

Barnet Education and Learning Services



Senior Educational Psychologist

Barnet Education & Learning Service (BELS)

Closing date: Monday 27th January 2025, 5pm

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Welcome to Barnet Education & Learning Service (BELS)

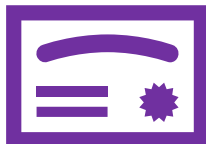
About Us

<https://www.bels.org.uk/>

Barnet Education & Learning Service (BELS) is a local authority controlled company which is responsible for providing the Barnet Council's Education & Learning service to Barnet schools.

BELS's Board of Directors is represented by Barnet Primary Headteachers' Forum, Barnet Secondary Headteachers' Forum, and Barent Parent-Carer Forum enabling a truly collaborative approach to decision-making and delivery which brings the best outcomes for Barnet's schools, educational settings, colleges, students, and young people.

Along with statutory services, BELS provides a range of traded services to schools and settings, equipping them with the latest tools, training, and programmes to improve school standards and outcomes.



95% of Barent schools are good or outstanding and Barnet is now in the top 10% for almost all measures of achievement in schools and the top 5% for many of the measures.

We are proud to play a part in creating resilient communities where pupils are high achieving and engaged by providing schools and settings with everything they need to help pupils reach their goal. We have highly experienced teams who stay abreast of new developments and best practices to empower teachers and governors in a changing world.



19th December 2024

Contact Officer: Amanda Ryzman
Department: Education & Skills Services
Telephone: 020 8359 7660

Dear Applicant,

Post: Senior Educational Psychologist

Thank you for the interest you have shown in the above opportunity.

This Information Job Pack gives a full explanation of the role and working for Barnet Education and Learning Service (BELS). We are excited to learn what you can bring to BELS and Barnet's schools and settings. If you are passionate about delivering a high level of service, working in a dynamic and supportive team and making a difference then I encourage you to apply for the post.

To apply for the Senior Educational Psychologist post, please visit: [Recruitment | Barnet Education & Learning Service | London \(bels.org.uk\)](https://www.bels.org.uk)

If you need assistance, please email the BELS HR Team at: hr.barnetbels@barnet.gov.uk quoting job title.

The closing date for applications is Monday 27th January 2025 at 5:00pm.
Interview dates: to be confirmed.

If you would like to discuss this position on an informal basis, please contact me at: amanda.ryzman@barnet.gov.uk on 0208 359 7660.

If you would like to talk to one of our EPs, please email: janchai.king@barnet.gov.uk.

I look forward to receiving an application from you.

Yours faithfully

Amanda Ryzman
Principal Educational Psychologist (Joint)
Barnet Education and Learning Service

2 Bristol Avenue, Colindale, NW9 4EW
Email: amanda.ryzman@barnet.gov.uk
Tel: 020 8359 7660

Barnet Educational Psychology Team

Senior Educational Psychologist

Soulbury Salary Scale B SCP 10 - 14 + 3 SPAs (£66,425 - £71,621)

Previously awarded SPA points will be honoured

Outer London Allowance (£2,372)

Essential Car User Allowance (£963)

£3000 welcome payment for new members that join our team

Permanent full-time posts (part-time can negotiated at or above 0.6 FTE)

Flexible and hybrid working arrangements

Due to increased traded requests, we have exciting opportunities for a **Senior Educational Psychologist** to join our dynamic, friendly and supportive team that is dedicated to providing a high-quality service to children and young people.

We operate within the framework of a consultation model with an emphasis on solution-focused, person-centred and trauma informed thinking. We have a history of multiagency working, and you will have a range of diverse opportunities to develop specialist areas of interest or work within existing projects as well as join strategic leading-edge groups. Currently commissioned projects include Virtual School; REACH; Youth Justice Service; WISE (Critical Incident Postvention) Training; Nurture Groups; EBSA; ELSA; & VIG.

Successful candidates will be joining a creative and highly skilled team that is well-regarded and valued by schools and services across Barnet. You will benefit from a supportive leadership team committed to promoting the wellbeing of staff and work-life balance, ongoing training and development and practising in ways that are equitable, anti-racist and culturally responsive. We have strong links with the Doctoral training courses and are committed to supporting Trainee Educational Psychologists on placement.

We would love to hear from candidates who enjoy the challenge of applying psychology creatively in a range of settings and are committed to improving the educational and wellbeing outcomes for the children and young people in Barnet. Applicants must be professionally qualified and registered with the HCPC (or eligible for registration).

