



**Thinking about becoming an
Educational Psychologist in
Durham?**

Introduction from Dr Janet Crawford, Strategic Manager, Specialist Inclusion Support and Principal Educational Psychologist

I would like to take this opportunity to introduce myself and thank you for enquiring about working as an Educational Psychologist in County Durham. In this document we have put together some information to give you a sense of what is important to us as a Service, how we practice, the support we offer each other and the frameworks we use to reflect on the quality of the work we undertake. Job satisfaction and career development is important to us and hopefully as you read through these materials you will get some sense of how you can make a difference to the lives of children and young people in County Durham, in whatever role you have.

You may not know County Durham very well – it is a large County in the North East of England. It includes beautiful countryside and coast, Durham City with its world class University and UNESCO World Heritage status, and historic market towns and small villages. Durham is proud of its mining heritage whilst embracing new opportunities for regeneration. Within this context the EP service supports children and young people from a diverse set of backgrounds in equally diverse school contexts.

Please contact us if you would like to discuss working in our service with myself or one of the team who work in one of the job roles you are interested in.

Dr Janet Crawford



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Durham Educational Psychology Service has at its centre a commitment to the inclusion of children and young people as they progress through their learning and development. As a service we promote inclusion through all of our activities encouraging children and young people to be:

- Present
- Participate
- Achieve
- Belong
- Independent

Within the team staff are encouraged to develop their practice and use a range of approaches and techniques in the areas of:

- Consultation
- Assessment
- Intervention
- Training and development
- Strategic and partnership development
- Research

The Educational Psychology and Specialist Inclusion Service comprises a number of Psychology led teams all working with a common goal offering high quality support to children and young people, their families and to schools and settings, and helping to shape and influence the strategies of the Local Authority. Working within County Durham EPS you will work as an educational psychologist but also be part of a dynamic service which encourages collaborative working practices. Our teams include:

- Educational Psychology teams
- Portage
- Sensory Support (Hearing Impairment and Visual Impairment)
- Emotional Wellbeing and Effective learning (including EWEL, Intervention, Crisis Response and Durham Schools Counselling)
- Cognition and Learning, including the Movement and Sensory Needs team.
- Autism and Social Communication, including the Speech and Language Support Programme.

How will I be supported?

You will join a warm and welcoming locality EP team, as part of a broader EP Service who are passionate about their work with young people and supportive of each other.

From the outset you will have an excellent induction support from a manager, and from colleagues across the teams. You will have regular supervision including reflective case supervision, and to support you to develop your practice at whatever point you are in your career.

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Within the service you will also be involved in regular team meetings, service days and have access to informal and formal peers support and supervision with peers within Educational Psychology, and also working with colleagues from other parts of the service.

There are a range of services from other parts of the Council and from other organisations who can provide support for young people and families with other areas of their lives and you will be supported to work holistically and collaboratively with these other agencies.

What do our Educational Psychologists say about working in Durham?

These are some of comments our Educational Psychology Team made when asked why they loved the job.

There is a wealth of experience across all SEND teams and everyone is happy to link together to share practice

I enjoy the variety of the work that I do

You get to hear directly from children and families about their biggest fears and upsets and you can be part of making changes for the better

excellent CPD opportunities
collaborative working

Rewarding & challenging,
different every day,
supportive team

The team is full of great people who are supportive and kind to each other

Having a truly supportive line manager and a lovely team of colleagues

The work is a privilege

Supportive supervision

A very supportive team, with great opportunities for development and career progression.

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Key Achievements for Durham Educational Psychology Service and Specialist SEND Support Teams 2019-2020

- All staff have a good balance of statutory and non-statutory work with children and young people in schools and settings. There are regular opportunities for project and development work within the service in key priority areas and also to develop areas of interest and practice.
- 94% of parents/carers report that involvement was 'helpful' or 'very helpful'
- 90% of schools have stated that they are satisfied or very satisfied with the service
- Schools report a positive impact on inclusion relating to:
 - Support and advice for parents
 - Supporting staff confidence to understand and meet needs
 - Greater understanding of the whole child
 - Providing practical advice and support to SENCOs
 - Being accessible and responsive to school concerns
 - Mediating with parents
 - General classroom and learning support
 - Psychological advice was noted as being of a consistently high quality during the Ofsted SEND revisit in January 2020
- Finalists for an LCG Award in 2020 for Durham Resilience Project working in Partnership with Public Health

What do Schools in Durham say about the Educational Psychology Service?

"You have allowed us to have a better understanding of the children, seek further help, carry out suggested strategies and be able to support children and their parents better. It has helped to plan to support their additional needs."

"The advice has not only been useful for the children assessed but also in the case of a class with very high needs it has provided a calmer learning environment for the other children too."

"This has been a really positive year for creating the partnership between EPS and other SEND and Inclusion Services e.g. EWEL. I am looking forward to working together next year and further developing those partnerships."

"EPS input makes a significant difference. As a result of it we have:

- *A more 'joined up' approach with children and families.*
- *Staff who are more confident when working with children with SEN.*
- *Happier Parents as a result of them feeling their children's needs are understood and met effectively.*

"Good advice means that Staff at all levels feel confident that we are doing our very best for SEN children."

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What do Parents/Carers in Durham say about the Educational Psychology Service?

These comments were given by Children and parent working with Durham Psychology service in an anonymous survey completed in September 2020.

