



Harbour  
Learning  
Trust

# Psychological Practitioner

(Inclusion & Belonging)

## Overview

We are excited to offer an innovative opportunity to join Harbour Learning Trust as a Psychological Practitioner within our Trust Inclusion Team.

Working alongside Educational Psychologists, SENDCos, school leaders and inclusion teams, you will support the development of psychologically informed practice across our schools, helping to strengthen inclusive provision, support early intervention and improve outcomes for children and young people.

Through our DANCE values of Delight & Joy, Ambition, Nurture, Community and Empower, we are committed to developing expertise from within. This role offers specialist training, coaching and supervision from experienced Educational Psychologists whilst gaining experience across mainstream schools, Mainstream SEND Hubs, in-house provisions and specialist resource provision.

## Purpose of the Role

- The Psychological Practitioner will work as part of Harbour Learning Trust's Inclusion Team to support the development of psychologically informed practice across our schools and specialist provisions.
- Working alongside Educational Psychologists, SENDCos, school leaders and staff, the postholder will help strengthen inclusive practice, support early intervention and build staff confidence in meeting a wide range of needs. Through coaching, consultation, observation and intervention, the Psychological Practitioner will contribute to improving outcomes, increasing belonging and developing sustainable expertise across the Trust.
- The role will support Harbour Learning Trust's vision of Success and Happiness for All by helping schools create inclusive environments where every child and young person can thrive.

## Main duties and responsibilities

### Psychological Practice and Inclusion

- Support schools to develop psychologically informed and inclusive approaches to meeting the needs of children and young people.
- Work alongside SENDCos, leaders and staff to identify and reduce barriers to learning, attendance, wellbeing and belonging.
- Undertake observations, information gathering and screening activities to inform planning and support.
- Deliver evidence-informed interventions and support programmes for individual pupils and groups of pupils.
- Support schools to understand behaviour, communication and emotional wellbeing through a psychological and relational lens.
- Contribute to the implementation of the graduated approach and inclusive provision planning.

## Job Description :

### Psychological Practitioner

Contract type:	Term Time plus 5 days - 1 year fixed (with potential for permanency)
Salary:	NJC Scale 2 £24,796 - £25,185 FTE (£18,546 - £18,837 Actual)
Reports to:	Trust SENDCo/Hub Lead In partnership with the Educational Psychology Team
Location:	1 x North East Lincolnshire locality 1 x Lincolnshire locality

Additional information: The proposed start date for this post is September 2026. Travel across Harbour Learning Trust schools within locality required.

### Workforce Development and Coaching

- Work collaboratively with SENDCos, teachers and support staff to develop confidence and expertise in meeting a range of needs.
- Model effective inclusive practice and intervention strategies within classrooms and wider school environments.
- Support reflective conversations and coaching opportunities with staff.
- Contribute to the delivery of training and professional development activities across the Trust.
- Share examples of effective practice and support schools to embed sustainable approaches.

## Main duties and responsibilities

### Mainstream SEND Hubs and Specialist Provision

- Support the development of Mainstream SEND Hubs, in-house provisions and specialist resource provision across Harbour Learning Trust.
- Provide enhanced support to schools with specialist provisions to strengthen inclusive practice and provision development.
- Support transition planning and inclusive pathways for children and young people with additional needs.
- Contribute to the development of resources, approaches and systems that support high-quality inclusive practice.

### Partnership Working

- Build positive and professional relationships with children, families, school staff and external professionals.
- Work collaboratively with Educational Psychologists and the wider Inclusion Team to support Trust priorities.
- Support schools in engaging parents and carers as partners in their child's learning and development.
- Promote Harbour Learning Trust's DANCE values in all aspects of practice.

### Professional Development and Accountability

- Participate fully in Educational Psychologist supervision, coaching and professional development opportunities.
- Engage with ongoing training, research and evidence-informed practice.
- Maintain accurate, professional and confidential records.
- Work in accordance with Trust policies, procedures and safeguarding requirements.
- Contribute to the continuous development of psychologically informed practice across Harbour Learning Trust.

### General Responsibilities

- Promote and safeguard the welfare of children and young people.
- Support the Trust's vision of Success and Happiness for All.
- Undertake any other duties commensurate with the grade and nature of the post as reasonably required by the Director of Inclusion.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified and the post holder may reasonably be expected to undertake other duties commensurate with the level of responsibility that may be allocated from time to time.

