



**Aberdeen City Council**  
Job Profile

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# Educational Psychologist

## About Aberdeen City Council

*Our purpose is to ensure the People and Place of Aberdeen prosper and to protect the People and Place from harm.*

The [Local Outcome Improvement Plan 2016 – 2026](#) (LOIP) identifies how Aberdeen City Council, together with our [Community Planning Partners](#), will tackle the key issues facing our city to ensure Aberdeen is a place where all people prosper. The LOIP sets out our shared promises to the people of Aberdeen:

- **Prosperous Economy** - Aberdeen has a flourishing, thriving and successful local economy.
- **Prosperous People** - People in Aberdeen are happy, healthy and enjoy positive life outcomes.
- **Prosperous Place** - People experience Aberdeen as the best place to invest, live and visit.
- **Enabling Technology** - Innovative, integrated and transformed public services.

To deliver our promises to the city of Aberdeen, our focus is on:

- Empowering staff to meet priority outcomes
- Empowering the communities, we serve to be self-sufficient
- Early intervention and prevention of harm to the people, place and economy of Aberdeen
- Connecting with citizens, customers and partners through our use of digital
- Using data and information to help us understand the demand on the Council and how we can better meet our outcomes
- Being entrepreneurial - creative and innovative in how we do our business.

We count on our employees to be enthusiastic and proactive public servants, who are committed to our purpose and motivated to make a positive and lasting difference to the city and its people.

Aberdeen City Council is arranged into six functions. Each function is divided into clusters, and within each cluster are service areas/teams.

## About the Operations Function

This function brings together the leadership of the ACC “in house” delivery functions. It is deliberately aimed at the removal of service specific silos and behaviours, and charged with joining up our service delivery, adapting to meet demand and continuous operational improvement.

## About the Integrated Children's & Family Services Cluster

The Integrated Children & Family Services proudly work together as one team to keep children, young people and communities safe, healthy & thriving. Offering a protective, nurturing environment and relevant learning opportunities for all, valuing, and celebrating aspiration, ambition and innovation with all and strengthening resilience of all.

## About the Educational Psychology Service

Aberdeen City Council EPS (ACCEPS) believes in using psychology to promote change and make a positive difference in the lives of our children and young people. We believe in equity of education. With an emphasis on collaboration and evidence-based practice, we use our understanding of psychological theories and frameworks to provide a consultation model of service delivery to schools, as well as contributing to wider Local Authority improvement plans.

The ACCEPS works in three locality teams across the city, in line with colleagues in education, social care and health. The locality model provides peer support as well as a structure to deliver the core functions of consultation, assessment, intervention, training, and research. There is also focus on helping those children with additional support needs, those who are looked after by the authority and children whose education is adversely affected by poverty. The service aims are therefore aligned to the goals of the National Improvement Framework – improving outcomes in numeracy, literacy, health and wellbeing and closing the attainment gap linked to poverty.

## About the Role

Educational Psychologists work collaboratively within and beyond the psychological service to provide stakeholders with support through a consultation model of service delivery. Educational Psychologists are required to carry out duties of the post as directed by the principal educational psychologist or nominated officer of the council and should work within the aims and guidelines from the Scottish Government, HCPC and the British Psychological Society.

### Job Title

Educational Psychologist

### Pay Grade

0-6 SNCT

### Location

Marischal College

Educational Psychologist

Depute Principal Educational Psychologist

Principal Educational Psychologist

## Key Outcomes and Task Examples

### The post holder will:

- Deliver high quality service by focusing on the individual needs and concerns of the customer.
- Build and develop strong relationships with stakeholders to enhance the customer service delivery and experience.
- Support a customer focused culture in service delivery and improvement to enhance the performance of the organisation.
- Ensure ongoing customer feedback is considered whilst balancing customer needs and expectations with other organisational demands.
- Participate in ongoing professional development which enhances both personal and service wide delivery.

### Examples of related tasks:

- Undertake collaborative casework, supporting assessment and reporting on the psychological and educational needs of children, young people and young adults up to 25 years of age (the client group).
- Provide advice to teachers, parents and authority employees through a range of activities and approaches in line with policies and guidance within the Psychological Service.
- Work with partner agencies to support the delivery of the statutory functions of the Service and advise the council, within the context of legislation, on the assessment of the individual needs of the client group.
- Prepare and maintain written documentation in line with authority and service guidance and uphold standards required by the British Psychological Service ethics and code of conduct and HCPC Standards of Proficiency.
- Deliver educational psychology service directly to establishments across Aberdeen City Council as required in line with Aberdeen City Council and Psychological Service structures.
- Undertake appropriate and agreed continuing professional development as required to ensure ongoing Health and Care Professions Council registration and service delivery within the context of Aberdeen City Council Educational Psychology Service.
- Conduct or participate in research and development work in relation to the effective delivery of educational psychology service in Aberdeen City Council in line with national performance indicators.
- Follow a coach-approach to the professional development of educational psychologists in training and other colleagues in the Council, in order to share best practice and knowledge.

## Role Requirements

This section includes what the post holder needs to carry out the role or, for recruitment purposes, enables applicants to decide whether they meet these requirements.

Minimum Qualification(s) / Certificates / Memberships etc. required	<ul style="list-style-type: none"><li>• Honours degree in psychology or equivalent, recognised by the British Psychological Society.</li><li>• Post-graduate professional training in educational psychology (or undergoing such training), recognised by the British Psychological Society.</li><li>• Currently a Health and Care Professions Council Registered Practitioner Psychologist or eligible for Registered status after a satisfactory probationary period.</li><li>• PVG Membership for Regulated work with Children and/or Protected Adults or willingness to obtain prior to a formal offer of employment being made.</li></ul>
As a minimum, demonstrate skills and experience in	<ul style="list-style-type: none"><li>• The area of Educational Psychology and knowledge of relevant legislation, council education policy and best practice.</li><li>• The core functions of consultation, assessment, intervention, training, and research.</li><li>• Delivering required results within a collaborative, customer focused organisation</li><li>• Building relationships and working in partnership with internal and external partners.</li><li>• Effective communication and organisational skills, meeting deadlines and working towards achievement of local and national priorities.</li></ul>
As a minimum, demonstrate an understanding of	<ul style="list-style-type: none"><li>• Local and national developments relating to best practice within Educational Psychology.</li><li>• Relevant Legislation</li><li>• Current policy guidance on supporting learners.</li></ul>
Demonstrate commitment to	<ul style="list-style-type: none"><li>• Meeting and maintaining standards consistently</li><li>• Being a role model for professionalism</li><li>• Maintains confidentiality</li><li>• Demonstrating honesty and integrity in decisions and actions</li><li>• Professional Learning</li><li>• Reflective Practice</li><li>• Working collaboratively with colleagues across the Council.</li></ul>
Other requirements	Travelling is an essential part of this post and therefore you may have to demonstrate that you have suitable transport arrangements.

## Our Guiding Principles

We are all responsible for the culture we work in, and our Guiding Principles help guide what we expect from each other:

<b>Purpose</b>	We care about our purpose, our people and our city
<b>Pride</b>	We take pride in what we do and work to make things better
<b>Team</b>	One team, one council, one city
<b>Trust</b>	We trust each other and take responsibility
<b>Value</b>	We value each other and recognise a job well done

Function	Operations	Version Date	5 <sup>th</sup> February 2021		
Cluster	Integrated Children's & Family	JE Number	SNCT	Capability Framework Level	2