



Victoria

ACADEMIES TRUST

Education Psychologist

Contract: Part time (flexible),
permanent

Salary: Competitive

Start date: March 2023 or sooner



WELCOME MESSAGE FROM THE CEO

Dear Candidate,

Thank you for your interest in the role of Education Psychologist at Victoria Academies Trust.

I am delighted that you are interested in working with us. Victoria Academies Trust is a primary only trust, based in the West Midlands consisting of a mix of sponsor, converter and free schools. We currently have ten schools open: nine mainstream and one special school. We have an eleventh school; a mainstream free school currently in pre-opening phase.

Victoria Academies Trust was set up in 2014 up with the sole aim 'to make our people the best they can be'. We are passionate about making a difference to the lives of our pupils, families and colleagues. Over the past eight years, we have grown steadily, ensuring that we have the capacity, resources and skills before any growth opportunity is considered.

We have a strong board of trustees who work closely with the trust executive team to focus on our goals of investing in our school communities, growing and valuing our colleagues and preparing our children for the future. This ensures that our schools are on a continual journey to the be best they can be.

We currently educate over 3200 pupils across the primary age range and employ over 500 colleagues across our schools and in our Trust Central Team.

We are a values-led Trust who exist for one reason; to make people the best they can be. Our people are our pupils, our colleagues and our school communities. By recruiting and training the very best people in every role across our Trust, we can make our schools, and in turn, our pupils the very best they can be.

The opportunity:

This is an exciting opportunity for a skilled Educational Psychologist to join Victoria Academies Trust and have a huge impact on some of our most vulnerable pupils. You will join a wider team of professionals that make up our Inclusion Teams in schools and contribute to the well-being and progress of our pupils.

We are looking for a motivated and highly effective Educational Psychologist to promote the educational, emotional and personal development of children and young people through the delivery of an effective educational psychology service in our schools.

The position is part time and permanent, and we are willing to negotiate hours and terms for the right candidate.

Application Deadline: 09.00am 5th December

Please complete the online application form. In addition, we ask that you provide a written statement of no more than two sides of A4 detailing:

- how you feel your experience and qualities meet the person specification
- why you want to work in our Trust, and the challenges and opportunities we face

If you would like further information or would like to have an informal conversation about the role, please contact Kate Tewley, Director of Schools via kate.tewley@victrust.org

I look forward to receiving your application.



Sharron Philpot

CEO

Victoria Academies Trust

#be the best you can be

INTRODUCTION TO
VICTORIA ACADEMIES
TRUST



Our Mission:

"To make people become the best they can be"

Our people are our colleagues, our pupils, our governors and our school communities - we work with and empower our people to be the best they can be.

Our Vision:

"Our people will be brilliant, courageous and kind. Ambition and innovation are at the heart of all that we do as we strive to become the best we can be"

Our *strapline* tells of what we want to achieve: *"Being the best we can be"*.

Our Values:

Our values underpin and drive all that we do. They are built around five key beliefs and are based on the Latin word *FIDES*, the ancient Roman goddess of trust. Our core values, along with how we believe people should behave to achieve them are:

