commitment**

We are committed to protecting and promoting the welfare of children, young people and vulnerable adults.

#### **Customer Focus**

We put our customers' needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times.

#### **Skills Pledge**

We are committed to developing the skills of our workforce. All employees will be supported to work towards a level 2 qualification in literacy and /or numeracy if they do not have one already.

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<u>Person Specification Form</u>		
<b>Job Title:</b> Educational Psychologist	<b>Grade:</b> Soulbury Educational Psychologist salary scale A (SCP 5 to 10 plus 3 SPAs), pro rata	
<b>Directorate:</b> Education and Children's Services		
<b>Team:</b> Educational Psychology		
Requirements (on the basis of the job description)	Essential (E) or Desirable (D)	To be identified by: Application form (AF) interview (I)
Qualifications		
A psychology-based first degree, MA/BA or a conversion award conferring eligibility for the British Psychological Society Graduate Basis for Chartered Membership (GBC)	E	AF and certificates
Post-graduate qualification as an Educational Psychologist or working towards the qualification as an Educational Psychologist and expecting to qualify within the next 12 months.	E	AF and certificate
Registration with the HCPC as a Practitioner Psychologist	E	AF and registration document
Enhanced DBS certificate with barred lists checks for adults and children	E	DBS certificate
Experience		
Experience of working as working as an educational psychologist within a local authority context since the Children and Families Act 2014 and the introduction of the SEND Code of Practice: 0 to 25 years.	D	AF
Experience of individual and group consultation work.	D	AF
Experience of working collaboratively with children, young people, their families, schools and other educational settings and the wider workforce.	D	AF
Knowledge/skills/abilities		
Knowledge of psychological theory and child development and evidence of applying this knowledge to achieve positive outcomes for children and young people	E	AF and I
Knowledge of recent developments and current issues in education and educational psychology.	E	AF and I

Knowledge of legislation and guidance relating to children and young people up to the age 25.	E	AF and I
Knowledge of assessment and evidence based approaches to intervention and ability to provide psychological advice, information and reports that are tailored to the activity, including those required for systemic, individual casework and statutory work.	E	AF and I
Knowledge of methods for evaluation and ability to contribute the development and maintenance of systems for the evaluation of the service.	E	AF and I
Good communication skills that permit the effective communication of complex information to service users and colleagues in different ways, including verbally and in written form	E	AF and I
Good interpersonal skills that permit the establishment and maintenance of effective working relationships with children, young people their families and other professionals	E	AF and I
Good organisational and time-management skills and an ability to work to deadlines	E	AF
Enthusiastic and can-do approach to work	E	AF and I
Ability to think logically, creatively and flexibly	E	AF and I
Ability to obtain, analyse and interpret complex information from multiple sources	E	AF and I
Ability to work independently and as a part of a team	E	AF
Ability to use IT effectively and creatively to support practice	E	AF
Ability to maintain accurate electronic and other work records and to work in accordance with LCC information governance policies and procedures.	E	AF
<p><b>4. Special requirements</b></p> <p>The County Council operates a general no smoking policy. The appointee will be expected to attend work on a regular basis.</p> <p>We would like our educational psychologist to be easily contactable and supportive. We want you to be committed to the job and have a good record of experience with children and young people. It's important that you are on time, easy to talk to, non-judgemental and trustworthy. We believe that it is important that you can demonstrate you are committed to work in Lancashire.</p> <p>You are required to have the ability to drive a car and have a car at your disposal, however in certain circumstances consideration may be given to applicants who as a consequence of disability are unable to drive.</p>		AF and I

<b>Prepared by:</b> Dr Sarah Purcell (Principal Educational Psychologist)		
<b>Date:</b> November 2025		
Note: We will always consider references before confirming an offer in writing.		