To apply for this post, please visit: [Recruitment | Barnet Education & Learning Service | London \(bels.org.uk\)](https://www.bels.org.uk)

We also have immediate availability for locum and agency staff.

For an informal discussion about the post, please contact: **Amanda Ryzman, Principal Educational Psychologist (Joint)** at amanda.ryzman@barnet.gov.uk or **020 8359 7660**

If you would like to talk to one of our EPs about being an EP in Barnet, please contact: **Dr Janchai King, Senior Educational Psychologist** at: janchai.king@barnet.gov.uk

If you need assistance, please email the HR Team at: hr.barnetbels@barnet.gov.uk

For more information about our team, you can view our local offer page here: [Barnet Local Offer :: Home / Info and Advice / How to get help / How specialist education services can help / Educational psychology / EP: Professionals Page \(thisisfocus.co.uk\)](https://www.barnet.gov.uk/offer-page)

Closing date for applications: Monday 27th January 2025, 5pm

Interviews: *To be confirmed*

Barnet Education and Learning Service are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. An enhanced DBS (Disclosure and Barring Service) with barred list check is required for all successful applicants. In addition, if this post is likely to come under the requirements of the Childcare (Disqualification) 2009 Regulations, the successful applicant will be required to declare.

Barnet Educational Psychology Team are committed to practicing in ways that are equitable, anti-racist and culturally responsive and we welcome candidates who share this commitment. We have developed an equity and anti-racism policy which outlines our values and actions in this area including ongoing EP team CPD and offering support to our school community. Recruitment of a diverse workforce that is representative of the community we serve is part of our ongoing commitment and is embedded in this policy and therefore, we welcome applicants who are underrepresented in our profession.

Senior Educational Psychologist Job Description and Person Specification



SECTION A: Specific Role Profile

Post Title	Senior Educational Psychologist
Directorate	Education and Learning
Division	Barnet Education and Learning Service
Band and Salary	Soulbury B, 10 – 14 (+ 3 SPA Points)
Location	Colindale Offices
DBS Check	Enhanced check for regulated activity for working with Children and Adults
Reports to	Principal Educational Psychologist

Context and Purpose of Role

Senior Educational Psychologists to offer strategic leadership and professional supervision to the Educational Psychology team in order to secure positive outcomes for vulnerable children and young people through a range of statutory, and traded activities in educational settings and beyond.

Role Responsibilities

- Play a pro-active role in providing a highly professional service for children and young people, parents/carers and professional colleagues in Barnet.
- Contribute to the processes of team and service development, planning and policy making and review.
- Support with coordination and supervision of educational psychologists.
- Provide psychological supervision to a team of psychologists and other professionals.
- Provide line management to Educational Psychologists, report moderation and appraisal.

- Ensure the work of educational psychologists within the team is of the highest quality and meets standards set out by the Health and Care Professions Council, relevant statutory duties and any BELS quality assurance frameworks.
- With PEP, lead the evaluation of the EPT and contribute to the evaluation of impact, efficiency and effectiveness of service delivery, to inform planning and action.
- Deploy educational psychologists to activities and roles to address local needs and strategic priorities in a timely manner.
- Coordinate induction for educational psychologists and trainee educational psychologists who are new to the team.
- Ensure that educational psychologists in Barnet engage in effective continuing professional development which improves their practice and has a demonstrable impact on outcomes for clients.
- Deputise for the Principal EP in appropriate circumstances.
- Contribute to development work focusing on increasing the consistency of inclusive practice across mainstream and special educational settings in Barnet for learners with SEND, particularly in regard to the graduated response.
- Be pro-active in ensuring co-production includes the voice of the child and from the age of 16, ensuring that the views of the child take precedence in decisions about them and the support they receive, their aspirations and wishes. This also includes their role in assessments and identifying interventions.
- Continue to grow the traded work of the service through service level agreements in schools and educational settings and through bespoke arrangements with commissioners.
- Complete all HR and admin tasks relating to educational psychologists managed such as monitoring annual leave and sickness absence.
- Deliver educational psychology support to schools and other educational settings as required, particularly where casework is complex.
- Ensure availability and suitability of resources such as assessment materials used by educational psychologists.
- Coordinate an approach from educational psychologists to critical incidents in educational settings in Barnet.
- Ensure that the work, skills and understanding of educational psychologists influence strategic developments and operational delivery in Barnet in relation to vulnerable learners for example mental health in schools, looked after children and exclusions.
- Work closely with the SEND casework team to ensure that the experience of the statutory Education Health and Care needs assessment process continues to improve through involvement in decision making, continued review of the advice given by educational psychologists.
- Undertake other duties consistent with the achievement of high professional standards including project work consistent with applied psychology.
- Provide a high-quality educational psychology service to children and families in early years settings and schools.
- Undertake such duties appropriate to the post as may be required by the Principal Educational Psychologist.