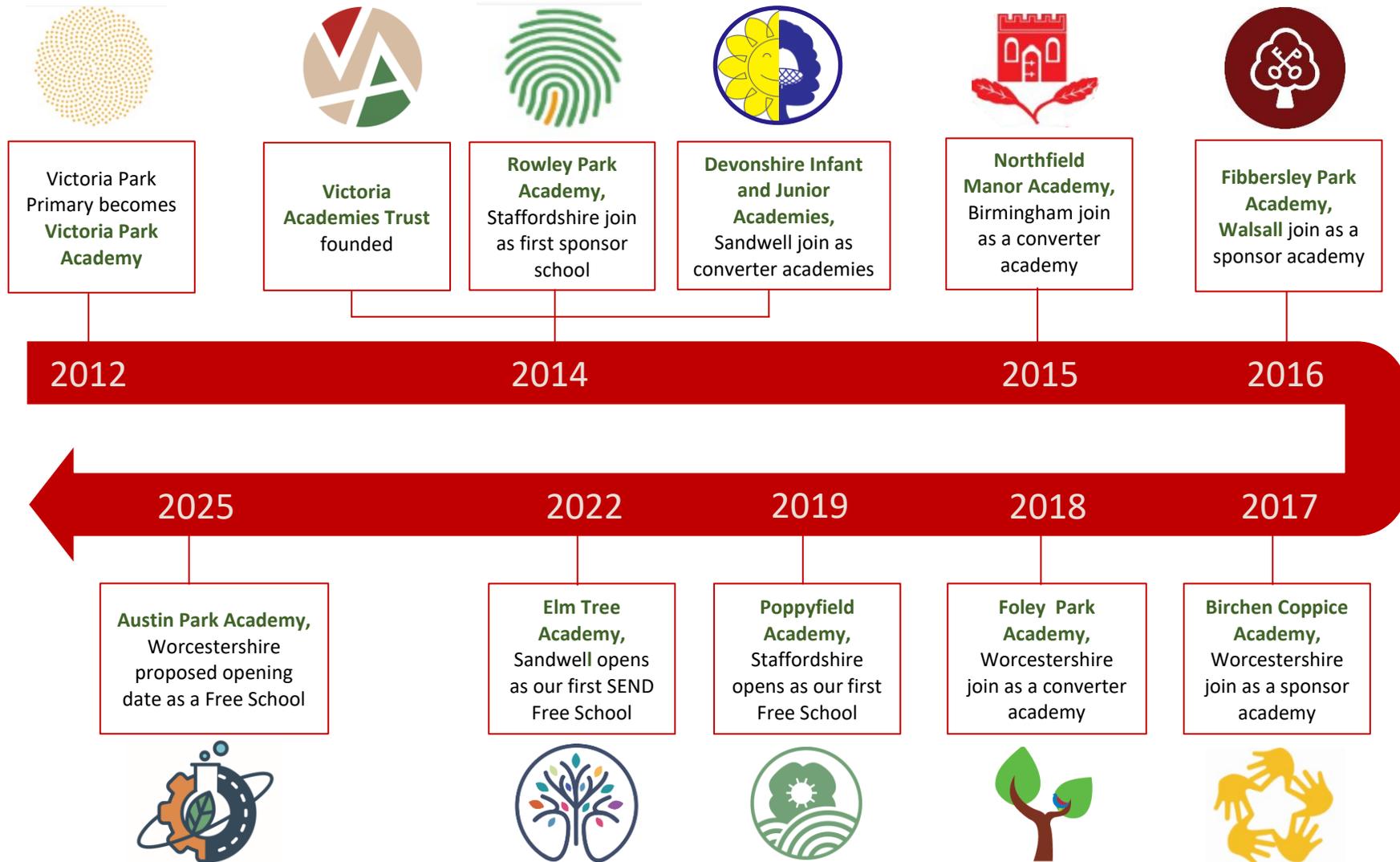
Loyalty by	<u>F</u> ocusing on family
Tenacity by	<u>I</u> nsisting on excellence
Kindness by	<u>D</u> oing good as you go
Courage by	<u>E</u> mbracing Innovation
Brilliance by	<u>S</u> eizing success

Our Goals:

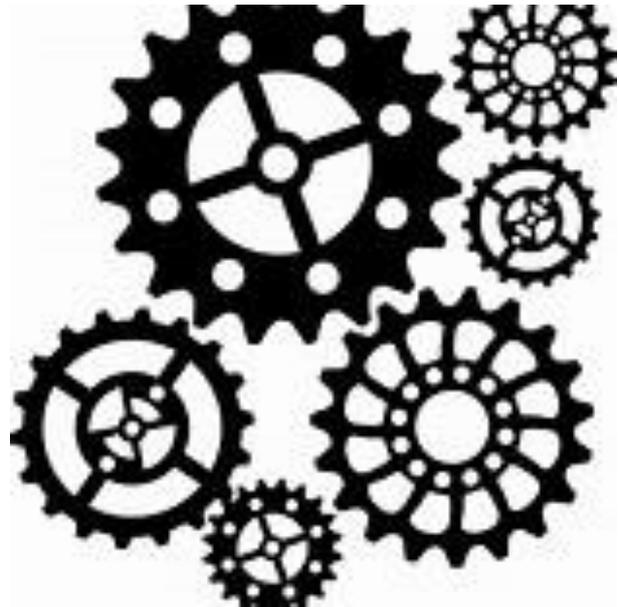
We have four goals that we work towards as a Trust. Under each goal are KPIs for each area that our schools will work toward to help us achieve our goals and our vision.