They were always there for me and helped me when needed.

They provided the actual support we needed as a family rather than just putting it down on

My daughter has come on leaps and bounds since they have been involved

They did an amazing job and I cannot fault the contact we have

Very knowledgeable and supportive. I feel listened to

My son has built a good relationship with XXX and look forwards to every week. He is a familiar friendly person he can talk confidentially to.

They were consistent and helpful



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Why join our Educational Psychology Service?

County Durham is a great place to work with young people.

You will benefit from:

- Competitive salary (starting salary dependent on experience)
- Contributory career average salary pension scheme
- Car salary sacrifice scheme
- Interest-free travel loans
- Discounted gym membership

A supportive team and management structure

- A supportive working environment with regular and planned opportunities for management and peer contact
- Clarity of expectation but with scope to work with independence and initiative
- Work planning meetings with EPs from across the service to shape and develop the practice of the service

Support for your work with young people

- A management environment that includes regular supervision, including reflective case supervision, and to support you with the most important decisions
- Dedicated business admin support

Career progression

- As the 7th largest local authority in England, and the largest in the North East we offer excellent opportunities for career progression

Professional development

- A clear professional development offer
 - A clear commitment to for continuous professional development (CPD)

Celebrating your work

- We make sure you get positive feedback about the things you do well

Holiday

- 26 days holiday per year, increasing to 31 after five years continuous Local Government service
- Option to purchase up to 10 additional days annual leave per year through our salary sacrifice scheme

Flexible working

- Laptop/tablet and mobile phone to help you work wherever you can access wifi
- Tools to support you to work effectively at a distance (including Microsoft Teams for meetings)
- Freedom to arrange your working day and a 'Time off in lieu policy' enabling you to achieve the right work life balance
- Opportunities for part time/job share working and for flexible retirement

Family life

- Maternity, paternity, adoption and parental leave
- Dependent leave for carers

Support when you need it through the 'employee assist' scheme

- Physiotherapy
- Confidential telephone counselling
- Occupational Health service
- Opportunity to join a trade union

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Career Progression

The different Educational Psychology positions within the service and an overview of the roles are detailed below. When working in the service you will be supported by your management team to learn and develop your skills and knowledge to enable you to progress in your career. For further details please see the full Job description and person specification for these roles.

Main Grade Educational Psychologist

Under the direction of the Principal Educational Psychologist (PEP) you will:

Provide an applied psychology service to a designated number of schools, both in relation to statutory input and traded work in schools at a non-statutory level
Provide high quality Psychological Advice as part of the Statutory Assessment and Review procedures
Provide written and verbal feedback, as appropriate, to parents, other referrers and relevant professionals regarding traded non-statutory work
Adopt a flexible solution focused approach to the development and delivery of psychology within the changing environment of local authority service
Take an active part in training programmes developed by the service for teachers and others involved in the education and care of children
Work in collaboration with parents and other colleagues
Provide a range of relevant interventions and strategies to help young people, their families and schools
Participate in initiatives agreed by the PEP to develop the service for schools and local authority policy and practice
Carry out high quality record keeping
Support practice development



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Specialist EP - In addition to the duties for a Main Grade Educational Psychologist

Under the direction of the Principal Educational Psychologist (PEP) you will:

Manage and co-ordinate an identified area of specialist service delivery, as determined by the PEP within the specification for the service.
Establish additional areas of skills and expertise relevant to the changing service context as appropriate, for example emotional wellbeing, resilience and mental health
Take responsibility for at least one additional area of work, e.g. strategic input in a defined area, management role or income generation/budget management
Support the Principal Educational Psychologist in the performance of his/her duties and undertake specified duties for him/her as and when required
Support the LA's statutory duties and responsibilities for assessing and reviewing children with special educational needs and ensure that quality standards are promoted.
Participate in the recruitment and selection of staff
Advise the PEP on the needs, demands and issues affecting the service in their areas of operation
Provide professional supervision to identified main grade educational psychologists or other colleagues in the team in relation to their work
Monitor and evaluate service delivery within their areas of operation



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Durham
County Council



Senior EP – In addition to the duties for Main Grade Educational Psychologist

Under the direction of the Principal Educational Psychologist (PEP) you will:

Take day to day line management responsibility for the Educational Psychology Service provided by a group of educational psychologists defined from time to time as well as other groups of professionals
Implement Performance Appraisal and supervision for that group of Educational Psychologists and other professional groups
Provide professional leadership and support to Educational Psychologists and other professional groups
Take responsibility for the Local Authority for the strategic development of an identified area of practice
Take responsibility for the budget and income generation within an area of practice as required
Ensure compliance to standards set by the County Council and the Service
Arrange an equitable distribution of work among team members including themselves and recognising factors such as staff absence
Organise regular team meetings of Educational Psychologists which support the accomplishment of the Service work
Participate in the recruitment and selection of staff.
Organise resources in the local area to support the work of the EPS
Deputise for the PEP as directed from time to time



Ready to Apply?

If you are ready to take your first step towards joining Durham Educational Psychology Service please do not hesitate to contact Janet Crawford, Principal Educational Psychologist on 03000 263320 or janet.crawford@durham.gov.uk

Janet can offer advice and answer any questions or alternatively arrange for you to speak to a member of staff in the role which you are interested in applying.

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