



ruskinmill sunfield

JOB DESCRIPTION

JOB TITLE:	Psychologist
DEPARTMENT:	Therapies
RESPONSIBLE TO:	Principal
SALARY/ GRADE:	Grade 13: £39,707 - £42,797 (Dependent on qualifications and experience)
HOURS:	40 Hours per week (job share/ flexible working considered)/ 52 Weeks per year

ETHOS

The post holder will be expected to support, embrace, articulate and work with Sunfield's vision, values and purpose which is drawn from a long history of appreciation and integration of Rudolf Steiner's insights into human development. This is then braided with a practical, purposeful and therapeutic education and a homely and nurturing living environment that supports the physical, emotional and spiritual development of each child and young person who attends Sunfield. In addition Sunfield supports families and carers, and looks to advance the public understanding through education and research.

The post holder is expected to treat each person, student and staff, with dignity and respect, ensuring high aspirations are met, and contribute to shaping the learning community of the School and home as part of Ruskin Mill Trust, always remembering that our core purpose is to improve the education and lives of our students and adults.

LIASON

To liaise with all staff employed by the Sunfield, Ruskin Mill Trust, professional bodies, external consultants, and any outside bodies as and when required.

JOB PURPOSE

- To contribute to a holistic and integrated diagnostic and therapeutic approach for children and young people, in order to facilitate their development.
- To contribute to the strategic development of the school and care homes and to oversee the Therapies department.
- To work as part of an integrated learning and therapeutic community.
- To facilitate the resilience and professional development of staff supporting children and young people whose behaviour can be challenging and hard to understand.

STATEMENT OF RESPONSIBILITIES

- Assessing the developmental needs of children and young people at Sunfield, which inform care and education practice.

- To contribute to the strategic development of the provision and lead the clinical and Therapies department.
- To prepare and present psychological reports to Annual Reviews, as well as other formal meetings.
- To provide advice to parents and colleagues in both the Care and Education Departments, especially in respect of emotional behavioural and developmental needs of children and young people.
- To contribute to research initiatives and strategic developments, such as the implementation of SCERTS (Social Communication, Emotional Regulation, Transactional Supports) as the baseline assessment model for our students.
- To provide reflective supervision for individuals and team as directed by the Principal
- To support and advise families, as directed by the Principal.
- To offer therapy to children and young people as directed by the Principal.
- To prepare and deliver training to staff and families (if required).
- To support the work of the Psychologists & Therapists Department, putting an emphasis on braiding anthroposophical and mainstream therapies into a coherent team that is able to deliver education, care and therapy in the school and the homes using the insights of Rudolf Steiner.
- Support and promote the professional development of practitioners within the team, to maintain highly skilled therapeutic services to meet the diverse and complex needs of the children and young people.
- To facilitate the full integration of the expertise of Psychologists & Therapists into the 24 hour curriculum.
- To oversee the recruitment and induction of new practitioners.

SAFEGUARDING

- Ensure all staff are issued with 'Part One: Safeguarding Information for All Staff, Keeping Children Safe in Education (September 2018)' and '*What to do if you are worried a child is being abused—advice for practitioners*' on appointment and annually.
- Read, understand and adhere to the Sunfield safeguarding policy and procedures.
- Staff to be made aware of what action to take if they have a concern about the conduct of a colleague, the home manager or any member of staff employed at Sunfield and how to report these in accordance with the Sunfield policy and procedures.
- Ensure there are effective child welfare and child protection processes in place and that these are followed in accordance with the Sunfield Safeguarding policy and procedures.
- Operate safer recruitment principles, including ongoing vigilance.
- Ensure all staff are aware of the NSPCC Whistleblowing Helpline.

