



Principal Educational Psychologist



Dear Applicant,

Thank you for your interest in the position of Principal Educational Psychologist at Endeavour Learning Trust.

The Endeavour Learning Trust board and I are delighted to provide the enclosed information. I hope you find it helpful and on behalf of the whole Endeavour community, I would like to take this opportunity to extend a very warm welcome.

Endeavour Learning Trust is a growing Trust in the North West, currently spanning South Ribble, West Lancashire and North Sefton. In our family of schools we currently have four secondary schools and two primary schools. Two further primary schools are due to join our Trust in November 2024. Our family of schools extends beyond Endeavour, and we work collaboratively with a number of schools across our region.

This is an incredibly exciting time for the Endeavour community as we look to maximise the benefits of our collaborative partnership that has been developing since the inception of Endeavour Learning Trust in 2016.

Endeavour Learning Trust is a community of schools working together to offer the very best opportunities to the children and communities we serve. We look beyond the imaginable. We ignite curiosity and inspire discovery. And we love it!

Ultimately, our work is centred around our children, ensuring that every one of them has an equitable opportunity to benefit from a transformative education. This means extending beyond academic achievement by providing a rich and diverse offer for students to develop their skills, qualities and talents.

We are clear that our colleagues are central to our ambitions for our children and communities. They too deserve every opportunity to develop and flourish as professionals. We are determined to deliver a sector-leading experience so that, in turn, our colleagues can continue to serve our young people and communities to the best of their abilities.

We hope the enclosed information will give you good insight into our Schools & Trust.

We look forward to viewing your application.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'DCL', with a stylized flourish at the end.

David Clayton
Chief Executive

Endeavour Learning Trust's Mission and Values

We will serve our communities to ensure that every child realises their potential

We pledge that our schools will be transformational places of academic excellence that offer a true richness of experience, providing all children with the same opportunities to flourish and develop their unique skills, qualities and talents.

We will work collaboratively with our colleagues, parents and carers and our partners to remove any barriers that place limitations on our children, creating schools that are happy and harmonious places at the centre of their community.

Our Values

Individuality

We are firmly committed to recognising, celebrating and investing in the individuality of all of our children and young people, each of our colleagues and the distinct ethos and identity of each of our schools, whilst remaining united by our core values. We don't believe in a "one size fits all" approach, and will adapt our provision to meet individual needs.

People centred

Our work is driven by our responsibility to every individual within our Trust community. Every person deserves to be treated with respect, dignity and kindness. We demonstrate empathy and humility in our approach, ensuring that our Trust provides an environment where every individual feels confident to be their true authentic self.

Belonging

Equity of opportunity is central to our practice and we will be relentless in our endeavour to identify and remove barriers that prevent full inclusion. Our culture extends beyond tolerance to one where difference is embraced and every individual is valued and celebrated for their unique contribution to our community. Every individual is a full member in our community.

Transformational

We believe in the promise of each individual across the Trust and will ensure we inspire, support and challenge in proportionate measure, so that we all thrive and are able to achieve our own individual successes. We are bold in our approach, stretching perceived boundaries, to go further for our children, colleagues and communities. We continually develop our approach to respond to changes in the communities we operate within to support every child, colleague and partners to realise their potential.

Togetherness

We are a proud family of schools bonded by our Trust vision, priorities and values. We work as one team in school, across our Trust and with our wider partners for the benefit of the communities we serve. Our collaborative approach inspires us to be bold and brings us together in ways that help us to make a difference. We are better together.

ENDEAVOUR LEARNING TRUST

OUR SCHOOLS



Job Title:	Principal Educational Psychologist
Location:	Endeavour Learning Trust Central Office, PR7 6TB with frequent travel to schools across the Trust
Contract:	Full-Time, Permanent (flexible working options including part time arrangements will be considered)
Grade:	NJC Scale Points 50 to 54
Salary:	£58,887 - £64,473 per annum

Endeavour Learning Trust is looking to appoint a dynamic and inclusive individual to join our central team in the new role of Principal Educational Psychologist. This is an important milestone for Endeavour Learning Trust, reflecting our commitment to ensuring that every child has an equitable opportunity to benefit from a transformative education providing a rich and diverse offer for students to develop their skills, qualities and talents.

As our Principal Educational Psychologist you will:

- Enhance the educational experience for students across each of our schools and within our partner schools.
- Work collaboratively with School and Trust Leaders, SENCOs, teachers, parents, and other professionals to create an inclusive and supportive environment for all learners through tailored strategies promoting academic success and emotional well-being for all students.
- Offer comprehensive support in understanding and addressing diverse learning needs, behaviour issues, and emotional challenges.