Principal Accountabilities

- Promote equality of opportunity and diversity for all educational psychologists
- Maintain personal and professional development to meet the changing demands of the job, participate in appropriate training/development activities and encourage and support staff in their development and training.
- Undertake such other duties, training and/or hours of work as may be reasonably required by the Principal Educational Psychologist, and which are consistent with the general level of responsibility of this job.
- Discharge the health and safety duties commensurate with the post.
- Ensure policies and procedures with regard to the safeguarding of children, young people and vulnerable adults are followed at all times.
- This post is exempt from the Rehabilitation of Offenders Act and / previously met the definition of Regulated Activity (as defined by the Safeguarding Vulnerable Groups Act 2006) and is therefore subject to an enhanced Criminal Records Check (Via the Disclosure Barring Service, DBS) (as defined by the Police Act).
- Working with some vulnerable children, young people and adults can, at times, be emotionally challenging for which appropriate support will be provided through management supervision. The post holder must be able to deal with such mental demands.

Promotion of Corporate Values

- Promote equality of opportunity and diversity for all educational psychologists
- Maintain personal and professional development to meet the changing demands of the job, participate in appropriate training/development activities and encourage and support staff in their development and training.
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Promotion of Corporate Values

- Ensure standards of customer care are met in accordance with BELS Statement of Values. To be aware of the Corporate Plan and how it affects the Team.

- Ensure that a high level of confidentiality is maintained in all aspects of work.

Flexibility

- To deliver services effectively, a degree of flexibility, as needed, and the post holder may be required to perform work not specifically referred to above. Such duties, however, will fall within the scope of the post, at the appropriate grade.

Commitment to Equality

- To deliver BELS commitment to equality of opportunity both in the provision of services and as an employer. All staff are expected to promote equality in the workplace and in the services the council delivers.
- There is an expectation that applicants should have read and understood Barnet Educational Psychology Team's Diversity Inclusion and Anti-Racism policy.
- The successful candidate will make a commitment to promoting the values, behaviours and practices described within this policy.

Contacts

- In all contacts the post holder will be required to present a good image of the Directorate and the Council as well as maintaining constructive relationships.

Additional Information

- The Council reserves the right to alter the content of this job description, after consultation to reflect changes to the job or services provided, without altering the general character or level of responsibility
- Reasonable adjustments will be considered as required by the Equality Act.

Section B: Person Specification

	Essential Criteria	Desirable Criteria	Measured By
Education & Qualifications	Honours degree in Psychology (or equivalent) recognised by the British Psychological Society.	Chartered Psychologist	Application Form Certificates
	Recognised Postgraduate Training and Qualification in Educational Psychology.		Application Form Certificates
	Demonstrable commitment to continuing professional development.		Application Form Interview Certificates
	Registered as an 'Practitioner Psychologist' with the Health & Care Professions Council.		Application Form Certificates

Experience & Knowledge	Knowledge of relevant legislation, regulations and guidance effecting schools and Local Authorities.		Interview
	Knowledge and understanding of key issues facing Educational Psychology and Education.		Interview Presentation
	Experience of leading a strategic activity or task and finish group.		Application form Interview
	Experience of supervising psychologists and/or other professionals.	Experience of managing, leading, motivating, supporting, and developing a team of professionals.	Application form Interview
	Knowledge and experience of developing and implementing psychological interventions at individual and wider systems level.		Interview Presentation

	Significant demonstrable experience of working effectively with children and young people who have additional or very complex needs.		Interview
	Understanding and experience of evidence-based practice.		Interview
	Knowledge of the methods of understanding and assessing the needs of schools and other providers.		Interview
	Ability to contribute to the implementation and evaluation of Quality Assurance Systems.		Interview

Skills & Abilities	Effective communication skills including the ability to communicate complex (and sensitive) information both verbally and in writing in a range of contexts and to non-professionals.	Evidence of providing successful training and dissemination of information.	Application Form Interview Presentation
	Effective planning, organisation and time management skills and able to meet deadlines.		Interview
	Ability to engender public and professional confidence.		Interview Presentation
	Highly effective analytical skills, including psychological formulation skills.		Interview
	Ability to work collaboratively in multi-agency teams and independently.		Interview
	Effective ICT skills including the following Microsoft Office Packages; Excel, Word and Outlook (or equivalent).		Interview
	Developed interpersonal skills and awareness in working with clients, other professionals, and colleagues.		Interview Presentation

