



Educational Psychologist Reddam House Umhlanga

South Africa
Umhlanga, KZN
Reddam House Umhlanga
Inspired

Line Manager/Reporting into:	College Head
Full Time/Part Time:	Full Time
Fixed Term Contract Length:	If applicable
Closing Date for Applications:	Wednesday 16 November 2022
Languages Required	English

Inspired is seeking to appoint an Educational Psychologist to join us in January 2023 on a **permanent full-time basis**.

“Inspiring Academic Excellence Across 5 Continents”

A definitive statement of excellence in private education, Reddam House Umhlanga forms part of the Inspired Education group. Inspired is a co-educational, non-denominational, independent school group designed to inspire students to achieve their maximum potential in a nurturing, progressive academic and extra-mural environment from ages 3 months to 18 yrs.

We offer a fresh and contemporary approach to education by re-evaluating traditional teaching methods and curriculums, and creating a more dynamic, relevant and powerful model reflecting current attitudes. We nurture the unique individuality, talent, and self-assurance of each student, equipping them to take on the world with the skills and confidence to ensure success. And we believe the Arts are an integral component of premium education.

Our current portfolio of 80+ schools currently operates across Europe, Asia-Pacific, Africa, the Middle East and Latin America, with ongoing expansion foreseen. This position presents a unique opportunity to join a connected global community.

We take great care when selecting new colleagues to join Inspired Education and hand pick every single role. We believe true excellence in education is only achieved through an inspiring and passionate team with whom are dedicated to supporting our schools to recruit and retain students by sustaining engaging and inspiring learning environments through our 3 pillars of: Performing and Creative Arts; Academics and Sport.

Professionalism, responsive teaching, specialist knowledge, strong planning, excellent qualifications, and an outstanding personal reputation, are just few of the core requirements we look for when recruiting Inspired teaching staff. For more information about us, please visit [Inspired Schools - Premium Private Education \(inspirededu.com\)](https://inspirededu.com)

OUR SCHOOL

Umhlanga College joined Inspired in late 2016 and was officially renamed Reddam House Umhlanga. Situated on the edge of Umhlanga Ridge, Reddam House Umhlanga encourages children to ‘simply be children’, while actively supporting them on their journey to achieve their very best. Within the parameters of a robust, diverse and enriched curriculum, the Reddam House campus culture fosters academic, sporting and cultural excellence, underpinned by a strong and supportive pastoral care system.

WHY APPLY

“Be at the forefront of International Education”

When you join Inspired, you don't just join a business. You become part of a unique global community of passionate professionals, with unrivalled access to extensive guidance, support and advice all focused on creating a culture of excellence in education.

WHAT WE OFFER

- The most collaborative environment, at every level, that you will find anywhere.
- Excellent resources
- Excellent professional development within the Inspired group and a global network of over 70 schools to learn alongside
- At the leading edge of independent school thinking.
- A culture of excellence.
- Network of opportunities &
- Competitive package.

ROLE SUMMARY & JOB PURPOSE

- To adopt a holistic view to students in their care, promoting the general progress and well-being of individuals and of any class or group assigned to them.
- To create a positive learning environment and motivate students to achieve their full potential

ROLE RESPONSIBILITIES

The position of Educational Psychologist encompasses many roles. Generally, these roles can be categorized under the following 6 broad areas of responsibility:

- 1. Counselling**
- 2. Administration**
- 3. Management of Accommodations**
- 4. Upskilling & Support of Staff**
- 5. Communication with Parents**
- 6. Other**

1. COUNSELLING

The Educational Psychologist provides the following counselling-related services:

- Counselling to students at risk and with emotional/ social needs.
- Vocational and tertiary education counselling including one-on-one counselling to Grade 11 students regarding university applications and post-school courses.
- Facilitating the Grade 9 aptitude tests and follow-up counselling sessions.
- Behavioral observation and functional behavioral analysis.
- Collaboration with the Student Affairs and Academic Support departments in developing appropriate intervention plans for students at risk.
- Collaboration with Grade Heads and the Deputy Head (Student Affairs) to identify students at risk and provide counselling and other recommendations.