The successful applicant will be a positive, dynamic and highly motivated individual with personal drive. You will be a self-starter, who can work with minimal supervision; proactive, with the ability to see what needs to be done and to prioritise work accordingly. You will have excellent interpersonal skills and communicate effectively with all members of our Trust community.

Why choose us?

- At ELT we have a focus on staff wellbeing, providing 24/7 access to employee wellbeing support services
- Access to Local Government Pension Scheme – 18% employer contribution.
- Access to company car lease scheme
- Join a growing Multi Academy Trust (MAT) with a commitment to professional development
- Free on-site parking
- 50% off Endeavour Children's Holiday Camps
- Brand new office space located in Buckshaw Village
- Competitive salary with nationally negotiated pay award pending.

ROLE DETAILS

This position is full time and permanent, working 37 hours per week.

This role will be based in our brand-new office space in Buckshaw Village but some opportunity to work from home.

Regular travel between locations will be a requirement of this role. Mileage will be reimbursed as appropriate.

HOW TO APPLY

To apply please complete our application form and return to vacancies@endeavourlearning.org

Applications must be submitted by 9am on Monday 9th September 2024

Interviews are likely to be held during week commencing 16th September 2024

If you require any further information please contact Mollie, Recruitment Manager at m.fairhurst@endeavourlearning.org

SAFEGUARDING

Endeavour Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment and individually take responsibility for doing so.

Please note that in line with Keeping Children Safe in Education, an online search will be carried out as part of our due diligence on shortlisted candidates.

JOB DESCRIPTION

Principal Educational Psychologist



The Principal Educational Psychologist will ensure that all children and young people are enabled to thrive within our schools through the development of inclusive practices which will be achieved through working directly with children and young people and their families and through the support and development of our colleagues to be able to deliver appropriate universal and targeted support.

The postholder will work alongside the Executive Team and other Trust Leaders at a strategic level to support the development of a progressive and inclusive approach to education and the support of special educational needs and disabilities across the Trust.

Core Responsibilities & Tasks:

- To work in collaboration with children, young people, their families, schools and other stakeholders to maximise outcomes for children and young people at a strategic and operational level across the Trust.
- To undertake specialist and highly skilled assessments of learning needs and behaviour, considering children's developmental, attachment, trauma and cultural circumstances.
- To continue to develop and maintain an offer to children, young people, their families and education settings founded upon specialist knowledge of child development and psychology and a practice framework based on consultation maximising early intervention and prevention.
- To work effectively with a range of key stakeholders within the Trust including SENCOs, teaching and pastoral teams to enable them to ensure practice is inclusive of identified needs.
- To develop strategies and skills for the implementation of a range of therapeutic interventions to be delivered by non-therapists.
- To provide supervision to colleagues as required.
- To determine if additional assessments such as speech and language, occupational therapy or dyslexia evaluations are necessary.
- To design and implement interventions to help students overcome challenges and improve their personal development and academic performance.
- To support colleagues to facilitate collaboration between parents/ carers and school to address and discuss concerns within the educational setting.
- To provide support and guidance to teachers, parents, and other school staff in creating a positive learning environment for all students.
- To work to a clear plan to implement outcomes-focused trauma and attachment therapy with children and families who have experienced adverse childhood experiences.
- To work collaboratively with senior leadership teams across the Trust and to review their whole-school approach to meeting the needs of vulnerable children and their families.
- To offer specialist consultation and training to professionals including how to take a therapeutic approach when faced with behaviour due to the impact of abuse, neglect, traumatic grief and developmental trauma, helping to improve health outcomes for affected children.
- To take part in multi-agency meetings, including Early Help / Child in Need/ Child Protection meetings, care planning meetings with other health professionals and safeguarding reviews.
- To maintain clear records and to produce high quality, accurate reports and monitor impact working with other colleagues.
- To develop a high-quality training offer for colleagues both within and beyond the Trust for areas which fall within the responsibilities of the post.
- Lead the development of a broader Educational Psychology service which can support schools outside of the Trust, including the line management of colleagues as the service expands.

- To contribute to the development of Trust policy and practice within the areas of responsibility for the post.

Corporate Responsibilities

- To pursue and promote the achievement and integration of diversity and equality of opportunity throughout the Trust's activities.
- To plan, monitor and review health and safety within areas of personal control.
- To participate in the Trust's Professional Development Review process and engage in continuous professional development and networking to ensure that professional skills and knowledge are up to date.
- To maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues and external stakeholders.

