

Job Description

Section A: Job Profile

The job profile outlines key information relating to the salary and working conditions e.g., location of a job, along with the current focus of the role and a brief description of the main duties.

Job Details

Job Title:	Senior Specialist Educational Psychologist
Salary:	£61,963-£67,779 (up to £71,364) - 2026: JESC No. 239
Grade:	Soulbury Scale B 3-6 plus up to 3 SPA points
Hours:	37 hours per week Specialist Senior EP specific lead role would be 0.4 FTE including support to the SLT Team, with 0.6 Experts at Hand, core & statutory activity.
Team:	Educational Psychology Service
Service Area:	Children, Education & Families
Primary Location:	Banbury, Oxford or Didcot, with agile and flexible working across Oxfordshire
Budget responsibility:	Project budgets as delegated
Responsible to:	Principal/Senior Educational Psychologist
Responsible for:	As required, TEP Supervision, and Assistant EPs
Political Restricted Post:	YES

Job Purpose

The Senior Specialist Educational Psychologist will play a significant strategic and operational role within the Oxfordshire Educational Psychology Service (EPS), contributing to the delivery of high-quality psychological services and the ongoing development of provision across the county.

The post holder will lead an agreed specialist area of practice, providing professional leadership to support service innovation, policy development, workforce capability and the implementation of evidence-informed approaches. The specialist area will reflect service priorities and may be revised in response to emerging local and national needs. Areas of Specialist responsibilities will normally be agreed for a two-year period and reviewed periodically.

Alongside their specialist leadership responsibilities, the post holder will deliver high-quality Educational Psychology services across Oxfordshire, including consultation, assessment, intervention, statutory SEND work,

training, implementation support, critical incident support, systems-level development, research and project activity.

A core function of the role is to contribute to the strategic development of the Educational Psychology Service and wider Children's Services, supporting locality-based priorities and service transformation. The post holder will play a key role in the continued development and delivery of Oxfordshire's Experts at Hand (EaH) model, applying psychological principles to strengthen inclusive practice, early intervention, workforce development and sustainable systems change.

The role includes providing professional supervision, support and development for Trainee Educational Psychologists, Assistant Educational Psychologists and other colleagues as appropriate, contributing to workforce development and succession planning across the service.

The post holder is responsible for promoting and safeguarding the welfare of children and young people and must ensure that all safeguarding duties are undertaken in accordance with statutory guidance, council policies and professional standards.

Job Responsibilities

- ψ Undertake the duties of an Educational Psychologist, delivering psychological services across universal, targeted and specialist levels for children and young people aged 0-25.
- ψ Lead and develop service delivery within an agreed specialist area, acting as the strategic lead for innovative and evidence-informed Educational Psychology practice.
- ψ Provide strategic and operational leadership for the development, implementation and evaluation of services, including Experts at Hand (EaH) where aligned to the specialist area.
- ψ Contribute to and lead Local Authority, service-wide and multi-agency projects that improve outcomes for children, young people and families.
- ψ Represent the Educational Psychology Service on strategic boards, partnership forums, working groups and multi-agency networks at local, regional and national level.
- ψ Work collaboratively with schools, families, communities, colleagues and partner agencies to promote inclusive, psychologically informed practice and coordinated multidisciplinary responses.
- ψ Apply psychological theory, research and evidence-informed approaches to support learning, inclusion, attendance, emotional wellbeing and preparation for adulthood.
- ψ Undertake consultation, assessment, intervention and review work, including the provision of statutory psychological advice as part of Education, Health and Care Needs Assessments within required timescales.
- ψ Maintain high-quality professional records, reports and written advice, and provide progress updates and outcome reports to senior leaders and strategic groups as required.
- ψ Lead service development, research, evaluation and quality improvement initiatives, including the development and review of impact measures.
- ψ Contribute to service planning, quality assurance, innovation, transformation and continuous improvement across the Educational Psychology Service and support these processes within and across the wider Local Authority.
- ψ Promote and disseminate psychological knowledge, research and evidence-based practice through training, coaching, supervision circles, webinars, workshops, presentations and professional networks.
- ψ Provide professional supervision to Trainee Educational Psychologists and support the induction, mentoring and development of newly qualified or new to the Service Educational Psychologists.
- ψ Provide professional supervision, support and line management to Assistant Educational Psychologists and other designated staff.

- ψ Contribute to workforce development, recruitment and retention activities within the Educational Psychology Service.
- ψ Support the Local Authority's strategic SEND priorities and contribute to wider organisational objectives.
- ψ Undertake any other duties commensurate with the grade and responsibilities of the post.

Our Values

Our organisational values underpin everything we do and say and are supported by policies, processes and guidance. In short, our values describe 'the way we do things here' so that we deliver great services for our residents. Our values are:

- Always learning
- Be kind and care
- Equality and integrity in all we do
- Taking responsibility
- Daring to do it differently

Everyone that works for us demonstrates their commitment to these values. We will ask you to demonstrate your commitment to these values, and their associated behaviours, throughout the application process.

Section B: Selection Criteria/Person Specification

This section provides a list of essential and desirable criteria that detail the skills, knowledge, behaviours, qualifications and experience that a candidate should have to perform the job.

Each of the criteria listed below, and your commitment to our values, will be measured through the application form/CV (A) and optionally one or more of the following - a test / exercise (T), an interview (I), a presentation (P) or documentation (D). You must provide a supporting statement as part of your application which includes examples and evidence of when you have demonstrated the criteria listed below.