OTHER PROFESSIONAL REQUIREMENTS

- To reflect the philosophy of our Mission Statement in their everyday practice.
- To attend and participate in staff in-service training days as directed.
- To participate in work related continued professional development (CPD) and supervision programmes and develop professional and personal skills to achieve agreed targets.
- To deliver training or development opportunities as required.
- To work co-operatively with other staff within the Sunfield.
- To work with children and young people within Sunfield as and when required.
- To maintain a 'duty of candour' and to be open and honest at all times, ensuring that concerns are raised promptly through the appropriate management routes.
- To be responsible for the care and development for your working area.
- May, from time to time be required to work additional hours as shall be necessary to discharge properly your duties and responsibilities outlined in this job description.
- To undertake any other duties appropriate to this level of post which will evolve as the job progresses until the job description is reviewed.
- **Safe Working Practices for Adults working with Children** - It is the responsibility of each employee to carry out their duties in line with Sunfield Children's Home ethos and culture of safe working practices for Adults working with children and young people and be sensitive and caring to the needs of the disadvantaged, promoting a positive approach to a harmonious working environment. Each employee should act as an exemplar on these issues and must, where appropriate, identify and monitor training for themselves and any employees they are responsible for. To comply with all the

policies and procedures of the School including the Sunfield Safeguarding (Child Protection) Policy and Procedure.

- **Freedom of Information Act and Data Protection Act** - The post holder is required to comply with the above legislation and maintain awareness of the school's policies and procedures relating to the Freedom of Information and Data Protection Acts. Attention is specifically drawn to the need for confidentiality in handling personal data and the implications of unauthorised disclosure.
- **Equality and Diversity** - The post holder will be required to comply with and maintain awareness of Sunfield Children's Home policies relating to Equality and Diversity.
- **Health and Safety** - The post holder must at all times carry out his/ her responsibilities with due regard to Sunfield Children's Home policy, organisation and arrangements for Health and Safety at Work.
- **Flexibility** - All staff will be expected to accept reasonable flexibility in working arrangements and the allocation of duties to reflect the changing roles and responsibilities of Education and Children's Services. Any changes arising will take account of salary and status. They will also be subject to discussion with individuals or sections affected and with appropriate Trades Unions.

This job description sets out the duties and responsibilities of the post at the time it was drawn up. Sunfield is continually striving to improve their provision, therefore duties may vary with time, but will always be of a level commensurate with salary.

This job description should be regarded as a guide to the duties required and is not definitive or restrictive in any way. The duties of the post may be varied from time to time in response to changing circumstances. This job description does not form part of the contract of employment.

Where the post holder is disabled or becomes disabled every effort will be made to supply all necessary aids, adaptations or equipment to allow them to carry out all the duties of the job. If, however, a certain task proves to be unachievable job redesign will be given full consideration.

PERSON SPECIFICATION

Psychologist

Essential	Desirable
Qualifications	
<ul style="list-style-type: none"> • Qualified Psychologist. • Registered with the Health Professions Council. • Evidence of relevant training and commitment into the practical and therapeutic skills education of the Ruskin Mill Trust. 	
Experience/ Knowledge	
<ul style="list-style-type: none"> • Sound experience of working with children and young people with severe learning disabilities and profound autistic spectrum disorder. • Successful experience of working with a range of professionals and external agencies. • Experience of leading and managing a team. 	<ul style="list-style-type: none"> • Experience of policy formation, implementation and relevant research background.
Skills and Abilities	
<ul style="list-style-type: none"> • To have a good working knowledge of the monitoring, assessment, recording and reporting of children and young people. • To build effective relationships with children/ young people, parents/ carers, colleagues and the wider community. • To be able to work creatively and sensitively with children and young people. • Communicate effectively to a wide range of different audiences (verbal, written, using ICT as appropriate). • Ability to support, motivate and inspire colleagues by leading through example. • Contribute effectively to the work of the Principal and Senior Leadership team. • Deal successfully with situations that may include tackling difficult situations and conflict resolution. • Ability to deliver training to staff at all levels. • Ability to chair meetings. 	<ul style="list-style-type: none"> • Good ICT skills. • To empathise with the difficulties affecting a voluntary sector organisation.
Other	
Demonstrate a commitment to: <ul style="list-style-type: none"> • Equality of opportunity • Promoting Sunfield Children's Home vision and ethos • High quality, stimulating learning environment • Relating positively to and showing respect for all members Sunfield and its wider community • Ongoing relevant professional self-development • Safeguarding and child protection. 	