Additional Notes

This Job Description provides an overview of the principal accountabilities of the post and will include, but will not be limited to, those detailed. It is anticipated that the content of roles will evolve and change over time and such the balance of duties within the Job Description will change within the broad remit of the post. This Job Description does not form part of your contract of employment and will be updated from time to time in consultation with you.

It is expected that all staff work collaboratively to share good practice, resources and ideas to realise the Trust Vision and Values. All staff should act with professional integrity at all times, following the Code of Conduct.

Endeavour Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment and individually take responsibility for doing so.

PERSON SPECIFICATION

Personal Attributes required (on the basis of the job description)	Essential (E) Or Desirable (D)	Identified by: Application Form (AF), Interview (I), Test (T) or other
QUALIFICATIONS AND TRAINING		
The successful candidate will have:		
A recognised professional post-graduate qualification in educational psychology	E	AF
Honours degree in psychology or equivalent qualification conferring graduate basis for registration with the British Psychological Society	E	AF
Registered with HCPC	E	AF
Evidence of continuous professional development	E	AF
KNOWLEDGE AND EXPERIENCE		
The successful candidate will have:		
A good understanding of theories of child development and attachment	E	AF/I
Demonstrable knowledge of outcomes-focused therapy to children, young people and their families.	E	AF/I
Experience of participation in multi-agency planning and safeguarding work, including Early Help, Child in Need and Child Protection meetings and processes, working effectively with the system around the child.	E	AF/I
Detailed knowledge of relevant legislation and understanding of issues within education, special educational needs and educational psychology.	E	AF/I
Knowledge and experience of the current range of approaches and techniques available to educational psychologists.	E	AF/I
Specialist knowledge of trauma, attachment issues and different types of child therapy; music, art, sport, play etc	E	AF/I
Excellent knowledge and understanding of the factors that lead to improvement in the achievement levels for children and young people with SEND; of best practice in educational psychology; and of how psychology supports learning and well-being	E	AF/I
A thorough up-to-date knowledge of relevant legislation and statutory guidance	E	AF/I
Understanding of current educational issues and how they affect Educational Psychology provision and wider school context	E	AF/I
Evidence of managing educational psychology service or elements of a service successfully	D	AF/I
Experience of managing and delivering a traded service offer.	D	AF/I
SKILLS & ABILITIES		
Excellent communication skills with the ability to communicate effectively with children, families and professionals.	E	AF/I
Strong analytical and problem-solving skills	E	AF/I
The ability to work autonomously and to plan, prioritise, work under pressure and adapt to new models of working.	E	AF/I

Flexible and resilient approach to plan, organise and prioritise a demanding workload in order to maintain the delivery of multiple and competing short and long-term objectives	E	AF/I
Ability to participate in partnerships and build relationships to achieve Trust, school and local community priorities.	E	AF/I
Ability to join up thinking in order to bring together a range of different initiatives to plan and deliver service practice.	E	AF/I
Ability to cooperate and work well with others in pursuit of service goals, sharing information and supporting others.	E	AF/I
PERSONAL ATTRIBUTES		
Proactive openness to seeking alternative perspectives, coaching and advice	E	AF/I
Commitment to maintaining the highest standards of professionalism and confidentiality at all times	E	AF/I
Demonstrable commitment to excellence, for self and others, and a passion for all to achieve to their true potential	E	AF/I
Commitment to equality of opportunity for all staff and students	E	AF/I
Demonstrable commitment to continuous professional development, of self and others	E	AF/I
OTHER		
Compliance and adherence to the document 'Guidance for Safer Working Practice for Adults who work with Children and Young People in Education Settings'	E	I
Commitment to practice in line with all relevant legislation and statutory government guidance	E	I
Commitment to undertake further ongoing training and professional development	E	I
Commitment to uphold and embody Trust values	E	AF/I

This post is exempt from the Rehabilitation of Offenders Act 1974 and the successful applicant will be required to apply for an enhanced DBS certificate. As the post will involve regulated activity with children, it is a criminal offence to apply for this post if you are included on the children's barred list held by the DBS.

Amendments to the Exceptions Order 1975 (2013, 2020 & 2023) provide that certain spent convictions and cautions are 'protected'. These are not subject to disclosure to employers and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found on the Ministry of Justice website or see [here](#).

Shortlisted candidates will be asked to provide details of all unspent convictions and those that would not be filtered, prior to the date of the interview. You may be asked for further information about your criminal history during the recruitment process. If your application is successful, this self-disclosure information will be checked against information from the Disclosure & Barring Service before your appointment is confirmed.

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