1. To continually improve our schools
2. To invest in our school communities
3. To grow and value our colleagues
4. To prepare our children for the future

Our Schools, Our Journey:



ROLE OVERVIEW,
JOB DESCRIPTION
AND
PERSON SPECIFICATION



Role Overview

Background

Our schools are based across five local authorities in the West Midlands: Sandwell, Birmingham, Walsall, Staffordshire and Worcestershire. The Executive Team has a base at Victoria Park Academy, in Smethwick, West Midlands.

You will be part of the Trust Central Team and the role of Educational Psychologist will involve visiting and working with colleagues across all ten of our schools and being an active member of the Educational Central Services Team.

Reporting to: Director of Schools.

Responsible for: Overall responsibility for the provision of Educational Psychology services across Victoria Academies Trust.

Job Description Key Responsibilities

- Support schools in developing an inclusive approach to meet the needs of all pupils, especially the most vulnerable.
- Provide advice and training for senior leadership team and the Head of SEND on a range of issues including mental health and emotional wellbeing, parenting, antibullying, parental engagement, resilience, peer interventions, positive behaviour management and behaviour for learning initiatives.
- Work collaboratively with the SENCOs in each school to identify pupils' needs and develop appropriate provisions.
- Work with the attendance team to develop strategies to improve attendance by removing barriers for pupils and families.
- Develop and support strategies for supporting pupils with behavioural issues across the Trust.
- Use appropriate assessment methods to determine the needs of students including those related to learning, behaviour, communication, as well as social, emotional and mental health
- Attend Team Around the Child meetings in each school, when appropriate.
- Work with staff to develop and write applications for Education, Health and Care Plans.

- Provide psychological assessments and interventions for identified pupils across the trust.
- Deliver high quality training to colleagues, or parents/carers where necessary.
- Attend and participate in regular meetings and participate in training and other learning activities, as required.
- This job description is not an exhaustive list and you will be expected to carry out any other reasonable tasks as directed by your line manager.

Person specification

Qualification Criteria

- Qualified to degree level or above in an appropriate qualification.
- Completed professional training course as an Educational Psychologist which is recognised by the British Psychological Society.
- Currently registered with the Health and Care Professionals Council (HCPC) as a practitioner psychologist.

Knowledge, Skills and Experience

- Experience working as an Educational Psychologist with children/young people and their families and working in partnership with schools, other agencies and voluntary services.
- Previous experience of using a range of assessment techniques with children and young people.
- A track record of delivering exceptional performance and quality working within high performing teams.
- An understanding of the Code of Practice and SEND legislation as it applies to the work of Educational Psychologists.
- An up-to-date understanding of Keeping Children Safe in Education and experience of safeguarding and wellbeing for students and staff.
- Genuine passion for and a belief in the potential of every child.
- A robust awareness of keeping children safe, noticing safeguarding and welfare concerns, and understanding of how and when to take appropriate action.
- Strong interpersonal and communication skills; ability to communicate and influence others through both verbal and written media and the ability to build effective partnerships.

- Ability to build effective relationships with students, staff, parents and carers, governors, and the wider school community.
- Resilient, motivated and committed to achieving excellence.

Safeguarding: Victoria Academies Trust is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expects our staff and volunteers to share this commitment. Successful applicants will be required to provide references, undertake an enhanced check through the Disclosure and Barring Service, and comply with the Safeguarding Policy and child protection practices of the Trust.

Equalities: Victoria Academies Trust has a strong commitment to achieving equality of opportunity in its academies and in the employment of people. The post will ensure that the Trust meets its statutory obligations in relation to all aspects of equalities legislation.