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### Professional Development Opportunity

This is a unique opportunity to develop specialist knowledge and experience within educational psychology, inclusion and SEND practice whilst working across a diverse range of educational settings. The successful candidate will receive a programme of front-loaded training from experienced Educational Psychologists during the Autumn term, followed by regular coaching, supervision and ongoing professional development throughout the year.

Psychological Practitioners will gain experience across mainstream schools, Mainstream SEND Hubs, in-house provisions and specialist resource provision, working alongside Educational Psychologists, SENDCos, school leaders and wider inclusion teams.

Harbour Learning Trust is committed to developing expertise from within and creating opportunities for professional growth. This role offers an exceptional foundation for individuals interested in educational psychology, inclusion leadership, SEND, mental health, pastoral support or related professions. As part of our commitment to our DANCE values of Delight & Joy, Ambition, Nurture, Community and Empower, we actively encourage further training, reflection and professional development, supporting colleagues to grow their skills, confidence and future career aspirations.

This role would be particularly suited to graduates considering a future career in Educational Psychology or those passionate about improving outcomes for children and young people through inclusive and psychologically informed practice.

# Psychological Practitioner

Specification	Essential	Desirable
Qualifications & Training	<ul style="list-style-type: none"> <li>GCSE Grade C/4 or equivalent in English and Maths</li> <li>Degree in Psychology, Education, Childhood Studies, SEND, Social Sciences or a related field.</li> <li>Commitment to ongoing professional development.</li> </ul>	<ul style="list-style-type: none"> <li>Degree in Psychology with eligibility for Graduate Basis for Chartered Membership (GBC).</li> <li>Further qualifications relating to SEND, Inclusion, Mental Health or Child Development.</li> </ul>
Experience	<ul style="list-style-type: none"> <li>Experience working with children and young people.</li> <li>Experience building positive relationships with children, families and professionals.</li> <li>Experience working collaboratively as part of a team.</li> </ul>	<ul style="list-style-type: none"> <li>Experience working within a school or educational setting.</li> <li>Experience supporting children and young people with SEND, SEMH or neurodiverse needs.</li> <li>Experience delivering interventions, mentoring or coaching.</li> <li>Experience within an SRP, Mainstream SEND Hub or similar SEND-focused setting.</li> </ul>
Professional knowledge & Understanding	<ul style="list-style-type: none"> <li>Understanding of child development and learning.</li> <li>Understanding of inclusion and barriers to learning.</li> <li>Awareness of safeguarding responsibilities.</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of the SEND Code of Practice.</li> <li>Understanding of Educational Psychology and psychologically informed practice.</li> <li>Understanding of relational and trauma-informed approaches.</li> </ul>
Skills	<ul style="list-style-type: none"> <li>Excellent communication and interpersonal skills.</li> <li>Ability to build positive and professional relationships with children, families, colleagues and external professionals.</li> <li>Ability to work collaboratively as part of a team and independently when required.</li> <li>Strong organisational skills with the ability to manage competing priorities effectively.</li> <li>Ability to observe, analyse and reflect on practice to identify appropriate support and next steps.</li> <li>Ability to maintain accurate, professional and confidential records.</li> <li>Competent use of IT systems and Microsoft Office applications.</li> <li>Ability to adapt approaches to meet the needs of different children, young people and school contexts.</li> </ul>	
Personal Attributes	<ul style="list-style-type: none"> <li>Passionate about inclusion, belonging and improving outcomes for children and young people.</li> <li>Warm, approachable and child-centred in approach.</li> <li>Reflective, curious and committed to continuous professional development.</li> <li>Resilient, adaptable and able to respond positively to challenge and change.</li> <li>Able to demonstrate initiative, professionalism and sound judgement.</li> <li>Committed to working collaboratively and contributing positively to team culture.</li> <li>Ambitious for children, young people and the communities we serve.</li> <li>Committed to Harbour Learning Trust's vision of Success and Happiness for All and able to actively promote our DANCE values.</li> </ul>	

We passionately believe that every child should receive the very best education that prepares them fully for the future  
 Harbour Learning Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment.