



panoramic ASSOCIATES

Introduces

Panoramic **SEND** Services

National Reach Providing Local Solutions

**Educational Psychologist
Information Pack**



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Introduction

Thank you for your interest in this role. It really is exciting times at Panoramic Associates. We are implementing a national educational psychology service and want you to be on this journey with us. We are committed to supporting children, young people and families across the UK, particularly those experiencing special educational needs and disabilities (SEND). We will support Local Authorities with existing EHC needs assessment pressures. **However, our remit will most certainly not stop there!** We are passionate about providing specialist psychology services into a range of contexts to ensure we:



Offer diversity of practice.



Provide support to a range of individuals and communities.



Maximise your interests.

We are re-thinking the way in which services can be delivered. We will have national reach with a commitment to local solutions. We will also be a needs-led service; meaning, we will target areas where there are pressures or gaps, to ensure we contribute effectively to local communities who need vital services.

Please read the next sections covering our vision, deployment model to ensure you will feel part of a fantastic team, our excellent terms and conditions and job description and person specification. We look forward to hearing from you soon.



Our Vision

Our vision is simple, to provide an outstanding, dynamic and evidence based educational psychology service which strives for **continuous improvement**. We will be committed to **Inclusion**, being **Socially Conscience** and delivering **Impact**, these values will underpin the nature of our practice. Of most importance, children and young people will be at the heart of what we do as a service.

Deployment Model Overview

Becoming a UK wide service means we must re-think the way in which we operate. Moving away from a traditional service model committed to one local area means we must develop something different that ensures team members:



Practice diversity.



Deliver strong outcomes for children and young people.



Connect and engage with each other to develop a team identity, collective purpose, and sense of belonging.

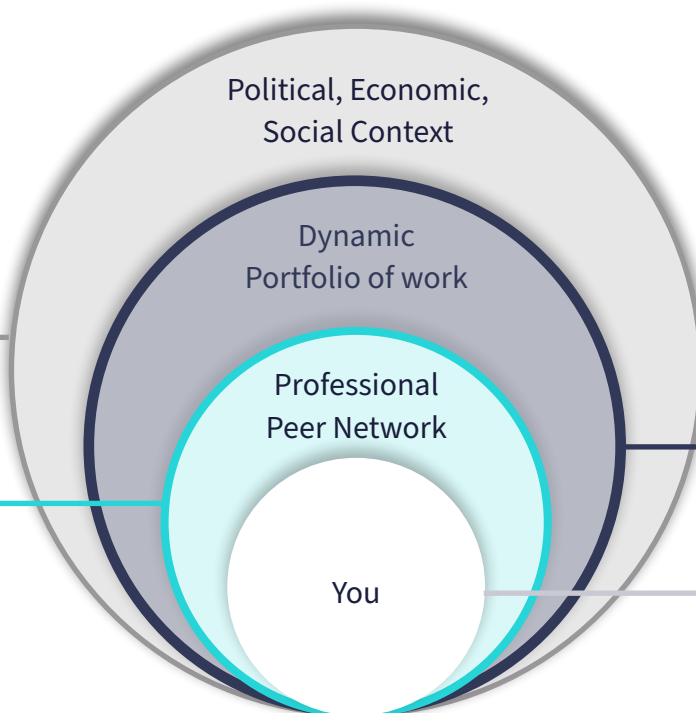


Have access to effective line management, supervision, and CPD.



Deployment Model Overview

Below is a diagram outlining the way in which deployment, practice and team connection interact. If you decide to contact us, we will talk in more detail regarding this key area.



Based on your location we will create a network of peers that will in time become a Regional Hub. Also, as part of your role with Panoramic SEND Services, you will be connected to our nationally based team through meetings, CPD, supervision and future planning.

We are committed to creating a work environment in which you can thrive and apply psychology with intellectual freedom. You will be valued and given the opportunity to further grow as a practitioner.

We will rigorously assess and be 'kept in the know' of national, regional and local issues relating to Education, Health and Care, within the context of SEND. This will ensure that our services remain relevant, needs-led and outcomes focused.

Alongside you, we will work towards creating a dynamic portfolio of work that is tailored to your interests and the needs of the community you serve. This will involve working across the education sector, in health, care, residential provision, youth justice, research and so on.

Within HCPC standards, there will be no limit!



Educational Psychologist Advert

Panoramic Associates are recruiting permanent position educational psychologists.

Why work for Panoramic SEND Services?

- This is an exciting and new approach to delivering educational psychology services.
COME AND JOIN US ON THIS JOURNEY.
- Practice diversity is a key part of our services development. We will continue to support local areas with EHC needs assessment pressures, but we will create a range of other opportunities to apply psychology.

What is important to us when practicing psychology?

- **INCLUSION-** enabling children and young people with SEND to access provision that meets their needs.
- **SOCIALLY CONSCIENCE-** being acutely aware of the barriers that children and young people with SEND can experience. In turn, supporting different systems that can help remove any barriers, to enable children and young people with SEND to thrive.
- **IMPACT-** being performance focused, embracing accountability and helping make positive changes to children and young people's lives.

In what way's will we show our commitment you?

- A highly competitive salary with excellent terms and conditions- up to 65k pa.
- Highly flexible working conditions.
- Company pension scheme.
- Access to a company health cash plan via Medicash
- Access to a CycleScheme and TechScheme.
- Annual Volunteer Day for charity/good causes
- 25 days AL plus bank holidays- totalling 33 days
- Excellent line management and supervision.
- CPD programmes to ensure we continue to practice dynamically, now and into the future.
- As our service grows there will be opportunity for career progression.



Job Description and Person Specification

Job Description

Purpose of the Post

To contribute to the effective delivery of educational psychology services with a nation-wide remit.

To contribute towards the financial sustainability of the service through delivering a range of commissioned work via the application of psychology.

Duties and Responsibilities

To deliver a quality educational psychology service, underpinned by Inclusion, Social Conscience and Impact; to a range of customers through, as appropriate:

- Consultation and advice.
- Multi-disciplinary practices.
- Direct casework including psychological EHC needs assessment and intervention.
- Systemic/strategic and school improvement-based work.
- Research and project programmes.
- Professional development and training.
- Contributions to policy and planning.

To practice in line with HCPC standards, conduct, performance and ethics; and company policy. This includes, but not limited to:

- Promote and protect the interests of service users and carers
- Work within the limits of your knowledge and skills.
- Respect confidentiality.
- Keep records of your work.
- Be honest and trustworthy.
- Recognise the impact of culture, equality and diversity on practice and practise in a non-discriminatory and inclusive manner.



Job Description and Person Specification

Job Description

Duties and Responsibilities

Alongside the Principal Educational Psychologist, co-agree area/s of specialism/s that meet service delivery requirements and personal aspirations.

To ensure that you operate within company GDPR policy.

Ensure that all work is in accordance with any established safe systems of work policies.

To proactively engage in all aspects of CPD to ensure practice remains up to date and HCPC standards are met.

To uphold the highest and most responsible standards of practice relating to the safeguarding of children and young people.



Job Description and Person Specification

Person Specification

Qualifications and Experience

A recognised postgraduate professional qualification in Educational Psychology providing the basis for chartered status with the British Psychological Society.

Statutory registration with the Health Care and Professions Council (HCPC).

Experience of working with children and young people with SEND in educational and/or community contexts.

Experience of working in educational psychology services, delivering KPIs, meeting targets and ensuring good customer satisfaction.

Experience of working in multi-disciplinary contexts.

Experience of developing and navigating strong relationships with schools, other professionals, and families, that enable positive outcomes.

Knowledge

Robust knowledge base of:

- Children and Families Act 2014/SEND Code of Practice.
- Range of applied psychological theories/models/frameworks.
- Safeguarding legislation and application.
- Equality legislation and application.
- The challenges and barriers that CYP with SEND potentially experience.
- Local and national issues within education that impact on the developing of CYP experiencing SEND.
- The ways in which different services/professionals support children experiencing SEND.



Job Description and Person Specification

Person Specification

Skills

The ability to make impact at individual, group and systemic levels through excellent:

- Negotiation and influencing
- Communication
- Teamwork
- Perseverance
- Implementation of ideas
- Use of empathy

Strong report writing skills that are accessible.

Ability to develop training packages.

Proven ability and effective use of IT in delivering services. Experience of software packages such as Office 365, Share-point, OneDrive, social media, apps.

Applying a range of assessment and intervention techniques- via direct and remote modes.

Behaviour

A strong advocate for children and young people experiencing SEND.

Promote equality, diversity and inclusion in all aspects of your work.

Commitment to helping the service grow and realize it's vision.

Work with integrity.



How to Apply

If you are an educational psychologist and feel motivated by what you have read, please make contact with Amy Bath who will guide you through our next steps.



Amy Bath

Delivery Consultant

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0117 284 0532

For an informal discussion about the role please contact:



Ben Powell

Director of SEND Services

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The title 'Educational Psychologist' is protected in law. Therefore, applicants must be registered with the Health and Care Professions Council (HCPC). Also, all educational psychologists will have enhanced DBS checks.

