

JOB SPECIFICATION

GRADE: Educational Psychologist

DEPARTMENT: Department of Education

RESPONSIBLE TO: Director of Education

OBJECTIVE:

- To effectively work in partnership, with parents, carers and stakeholders to maximise the educational potential and experience of children and young people in the Government of Gibraltar education system.
- To advise the Director of Education on the most appropriate educational strategies and systemic policies to meet the needs of children and young people.

The main duties and responsibilities of the role are as follows:

- To assess children and young people's cognitive, academic and behavioural skills to inform recommendations (e.g. via consultation with staff, observation, direct standardised tasks, etc).
- To keep abreast of JCQ regulations and assess secondary age students before their external examinations in line with these.
- To monitor, and assess as required, pre-school and reception aged children for learning readiness to maximise learning potential.
- To liaise with other relevant stakeholder agencies to ensure all aspects of a young person's needs are supported and work is not replicated.
- To collate appropriate evidence of individuals and cohorts educational needs to analyse trends and plan intervention and support.
- To attend and contribute to a range of multidisciplinary meetings and clinics (e.g. Learning Clinics, Paediatric Multidisciplinary Team clinics).
- To develop and maintain accurate records of involvement with individual children/ young people and relevant stakeholders (e.g parents, teaching staff).
- To produce written communications of recommendations following assessment and/ or consultation with children, young people and key stakeholders.
- To attend and contribute to monthly Special Educational Needs Assessment Panel meetings advising the Director of Education on the most adequate provision for children with special educational needs.

- To keep abreast of developments in the field of educational psychology in order to ensure safe and effective practice, and maintain the HCPC continuing professional development standards.
- To complete courses and qualifications to serve the developing needs of the service.
- To complete appropriate administrative tasks necessary for the effective completion of the job (e.g. sending out appointment letters, data entry, scoring questionnaires).
- To work in consultation with relevant stakeholders to plan and carry out assessment and intervention of children and young people.
- To make systemic recommendations as to changes and adaptations to the school curriculum in order to support children with SEN.
- To deliver training to key stakeholders on various relevant topics (e.g. National Autistic Society parent courses).
- To undertake any other duties and responsibilities appropriate to the post which may be required by the Director of Education.

PERSON SPECIFICATION – EDUCATIONAL PSYCHOLOGIST

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications:	<p>Undergraduate Degree in psychology or equivalent, accredited or recognised by the British Psychological Society as giving eligibility for the Graduate Basis for Chartered Membership of the BPS (GBC).</p> <p>Successful completion of post graduate professional training in Educational Psychology (approved by the British Psychological Society) confirmed by graduation.</p> <p>Current and valid HCPC registration as Practitioner Psychologist.</p> <p>Full criminal records clearance.</p>	Member of appropriate professional body (e.g. BPS or AEP).
Experience:	<p>Experience of working in a variety of different settings for children and young people.</p> <p>Experience of working with pupils with a wide range of special educational needs (SEN) and planning appropriate support programmes.</p> <p>Experience of work with a range of other professionals in planning for individual children.</p> <p>Experience of carrying out relevant behavioural, educational and psychological assessment.</p> <p>Experience of delivering training to parents and professionals.</p> <p>Experience of working with children under the age of 4.</p>	Experience of being an educational practitioner.

<p>Knowledge:</p>	<p>Knowledge and understanding of recent and relevant legislation relating to children and young people, including related regulations and guidance.</p> <p>Sound knowledge of applied psychology as relevant to working with children and young people.</p> <p>Wide knowledge and understanding of all common syndromes, conditions and disorders affecting children and young people.</p>	<p>Knowledge of how relevant legislation is applied in Gibraltar.</p> <p>Knowledge of the local education system.</p>
<p>Key Skills and behaviours:</p>	<p>High ethical standards, both personally and professionally, demonstrating integrity, reliability and trustworthiness.</p> <p>Sensitivity to the needs of children, young people and their families.</p> <p>Ability to be a dynamic and reflective practitioner, able to critically evaluate their professional approach.</p> <p>Ability to gather and evaluate complex information from a variety of sources.</p> <p>Ability to engage, communicate and work in partnership effectively, with children and young people, carers and stakeholders.</p> <p>Ability to form effective working relationships with adults, other agencies and key personnel.</p> <p>Ability to apply a wide variety of assessment techniques with children and young people of all ages 0-25.</p> <p>Ability to plan, prioritise and manage complex workload effectively.</p> <p>Ability to work both independently and as part of a team, contributing effectively to the aims of the Service.</p>	

<p>Key Skills and Behaviour cont'd:</p>	<p>Excellent standard of spoken and written English.</p> <p>Ability to deliver training to a variety of audiences.</p> <p>Ability to demonstrate competence in core IT skills.</p> <p>Commitment to personal development and child focused outcomes.</p> <p>Evidence of strong psychological research skills and ability to conduct systemic analysis of educational and psychological practice.</p>	
<p>Other Requirements:</p>	<p>Willingness to work throughout the school system in any appropriate setting.</p> <p>Willingness to engage and provide advice to parents, carers, other professionals and stakeholders.</p> <p>Willingness to chair panels and committees.</p> <p>Willingness to undertake essential administrative duties pertaining to the job.</p> <p>Willingness to maintain excellent standards of professional practice and be highly committed to continuing professional development.</p>	