



Sadiq Public School

Since 1954

EDUCATIONAL PSYCHOLOGIST

JOB DESCRIPTION

The School

Sadiq Public School is the largest school in Continental Asia and one of Pakistan's leading residential institutions set in 450 acres of land. Founded in 1954, Sadiq Public School comprises the Junior School, the Prep School (Boys) the Senior School (Boys), the Prep School (Girls), the Senior School (Girls) and the Progressive School. It offers education to nearly 2700 pupils aged 3 to 20 years old.

A distinctive feature of Sadiq Public School is its House System with all pupils, whether day or boarding, being members of a House. Boarding numbers at present stand at circa 700 pupils with an intention to increase to 800 plus within a couple of years.

The School is committed to the continuing professional development of its staff. The Principal and CEO, Mr David Dowdles, took up his post in April 2023. He is in the process of reviewing strategy and modernising the management of the School. An ambitious five year plan has been endorsed by the Board.

At Sadiq Public School we are ambitious for our children and young people. Our aim is to make Sadiq Public School the best place for all to live, learn and thrive; building on our historic ethos of inclusion and putting children and families at the heart of everything we do. We are determined and driven towards creating a centre of excellence for supporting children and young people in an environment where no child is left behind.

Sadiq Public School is undergoing positive change, and significant new investment is enabling us to expand and improve our support for young people and children. To this aim, we are looking for talented, dedicated staff who share our values to join us and be part of our journey.

Sadiq Public School's children need people who are:

- child centred and care passionately about improving outcomes in education
- Empathetic towards our families and positive in their thinking and practice
- driven and determined to improve the lived experiences of our children and families

- committed to inclusion and aware of the issues affecting children
- celebrators of diversity and the future; we are one of Pakistan's oldest and most diverse institutions – and proud of that fact



THE POST

Sadiq Public School is looking for an experienced and motivated Educational Psychologist to contribute to our new team and provide management support to drive improvements and best practice across the service. We welcome applications from candidates who are keen to take a lead on pastoral developments and project work, as well as contribute towards school policies and direction.

The Educational Psychologist role is new to Sadiq Public School and an exciting addition to the pastoral service. The role will be reporting to the Head of Pastoral Care and ultimately to the Principal and CEO.



Personal Specification

JOB TITLE:

Educational Psychologist

QUALIFICATIONS:

- a recognised postgraduate qualification in Educational Psychology

KNOWLEDGE:

- detailed knowledge of relevant legislation, codes of practice and statutory requirements and any legal frameworks that underpin safe and excellent delivery of Educational Psychology and (special Educational Needs and Disability) SEND services
- broad understanding of the legal framework that underpins equalities and equitable delivery of Children's Services

- a deep understanding and application of psychological knowledge, theory and evidence-informed practice in relation to a specialist area.
- in depth understanding of the key challenges facing education, health and social care for individuals with SEND
- sound and demonstrable knowledge of safeguarding and child protection policy and practice
- knowledge of strategic planning and quality assurance frameworks and how to lead and manage change



EXPERIENCE:

- a successful track record of experience as a practitioner Educational Psychologist demonstrating the skills to lead, motivate and supervise a team of Educational Psychologists (to be appointed)
- experience of working with a range of school departments and external partners to deliver on the School's education and pastoral care agenda

SKILLS AND ABILITIES:

- ability to communicate effectively at all levels of an organization
- ability to assimilate, simplify and communicate complex ideas to a range of audiences of different abilities
- clear understanding and proven record of engagement with parents/young people
- ability to organise tasks and workload independently, prioritise conflicting priorities and demonstrate accountability in supervision
- ability to reach conflict resolution and model solution-focused approaches to problem solving
- ability to analyse and evaluate evidence succinctly and report key findings
- ability to synthesise information and use to inform

PERSONAL STYLE AND BEHAVIOUR:

- demonstrates a preferred style based on collaboration and consultation
- ability to think creatively and courageously demonstrating a commitment to bringing about positive change



ABOUT YOU

You have line management experience and an understanding of working within schools in a diverse, boarding community and share our ambition and energy in embracing new ways of working. You will have excellent consultation and assessment skills with a strong knowledge of any relevant legislation. You have high standards and are conscious of your own professional development; you want to join an ambitious institution with a view to building a career and growing alongside us.

We are looking for people who have a genuine interest in building effective relationships with children, families and communities.

You should consider making an application if you are an experienced EP who is:

- committed to the development of your own practice and that of colleagues through the use of reflective supervision
- creative, flexible, positive and focused on solutions
- able to work successfully in a multi-disciplinary team
- able to develop positive working relationships with other partners
- looking to develop, share and apply your knowledge and skills as an educational psychologist

OUR OFFER

We will offer you:

- an excellent induction package, strong supervision and CPD opportunities - a positive, nurturing and collaborative work environment built on trust.



Job Description

Overall Job Purpose

- to provide effective and responsive interventions, training and support to children and young people
- to work with colleagues in the School and parents to promote and enable the achievement of children and young people so that their education, health and care needs may be effectively met.
- to undertake continuing professional development and engage in regular professional supervision
- to attend management meetings and fulfilling management duties
- to work with families and students to identify specific needs
- to be responsible for ensuring that robust systems are in place for the collection, analysis, evaluation and regular reporting of data to the Principal and CEO and the Board

- to assist with the management of budget and resources of the team as agreed by the Principal and CEO

Principal Accountabilities

Key tasks and accountabilities are intended to be a guide to the range and level of work expected of the post holder. This is not an exhaustive list of all tasks that may fall to the post holder and employees will be expected to carry out such other reasonable duties which may be required from time to time.

- to deliver psychological services within a framework of consultation to the students
- to ensure reports and interventions delivered by the team are conducted in consultation with staff and students, as appropriate
- to offer psychological intervention to children and young people. Intervention may include a range of approaches, e.g. therapeutic and / or guidance on educational strategies
- to contribute to the professional development of school leaders, teachers and other relevant staff in the Schools as appropriate
- to carry out duties within the overall function, commensurate with the level of the post, to develop and monitor the quality standards of service, to comply with codes of professional ethics
- to deliver training for settings and partners and conduct individual assessments where appropriate
- to manage team meetings and agendas and enable a positive environment for creative team thinking, initiatives and solution-focused thinking
- to carry out such other duties as may be required from time to time to meet the pastoral needs of the students at the School

The above Person Specification and Job Description are not exhaustive and may be changed from time to time.

September 2023





Sadiq Public School