

POSITION DESCRIPTION

Position Title	Psychologist
Reports to (position title)	Cheshire Principal
Department	Cheshire School
Employment Type	Part-time: three days per week, 8:00am – 4:00pm

Organisational Context

bestchance Child Family Care is an independent, not-for-profit, community organisation with offices in Glen Waverley, Bayswater and Pakenham, Victoria, Australia.

bestchance adopts an innovative and holistic approach to assisting young children and families by integrating a range of specialist family oriented educational and welfare community services. The range of programs delivered include Early Childhood Education and Care (ECEC) Family Day Care, Kindergarten, Child Care; Children’s Therapy, Parent and Child Support, Training, Community Support and Cheshire, an independent, specialist primary school for children with social, emotional and learning difficulties.

These programs recognise that the early years of a child's life are the most formative and influential and we strive to adhere to the principles of 'best practice'. This commitment ensures that families are, at all times, respected as the experts on their children and supported in an environment that is strength based and family centred.

bestchance also works in partnership with families in managing a number of kindergartens under its Early Years Management Program.

bestchance is committed to implementing and adhering to the Child Safe standards including the development and implementation of people practices that reduce the chance of child abuse within the organisation, for which we advocate zero tolerance.

Health safety and wellbeing first, is an expectation of all, where staff implement local work instruction and processes aligned to organisation requirements and are accountable for their own safety and safety of others.

PURPOSE

For all children, families and individuals to thrive in their community.

VISION

Inclusion we include everyone regardless of their background, needs or circumstances

Care We nourish and nurture resilient relationships

Education We develop skills and knowledge to build capacity and resilience.

VALUES

Humility we focus on listening to better understand and meet needs

High Expectations we have high aspirations for our client outcomes and for the calibre of our services and staff

Innovation we embrace change based on critical reflection

Curiosity we seek new understandings and knowledge

Evidence we seek and generate evidence to evaluate and improve our programs

Challenge we look beyond the immediate to achieve different results

POSITION PURPOSE

As a member of a multi-disciplinary team and within a family centred framework, the psychologist will:

- Provide support to families and teachers in the assessment & management of individual student's behavioural intervention.
- Plan and implement effective therapy interventions in partnership with the education team & families.
- Provide specialist assistance, consultation, education and advice to families and the team
- In partnership with families, schools and the Cheshire team, inform and guide the intake and transition to mainstream processes.
- Using the Key Worker model, family centred and strength based practice, work in partnership with families to plan and implement additional services and support the Team around the Child.
- Provide field supervision of psychology students on placement. Partner with tertiary institutions in providing ongoing placement of provisional psychologists (Masters level).

KEY RESULT AREAS AND RESPONSIBILITIES

1. Legislative, Accreditation and Organisation Requirements

- Ensure activities within their area of responsibility complies with bestchance Child Family Care Policy and Procedures and the Cheshire School Policy and Procedures.

2. Student Educational Programs

To provide Psychology Services to students with behavioural, social and emotional disorders and their families in a family centred context. Including Initial and ongoing assessment of the student's behavioural needs at home and school.

- To work as part of a multidisciplinary team in the provision of specialist education services.
- Plan, develop and implement intervention strategies for home and the school.
- To provide flexible psychology services to promote the development of behavioural, social and emotional skills for each student.
- Provide consultancy and support to the classroom teachers. Most particularly
 - During orientation/trial process
 - During development and review of IBMP's
 - Informing and participating in the Program Support Group
 - Transition to mainstream
- Prepare reports and funding applications as required

3. Relationships with Parents / Caregivers

- Maintain a co-operative relationship with parents / caregivers which allows for informal discussions regularly as well as participation in formal program support group meetings each term as required. Assist in fostering a positive school community.
- Relate sensitively, approaching each child & family with equity regardless of differences in ability, ethnic or family culture, and religious or political background.
- Provide input into education activities for parents and caregivers.
- Ensure all interactions with children and families reflect the organisations philosophy, values and beliefs.
- Provide high quality customer service to children and families.
- Respond to concerns in a timely manner and refer significant and / or unresolved issues to the Team Manager - Primary Education
- Respect the confidentiality of information relating to parents and children.

4. Teamwork

- Work co-operatively as part of the multi-disciplinary team at bestchance and in close co-operation with support staff in relation to issues and programs relating to the students; and as part of a large agency 'integrated service' philosophy.
- Work with colleagues in a spirit of co-operation to maintain and continuously improve the standard of the service at bestchance Cheshire School.
- Contribute to an atmosphere of trust and professional respect through an attitude of openness, tolerance, constructive conflict resolution processes and maintenance of confidentiality.
- Provide input into professional development activities for the team
- Attend staff meetings and any professional development sessions identified by the Team Manager - Primary Education.
- Ensure on-going professional development by reading, studying and participating in professional development.
- Accurately and promptly communicate all issues to the Team Manager - Primary Education.

5. Risk Management

- Assist in maintaining a safe, orderly and attractive work environment (including the staff room), which is conducive to effective student outcomes and teamwork.
- Maintain accurate records
- Report all observed health and safety risks to the Team Manager - Primary Education.
- Become familiar with the Centre's Evacuation Procedures and fire extinguisher positions and engage in regular emergency evacuation drills.
- Maintain a high level of hygiene and safety.

KEY SELECTION CRITERIA

- A Registered Psychologist with a Post Graduate degree in Psychology (Masters level)
- Demonstrated knowledge of child development and family-centred practice
- Demonstrated ability to support students with behavioural, social and emotional disorders, including autism spectrum disorders, and their families.

- Demonstrated ability to maintain positive, sensitive relationships between students, staff, parents and caregivers
- Demonstrated ability to support staff and impart skills and programming information to educational staff.
- Energetic, active personality with the ability to be part of a passionate team, acknowledging and valuing gains children make with a positive attitude
- Capacity to manage a diverse workload, prioritize and meet deadlines in a responsive manner. Possess the ability to work independently and co-operatively in a team environment
- Positive and encouraging attitude toward promoting the agency's commitment to children and total family care
- Understanding of the principles of natural learning environments
- Ability to show empathy and awareness of broad influences of child development and parenting

OTHER

- A satisfactory current Police Records Check and a current Working With Children Check
- A current Victorian driver licence is required