	Ability to demonstrate a commitment to anti-discriminatory and anti-oppressive practice in a professional context.		Interview
Core Behaviours	Excellence - With enthusiasm, you work to deliver a high-quality service to meet customer, organisational and personal expectations. You adopt a 'can do' attitude in all the work you deliver, ensuring it meets the needs of current and potential customers.		Interview
	Simplicity - You actively seek ways to prevent over-complication or confusion, by adopting the most simplified approach to work. You communicate clearly and concisely, ensuring that the message is understood by all.		Interview
	Trust and Respect - You are aware of your impact on others including confidentiality. You value openness and listen carefully to understand the views of others. You promote the values of diversity and actively work to minimise any harm caused to others to foster an environment of mutual trust and respect.		Interview
	Working Together - You work with others to reach a common goal; sharing information, supporting colleagues and searching out expertise and solutions from relevant partners and/or the communities we serve.		Interview
	Responsibility - You take ownership for your work, and you use your initiative to deliver. You are accountable for your own performance and development, and you take responsibility for your actions and decisions.		Interview
	Leadership - Your leadership is demonstrated by delivering outcomes and inspiring your team and individuals to improve and develop within an environment that enables individuals to achieve their potential.		Interview
Other Requirements		To have a current driving license and regular use of a vehicle.	Interview

Compiled/Reviewed by	Marina Costa
Date	13.12.24

Key Details

Reporting to: Principal EP

Contract: Full-time, Permanent (part-time can negotiated at or above 0.6 FTE)

Salary: **Soulbury B, 10 - 14 + 3 SPA Points**

Location: Colindale

Annual Leave

Your annual leave is based on the grade and years of continuous service. Upon their start, employees will be entitled to **27** days plus 7 Bank Holidays per annum – pro-rated for part timers and this would increase with service up to **30** days.

Service Development Days

Service development days are protected and form part of the Educational Psychology Team time allocation model. They are opportunities to work collaboratively as a team to design and develop innovative projects, continuing professional development and promoting team wellbeing.

Welcome Pay

Upon joining BELS, EPs receive a welcome payment of £3,000.

Allowances

BELS offers Essential Car Allowance £963 and Outer London Allowance £2,372.

Flexible and Hybrid Working

This is a full-time/part-time post. Commitment to flexible and hybrid working.

Voluntary Pension Scheme – Non-Teachers

Staff joining BELS can choose to contribute to a Pension Scheme and will become members of AVIVA – the Pension provider for BELS. Staff can contribute either 4.5% or 7% of their salary into the Scheme and BELS will match this. BELS is a private company of Barnet Council which has its own legal entity and terms and conditions which are different from Barnet's.

Please note:

BELS, as a Local Authority Controlled Company, is deemed by the Council to be an associate employer of Barnet Council and is therefore covered under the Modification Order. This means that any continuous service you currently have (within another local government service, or a school or any organisation signed up to the Modification Order) will be transferred with you into BELS.

It is a standard practice that prospective employees are offered the starting point of the pay scale and expect that staff would progress through the spine points on an annual basis. However, if there is a strong case to pay above the minimum of the scale, the Senior Management Team would consider the case.

Application Process

Closing date for applications: Monday 27th January 2025 at 5:00pm

Interview date: to be confirmed

Completing Application Forms

To apply for this post, you must complete an online **application form** available within the job posting under [Recruitment | Barnet Education & Learning Service | London \(bels.org.uk\)](https://www.bels.org.uk).

Particular attention should be given to the Supporting Information section within the application form.

Shortlisting is based on the candidate's ability to meet the selection criteria within the person specification. Therefore, it is essential that you outline clear examples and evidence of how you meet the requirements of the person specification.

Examples and evidence should also relate back to the duties/accountabilities contained in the job description.

Reply Details

Your application form must reach us by closing date. Applications received after this date will not be considered.

To apply for this post, please visit: [Recruitment | Barnet Education & Learning Service | London \(bels.org.uk\)](https://www.bels.org.uk)

If you need assistance, please email the BELS HR Team at: hr.barnetbels@barnet.gov.uk quoting job title.

It is important that you complete ALL sections of the application form.

Next Steps

If you are selected for interview, we will contact you by email and/or text message.