



NORSACA
quality of life for people with autism

SUTHERLAND HOUSE CHILDREN'S SERVICES

THE ELIZABETH NEWSON CENTRE

SPECIALIST CHILD PSYCHOLOGIST

INFORMATION FOR APPLICANTS

You should have downloaded:

- Job outline
- Job description
- Personal specification
- A copy of the Sutherland House School Prospectus is available on the website www.sutherlandhouse.org.uk
- Information on Service (available on website)
- Publications list (available on website)
- Equal Opportunities monitoring form – in view of the large number of applicants, we are not sending out the full Equal Opportunities policy in this information pack, but the full policy is available on request
- **Application form (please ensure you download and complete the application form specific to the post at The Elizabeth Newson Centre)**

Please apply by completing the application form, and attaching a personal statement. Please also complete and return the equal opportunities form.

Closing date: Wednesday 18 January 2012

Visit and Interview dates: Thursday 2 February and Wednesday 8 February 2012

Thank you for your interest.



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Specialist Child Psychologist - Job Outline

Sutherland House Children's Services has had a long tradition of including a developmental and psychological perspective to all areas of its work. This started with the key role played by Professors John and Elizabeth Newson and the involvement of the Child Development Research Unit in setting up Sutherland House School. The tradition continued with the establishment of The Early Years Diagnostic Centre in 1994, which was renamed The Elizabeth Newson Centre upon Elizabeth's retirement. The Centre has subsequently been led by Phil Christie in his role as Director of Children's Services.

An exciting opportunity now exists for a full-time Specialist Child Psychologist with extensive experience in working with children and young people with autism spectrum disorders. The applicant may have a background in either Clinical or Educational Psychology. The successful applicant will build upon the existing good practice in both diagnostic and assessment work and in supporting the needs of the most complex pupils at Sutherland House School. Developing and extending the psychology service in all areas of the work of children's services is a central part of the role.

The post holder will be responsible for the management of The Elizabeth Newson Centre, taking the role of lead consultant with responsibility for a clinical caseload and coordinating the work of the psychology team.

The Elizabeth Newson Centre receives referrals from all over the United Kingdom for assessments, which are primarily funded by Primary Care Trusts and Local Authorities. It has a national reputation for its work with children with Pathological Demand Avoidance syndrome and more complex presentations within the autism spectrum.

The post holder will also take a leadership role in the development of a multi-professional team supporting the needs of complex pupils at Sutherland House School. This will include working alongside other specialists and educationalists in initial assessment of pupils attending the school, monitoring and advising staff working with pupils showing challenging behaviour and in contributing to the school development planning process.

Sutherland House School is a specialist school for children with autism, aged from 5 – 19 years. It is a day school with pupils attending from eight different Local Authorities and has capacity for up to 94 pupils. It takes children from across the

ability range from those with severe learning difficulties through to those with a diagnosis of Asperger's syndrome. It is increasingly taking pupils with a complex presentation, who have been excluded from mainstream settings.

The school was judged as outstanding in Ofsted inspections in November 2007 and February 2011. It is particularly noted for the success of its work on pupil's emotional well-being, behaviour management and the support given to families. The leadership of the school, including that of the Governing Body, was also judged outstanding and the successful applicant will become part of this senior management team.

Both the School and Centre have a tradition of carrying out research and external training. Recent research developments have included, Early Intervention (Frameworks for Communication), Pathological Demand Avoidance syndrome (PDA), Promoting Emotional Well-being in Children on the Autism Spectrum and Augmentative Alternative Communication. The Centre is currently collaborating with Professor Francesca Happé and her team at The Institute of Psychiatry on exploring the profile of children with PDA. Children's services contributes to external training through the delivery of its own training programme, presentations at national conferences and delivering in-service events for a range of organisations. The post holder will have the opportunity to participate in both these areas.

We are looking for an experienced, creative, and dynamic psychologist, excited by the opportunity of contributing to the further development of a nationally recognised school and diagnostic centre. We are interested in hearing from applicants who may have a background in either Clinical or Educational Psychology. Funding is available for a full-time permanent position, but applicants interested in working on a part-time basis are also welcome to apply.

Salary will be within the range of £45,254 - £55,945 linked to the appropriate scale (either AFC or Soulbury) and negotiated with the successful applicant in view of their current salary and entitlements. NORSACA is an admitted body to the local government pension scheme.

We are looking for the successful applicant to take up post at the start of the summer term (April 16th) or as soon as possible thereafter.

Closing date: Wednesday 18 January 2012

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For informal discussion please contact: Phil Christie (Director) 01623 490879.



JOB TITLE: Specialist Child Psychologist

REPORTING TO: Principal/Director, as a member of the Senior Management Team

STAFF REPORTING TO YOU: Assistant Psychologist(s) and Administration Staff

MAIN PURPOSES OF JOB

To take a leadership role in **the development of a multi-professional team** supporting the needs of complex pupils at Sutherland House School

To be responsible for the **management of the Elizabeth Newson Centre**, taking the role of Lead Consultant with responsibility for a clinical caseload

To play an active role in external training, conference presentations and research/academic publications, promoting participation amongst staff across Children's Services

