

## PERSON SPECIFICATION

Assistant Psychologist– Heathermount School

Band 4

Criteria required for this post

| ESSENTIAL  |                                  |            |           | DESIRABLE   |   |            |           |
|--|----------------------------------|------------|-----------|---|---|------------|-----------|
| <i>Requirement</i>   | <i>How Identified</i>            | <b>Met</b> |           | <i>Requirement</i>  | <i>How Identified</i>                         | <b>Met</b> |           |
|  |                                  | <b>Yes</b> | <b>No</b> |   |   | <b>Yes</b> | <b>No</b> |
| <b>EDUCATION, TRAINING AND QUALIFICATIONS</b>  |                                  |            |           |   |   |            |           |
| Degree in Psychology (2:1 or above) accepted by BPS for Graduate Basis Registration (GBR)      | Application form<br>Certificates |            |           | Postgraduate study relevant to Clinical Psychology, Autism, Child Development, Learning Disability or Mental Health.    | Application form<br>Certificates<br>Interview |            |           |
|  |                                  |            |           | Additional training in autism, positive behaviour support, neurodiversity-affirming practice or therapeutic approaches. | Application form<br>Certificates              |            |           |
| <b>KNOWLEDGE &amp; EXPERTISE</b>   |                                  |            |           |   |   |            |           |
| Understanding of psychological theories relevant to child development, learning and behaviour. | Application form<br>Interview    |            |           | Knowledge of Positive Behaviour Support.  | Application form<br>Interview                 |            |           |
| Knowledge of autism and neurodiversity.  | Application form<br>Interview    |            |           | Knowledge of trauma-informed practice.  | Application form<br>Interview                 |            |           |

|  |                            |   |                            |
|--|----------------------------|---|----------------------------|
| Understanding of safeguarding and child protection responsibilities. | Application form Interview | Knowledge of sensory processing differences and their impact on learning and wellbeing. | Application form Interview |
| Understanding of person-centred and strengths-based approaches.      | Application form Interview | Understanding of EHCP processes and SEND legislation.                                   | Application form Interview |
| Awareness of inclusion, equality and diversity principles.           | Application form Interview |   |                            |

## EXPERIENCE

|   |                            |   |                            |
|---|----------------------------|---|----------------------------|
| Experience working with children and young people.  | Application form Interview | Experience working within a specialist educational setting.       | Application form Interview |
| Experience supporting individuals with autism, learning disabilities, social communication differences or additional needs. | Application form Interview | Experience supporting psychological assessment processes.         | Application form Interview |
| Experience delivering or supporting individual and/or group interventions.  | Application form Interview | Experience of data collection, research or audit projects.        | Application form Interview |
| Experience working collaboratively with professionals, families and carers.   | Application form Interview | Experience working within multidisciplinary teams.                | Application form Interview |
| Experience gathering, recording and presenting information accurately   | Application form Interview | Experience supporting individuals with behaviours that challenge. | Application form Interview |
| General knowledge of behavioural principles and neuropsychology.  | Application form Interview |   |                            |

Knowledge of goal setting, behavioural monitoring (e.g. ABC recording) and rationale for behavioural measurement.

Application form  
Interview

## SKILLS, ABILITIES AND PERSONAL ATTRIBUTES

Competent IT skills including the ability to open and send emails using GMail, the ability to use Google Drive and the ability to navigate the internet

Application form  
Interview, IT Test

An understanding and commitment to Equality, Diversity & Inclusion and an alignment to the school's values.

Application form  
Interview

Ability to establish positive and effective relationships with students, families and professionals

Application form  
Interview

Strong organisational and time management skills.

Application form  
Interview task

Excellent communication and relationship skills with the ability to communicate and receive highly complex, sensitive, or contentious information: significant barriers to acceptance; hostile, antagonistic or highly emotive atmosphere.

Application form  
Interview

Application form  
Interview

Clear, effective verbal and written communication skills

Application form  
Interview

Ability to reflect on practice and respond positively to supervision and feedback

Application form  
Interview

Experience delivering presentations or training.

Application form  
Interview

Ability to analyse quantitative and qualitative data.

Application form  
Interview

Experience using psychological assessment tools and outcome measures.

Application form  
Interview

Ability to be flexible and adaptable

Application form  
Interview

Ability to use own initiative

Application form  
Interview

**OTHER REQUIREMENTS**

Ability/willingness to travel and stay overnight to meet the operation needs. Interview

Valid UK Driving Licence

Interview  
Driving Licence