Essential Criteria	Assessed By:
Qualifications • Registration as a Practitioner (Educational) Psychologist with the Health and Care Professions Council. • Either post graduate qualification in Educational Psychology (Masters) and Qualified teacher status and a minimum of two years teaching experience. Or Doctorate in Educational Psychology recognised by the BPS. • Evidence of continuing professional development e.g. HCPC CPD Log	D
Experience • Minimum of three years' successful post-qualification experience as an Educational Psychologist. • Experience of multi-agency work, including co-professionals and partner agencies. • Experience of delivering statutory Educational Psychology advice. • Experience of supervision, mentoring or supporting trainee EPs, and/or Assistant Educational Psychologists. • Experience of leading projects, initiatives or developments at service level. • Experience of multi-agency working and systems-level practice.	A and I
Knowledge Excellent knowledge of: • SEND Legislation including "Every Child Achieving and Thriving" 2026 White paper • Trauma-informed and psychologically informed practice • Consultation and systemic approaches • Research and evaluation methodologies • Evidence of a commitment to continuing professional development to maintain professional registration and to contribute to the development of self and the organisation.	A and I
Skills and Abilities • Ability to provide professional leadership across complex systems. • Ability to work independently in a variety of contexts and at the same time collaborate effectively with Senior Managers, EPs, and LA colleagues. • Strong consultation, assessment and intervention skills. • Excellence in a Specialist area of professional practice, and drive to apply this to make systemic improvements for CYP and their settings/families. • Excellent written and verbal communication. • A very high standard of reporting, administration, time management, record keeping, reliability and punctuality. • Ability to analyse complex information and formulate psychologically informed solutions. • Excellent motivation, communication, team working, networking and negotiation skills with an ability to win confidence and credibility across a broad range of stakeholders • Ability to supervise and support Trainee Educational Psychologists and Assistant Educational Psychologist effectively. • Commitment to co-production, inclusion and equity. • Ability to travel effectively across Oxfordshire	A, I and P

Desirable Criteria	Assessed By:
Significant experience leading a specialist area of Educational Psychology practice.	A and I
Experience of designing or implementing service transformation initiatives.	A and I
Experience of commissioning, programme management or strategic partnership working.	A and I
Experience of university liaison, placement coordination or doctoral training partnerships.	A and I
Additional professional qualifications relevant to specialist practice.	A and I
SEND Tribunal experience.	A and I

Section C: Pre-employment Checks

All appointments are subject to standard pre-employment screening. This will include identity, references, proof of right to work in the UK, medical clearance and verification of certificates. Further information can be found here [Pre-employment checks](#)

Additional pre employment checks specific to this role are identified below (those ticked).

☐ R	Enhanced Disclosure and Barring Service check with Children's and Adults Barred List	☐	Enhanced Disclosure and Barring Service check without an Adult/Children's barred list check
☐	Enhanced Disclosure and Barring Service check with Children's Barred List	☐	Enhanced Disclosure and Barring Service check with Adults Barred List
☐	Standard Disclosure and Barring Service check	☐	Basic Disclosure
☐	Disqualification for Caring for Children (Education)	☐	Overseas Criminal Record Checks
☐	Prohibition from Teaching	☒	Professional Registration
☐	Non police personnel vetting	☐	Disqualification from Caring
☐	Other (please specify):		

Section D: Working Conditions

This is a guide to the working conditions and the potential hazards and risks that may be faced by the post-holder.

Health and Safety at Work

You are responsible for your own health, safety and wellbeing, and undertaking health and safety duties and responsibilities for your role as specified within Oxfordshire County Councils Health and Safety Policy.

The potential significant hazard(s) and risk(s) for this job are identified below (those ticked).

☐	Provision of personal care on a regular basis	☐	Driving HGV or LGV for work
☐	Regular manual handling (which includes assisting, manoeuvring, pushing and	☒	Any other frequent driving or prolonged driving at work activities (e.g. long journeys driving own

	pulling) of people (including pupils) or objects		private vehicle or a council vehicle for work purposes)
☐	Working at height/ using ladders on a regular/ repetitive basis	☐	Restricted postural change – prolonged sitting
☒	Lone working on a regular basis	☐	Restricted postural change – prolonged standing
☐	Night work	☐	Regular/repetitive bending/ squatting/ kneeling/crouching
☐	Rotating shift work	☐	Manual cleaning/ domestic duties
☐	Working on/ or near a road	☐	Regular work outdoors
☒	Significant use of computers (display screen equipment)	☒	Work with vulnerable children or vulnerable adults
☐	Undertaking repetitive tasks	☐	Working with challenging behaviours
☐	Continual telephone use (call centres)	☐	Regular work with skin irritants/ allergens
☐	Work requiring hearing protection (exposure to noise above action levels)	☐	Regular work with respiratory irritants/ allergens (exposure to dust, fumes, chemicals, fibres)
☐	Work requiring respirators or masks	☐	Work with vibrating tools/ machinery
☐	Work involving food handling	☐	Work with waste, refuse
☐	Potential exposure to blood or bodily fluids	☒	Face-to-face contact with members of the public
☐	Other (please specify):		

Agile Working

All staff may be required to work from a different base or in a different location at some point in the future in line with any Council or school needs. Such changes will be made after proper consultation and shall be deemed to be reasonable after taking into account any personal requirements.