

Barnet Education and Learning Services



Educational Psychologist

Barnet Education & Learning Service (BELS)

Closing date: Monday, 8th May 2024 at 5:00pm

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Welcome to Barnet Education & Learning Service (BELS)

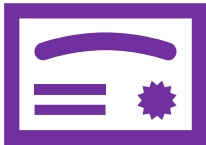
About Us

<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.

BELS Values



15th April 2024

Contact Officer: Marina Costa
Department: Education & Skills Services
Telephone: 020 8359 7661/07786 855 680

Dear Applicant,

Post: Main-Grade 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.

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

The closing date for applications is Wednesday 8th May 2024 at 5:00pm. Interview dates to be confirmed.

If you would like to discuss this position on an informal basis, please contact me at: marina.costa@barnet.gov.uk or 0208 359 7761 or 07786855680. Or 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

Marina Costa
Principal Educational Psychologist (Joint)
Barnet Education and Learning Service

2 Bristol Avenue, Colindale, NW9 4EW
Email: marina.costa@barnet.gov.uk
Tel: 020 8359 7661/07786 855 680



Barnet Educational Psychology Team
Educational Psychologists

Soulbury Salary Scale A SCP 5 – 10 + 3 SPAs (£50,627 - £63,836)

Previously awarded SPA points will be honoured

Outer London Allowance (£2,372)

Essential Car User Allowance (£963)

£3000 welcome payment for new EPs that join our team

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

Flexible hybrid working arrangements

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

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 senior 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.

Our team operates 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.

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.

We welcome applications from both experienced Educational Psychologists and Trainee Educational Psychologists expecting to qualify in September 2024 and September 2025.

Applicants must be professionally qualified and registered with the HCPC (or eligible for registration).

We also have immediate availability for locum and agency staff - please contact Amanda Ryzman at: amanda.ryzman@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 \(thisisfocus.co.uk\)](#)

For an informal discussion about the post, please contact:

Marina Costa

Principal Educational Psychologist (Joint)

020 8359 7661, 07786 855 680

marina.costa@barnet.gov.uk

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

Closing date for applications: Wednesday 8th May 2024 at 5:00pm

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.

Job Description and Person Specification



SECTION A: Specific Role Profile

Post Title	Educational Psychologist
Directorate	Education and Learning
Division	Barnet Education and Learning Service
Band and Salary	Soulbury A, 5 – 10 + 3 SPA Points (£50,627 - £63,836)
Location	Colindale Offices
DBS Check	Enhanced check for regulated activity for working with Children and Adults
Reports to	Senior Educational Psychologists

Context and Purpose of Role

Educational Psychologists to provide:

- a high-quality psychology service in agreed areas of applied psychology to schools and settings.
- support to schools, families, individual children and young people to ensure high standards of attainment within inclusive settings.
- assessment and advice for families and early years settings and support the needs of pre-school children and their successful transition to school.

Principal Accountabilities

- To ensure that individual work plans are consistent with the Educational Psychology Team programme of activities, the team plan, the Education and Skills Business Plan and the Children and Young People's Plan and are completed to a high standard.
- To work in collaboration with colleagues in the Children's Service to ensure coherent and consistent advice is provided and there is efficient provision of professional support to schools.
- To work in partnership with the Learning Network Inspectors to promote school improvement, inclusive education and raising attainment.
- To provide schools and settings with advice and strategies based on leading-edge applied psychology to enable inclusive practice to develop and standards to rise.

- To develop individual expertise in key areas of applied psychology to enhance the skills of the Educational Psychology Team and develop a menu of options for use by schools.
- To undertake other duties consistent with the achievement of high professional standards including project work.
- To assist in the promotion of the Barnet Educational Psychology Team as a dynamic service that publishes and presents at conferences and other learning events.
- To work effectively with a wide range of agencies in order to promote positive outcomes for children and young people and their families.
- To provide written psychological advice within required statutory timeframes.
- To provide training and other professional development opportunities for schools and settings.
- To comply with all policies and guidelines in the Educational Psychology Handbook and the Children's Service including all Child Protection and Data Protection guidelines.

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.		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.	Eligibility for Chartered Educational Psychologist status (after one year of successful employment as an EP).	Application Form Certificates

Experience & Knowledge	At least 2 years qualified experience with children.		Application Form
	Experience in the use and interpretation of a wide range of psychological assessment techniques and interventions.		Application form Interview
	Knowledge of relevant legislation, regulations and guidance effecting schools and Local Authorities.		Application form Interview

	Understanding and knowledge of current psychological research and evidence-based interventions.		Application form Interview
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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
	Excellent personal management, effective planning, organisation and time management skills and ability to meet timescales and deadlines.		Application Form Interview
	Ability to work effectively within teams, including multidisciplinary and multiagency teams.		Application Form Interview
	Professional networking skills with colleagues and organisations.		Application Form Interview
	Ability to present reports, advise and contribute positively in meetings.		Interview Written task
	Solve problems, take initiative and make decisions.		Interview
	Developed interpersonal skills and awareness in working with clients, other professionals, and colleagues.		Interview
	Effective administrative, record keeping and ICT skills.		Application Form Interview
		Speak a relevant community language or use sign language.	Application Form

	Demonstrate a commitment to anti-discriminatory and anti-oppressive practice in a professional context.		Interview Written task
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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

Other Requirements		To have a current driving license and regular use of a vehicle.	Interview
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Compiled/Reviewed by	Marina Costa		
Date	08.12.23		

Key Details

Reporting to: Senior EP

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

Salary: Soulbury A, 5 – 10 + 3 SPA Points (£50,627- £63,836)

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 26 days plus 8 Bank holidays per annum – pro-rated for part timers and this would increase with service up to 29 days. Doctoral training year 2 and 3 will be counted as continuous service.

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 post but part-time can negotiated at or above 0.6 FTE. Commitment to flexible and hybrid working.

Voluntary Pension Scheme

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:

As BELS is not a Local Authority, the company does not come under the Modification Order and therefore does not recognise continuous service of employment from other Local Authorities/schools. Your continuous service will start on the date you join the organisation.

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: Wednesday 8th May 2024 at 5:00pm

Interviews will be held on: to be confirmed

Completing Application Forms

To apply for this post, please complete an online **application form** available within the job posting.

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.

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

Further Information

Should you have any queries relating to any aspect of this appointment process, or require additional information, then call the Recruitment Team, direct line (020) 7527 3439.

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.