SPECIFIC RESPONSIBILITIES

1. To take a leadership role in **the development of a multi-professional team** supporting the needs of complex pupils at Sutherland House School
 - 1.1 Maintain and develop the behaviour monitoring system used within the school for high profile pupils, giving advice to staff on management strategies
 - 1.2 In conjunction with MAPA team have an oversight of Physical interventions and Individual Behaviour Plans used throughout the school
 - 1.3 Take responsibility for a caseload of high profile pupils, co-ordinating support, overseeing and attending multi-agency meetings, reviews and report writing
 - 1.4 Organise multi-professional panel meetings to discuss pupils with complex needs, co-ordinating the provision and allocation of support
 - 1.5 In conjunction with SMT have an involvement in initial assessments of new referrals to the school and contribute to decisions about admissions and transition arrangements
 - 1.6 Provide training and support to staff and parents
 - 1.7 Work closely with educational and therapy teams to ensure that pupils emotional well-being is given a high priority at all times

- 1.8 Monitor and evaluate the effectiveness of multi-professional support and work with colleagues to devise effective means of demonstrating outcomes
- 1.9 Ensure the input of a psychological perspective in the drawing up of policies across children's services and the school development plan
- 1.10 Give advice to the SMT/Governing body about resources and developments

- 2. To be responsible for the **management of the Elizabeth Newson Centre**, take the role of Lead Consultant with responsibility for a clinical caseload
- 2.1 To be responsible for the recruitment, supervision and management of staff within the centre, co-ordinating the involvement of other consultants as appropriate
- 2.2 Oversee enquiries and referrals to the centre in relation to assessments and liaise with colleagues in arranging the schedule for appointments
- 2.3 Carry out diagnostic assessments of children referred to the centre, including observations of the child, discussion with parents and producing timely reports with diagnostic conclusions and recommendations for support
- 2.4 Oversee the upkeep of an efficient database of enquiries and assessments maintaining on-going support and advice to families as appropriate
- 2.5 Produce regular reports to the management committee on work undertaken and future plans for the development of the centre
- 2.6 To participate in the budget setting for the centre in conjunction with the Principal/Director and the Finance Manager, and to take responsibility for monitoring, on an ongoing basis, the actual income and expenditure against that budget.
- 2.7 Work with other colleagues in NORSACA to promote and develop the work of the centre

- 3. **To play an active role in external training, conference presentations and research/academic publications**, promoting participation amongst staff across Children's Services
- 3.1 Keep abreast of key research and policy developments affecting children and young people with autism, advising colleagues of the implications for their work
- 3.2 Organise and contribute to internal and external training events
- 3.3 Maintain and regularly update the children's services information service and publications list

- 3.4 Advise on, oversee and carry out research to further promote understanding of issues affecting children and young people across the autism spectrum and of developments within children's services.

GENERAL RESPONSIBILITIES

- 4.1 Do everything possible to foster and maintain good working relationships and full co-operation with members of staff and parents.
- 4.2 Play an active part in promoting good public relations so as to increase public awareness and support for the aims and objectives of the society as a whole, and the school in particular.
- 4.3 Become familiar with the school fire, and health and safety regulations, and recording procedures, and ensure that they are strictly observed.
- 4.4 Promote and safeguard the welfare of children and young people.
- 4.5 To give a high priority to continuing professional development and discuss development needs in an open constructive manner
- 4.6 At all times to act according to the policy and philosophy of the school as outlined in school policy documents.
- 4.7 Carry out any other reasonable duty requested by the Director/Principal.

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PERSONAL SPECIFICATION – The following criteria will be used in short listing and selecting candidates

	ESSENTIAL	DESIRABLE
<u>QUALIFICATIONS AND KNOWLEDGE</u>		
Post graduate training in clinical or educational psychology, recognised by the BPS	✓	
Chartered Psychologist status	✓	
Clear evidence of continuing professional development	✓	
Well developed understanding of diagnostic systems, underlying developmental profile and educational/therapeutic approaches used with children and young people on the autism spectrum	✓	
Knowledge of research design and methodology and evidence of publications	✓	
In depth knowledge of legislation and guidance related to this area of work	✓	
<u>EXPERIENCE</u>		
Substantial experience of working as a clinical or educational psychologist	✓	
Experience of providing diagnostic and other assessments for children with a range of developmental difficulties, including those on the autism spectrum	✓	
Significant experience of working with children and young people on the autism spectrum, including those with complex profiles	✓	

Experience of working with children and young people with challenging behaviour and advising/supporting others in their management	✓	
Experience of delivering training to a range of parent and professional audiences	✓	
Significant experience of working effectively as part of a multi-professional team	✓	
Experience of working with other professionals in regional and national network		✓
Experience of taking a strategic role in the development of services	✓	
Experience of managing a service, including personnel and resources		✓
<u>SKILLS AND ABILITY</u>		
Excellent observational and analytical skills in relation to children's development and behaviour	✓	
Ability to convey complex information clearly to a diverse audience, in both written and spoken form	✓	
Ability to engage sensitively with children and young people with complex learning needs, and their families	✓	
Ability to supervise other staff effectively and to promote their professional development	✓	
Ability to provide leadership in the development of the psychology services across the organisation	✓	
Ability to work with others to devise and monitor effective individual education and behaviour plans	✓	
Excellent IT skills and the ability to oversee database of behavioural incidents		✓

Excellent organisational skills, with the ability to manage case load and work to tight deadlines	✓	
Highly committed to teamwork that includes families	✓	
A commitment to reflecting on and evaluating services to enable a process of continuous development	✓	
The ability to inspire and motivate others	✓	
<u>PERSONAL QUALITIES AND CIRCUMSTANCES</u>		
Highly motivated with a positive approach	✓	
Flexible approach to work	✓	
Warm, open personality	✓	
Good health record	✓	
Access to own transport	✓	
A commitment to safeguarding and prioritising the welfare of children and young people	✓	
Commitment to the aims and objectives of NORSACA	✓	
Ability to start work in April 2012		✓