**BRIGHTON & HOVE CITY COUNCIL**

**PERSON SPECIFICATION**

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| **Job Title:**  |

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| Principal Educational Psychologist/Head of Brighton and Hove Inclusion Support Service  |

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| **Reports to:**  | Assistant Director for Health, SEN and Disability |
| **Department:** | Health, SEN and Disability |
| **Section:**  | Family, Children and Learning  |
| **Date Updated** | September 2020 |

**Essential Criteria**

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| **Job Related Education, Qualifications and Knowledge** |

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|  * Psychology at degree level and Educational Psychology Professional Qualification at Master or Doctorate level.
* Registration as an Educational Psychologist with the Health and Care Professions Council
* Demonstrable knowledge of appropriate legal and policy frameworks and case law as applied to SEND legislation.
* Specialist knowledge in evidence based psychological practice.
* A developed understanding of educational organisation in a variety of settings, including schools, colleges and off-site provision.
* Proven knowledge and understanding of how to apply principles and practice of quality assurance systems.
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| **Experience** |

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|  * Experience of strategic development and change within a local authority setting
* Significant experience of budgetary management and financial planning.
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| **Skills and Abilities** |

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| * An experienced leader with excellent interpersonal, negotiating and influencing skills.
* Ability to think and plan strategically taking into account factors across the service ensuring targets are met and outcomes are delivered.
* Ability to manage stressful and complex situations within the boundaries of Local Authority policy and statutory expectations.
* Significant proven experience at managing complex change including securing buy-in from internal and external stakeholders.
* Ability to work effectively with internal and external and partnership settings, to communicate with and persuade a wide range of stakeholders.
* Ability to manage the performance of whole teams and hold managers to account for the performance of their teams.
* Effective analysis, reflection and judgement skills
* Ability to identify areas of Educational Psychology / Learning Support Service functioning in need of development and to plan, implement and evaluate initiatives to address these.
* Able to demonstrate and articulate an ambitious vision for the Educational Psychology and Learning Support Service, which has a clear focus on improving outcomes of children and young people with SEND and SEMH at its core
* High professional and personal standards.
* Promotes and models innovative practice.
* Emotionally intelligent.
* Reflective Practitioner
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| **Equalities** | * To be able to demonstrate a commitment to the principles of Equalities and to be able to carry out duties in accordance with the Council’s Equalities & Inclusion Policy as well as ensuring this is embedded within service delivery.

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| **Other requirements** | * Ability to work flexibly and at times at various times of the day including evenings and weekends.
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