- Assisting with crisis management of students at risk.
- Providing counselling and advice to students with barriers to learning or at risk with regards to organizational skills.
- Providing assistance and support to all students with regards to study skills.
- Guiding and supporting students on an individualized education programme (IEP) and assisting Grade Heads in monitoring these students' progress.
- Using psychological models and practices to enhance students' learning, cognitive and emotional needs.
- Referring out to clinical or other educational psychologists regarding longer term therapy and ed-psyche assessments.

2. ADMINISTRATION

The Educational Psychologist will be required to undertake the following administrative functions:

- Keep case history records and write up reports.
- Facilitation the examination accommodation applications to the IEB which involves collecting relevant samples to support applications and liaison between teachers and other professionals.
- Liaison with the IEB and other educational psychologists regarding examination accommodation applications.
- Maintaining the database/ spreadsheet of students with accommodations and IEPs.
- Ensuring the remuneration of all external accommodation invigilators/ readers/ scribes.
- Attend weekly College staff meetings.
- Attend termly campus Academic Support Committee meetings.

3. MANAGEMENT OF ACCOMMODATIONS

The Educational Psychologist is responsible for the management of all cycle test and examination accommodations which involve the following:

- Maintaining accommodation records and schedules.
- Overseeing all cycle test and examination accommodations venues.
- Managing and using the electronic reader – including uploading cycle tests and examinations to the relevant portals.
- Appointing and supervising examination accommodation readers/ scribes/ invigilators.
- Conducting appropriate educational assessments and interpretation of ed-psyche reports to determine strategies for students with barriers to learning.

4. UPSKILLING & SUPPORT OF STAFF

The Educational Psychologist is expected to provide the following to members of the teaching staff:

- Guidance and recommendations to teachers as how best to accommodate and support to neuro-diverse students and students with barriers to learning.
- Facilitating regular professional development workshops and presentations to teachers as to how best to accommodate and support neuro-diverse students and students with barriers to learning.

5. COMMUNICATION WITH PARENTS

The Educational Psychologist is expected to provide the following to parents:

- Liaising with parents in order to provide support and advice with regards to ed-psyche reports and strategies to assist neuro-diverse students and students with barriers to learning.
- Being a conduit between parents and the school; as well as between the school and other professionals.
- Facilitating once a term parent presentation on academic, social and emotional issues of teenagers/ parenting.

6. OTHER

- Due to the dynamic nature of any school other responsibilities and functions may be delegated by the Head of School to the Educational Psychologist to assist in the operational efficiency of the school.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual responsibility undertaken may not be identified. The duties outlined above are not intended as a restrictive list and may be extended or altered to include other tasks that are commensurate with the role as directed Senior Management.

WHAT WE'RE LOOKING FOR

	ESSENTIAL	DESIRABLE
Skills and previous experience	<ul style="list-style-type: none">• A minimum of 3 years' experience with students in a secondary school and post 16• Knowledge of relevant laws and educational policies.• Strong interpersonal skills and the ability to develop positive relationships with students, parents, staff and other professionals.• Excellent judgement in managing sensitive and complex situations with urgency, clarity and care.	<ul style="list-style-type: none">• Previous IEB accommodations experience.• Previous experience in a high-performing international school• Knowledge of local and international university admission requirements and courses.
Qualifications and Accreditations	<ul style="list-style-type: none">• M Ed (Psychology) degree or equivalent• Registration with HPCSA• Appropriate right to work	
Personal Competencies and Attributes	<ul style="list-style-type: none">• An unwavering commitment to the development of students• A demonstrable passion for the profession• Excellent organizational skills• A positive attitude to change• An excellent classroom practitioner• A continuous improvement mindset	

HOW TO APPLY

- Please send a covering letter and copy of your CV to the following email address: vacancies.umhlanga@reddam.house
- Your CV will be reviewed and if you meet the criteria, we will contact you for an interview.

Due to the current COVID environment, interviews may place via Skype, MS Teams or another virtual platform.

All applicants will be expected to provide some if not all of the following (i) a supporting statement clearly outlining why they are interested in the position and school (ii) a CV with their details and history of employment and achievements (iii) at least two referees from a recent/current appointment.

SAFEGUARDING STATEMENT

Inspired are committed to safeguarding and promoting the welfare of children and young people and if successful you are expected to share this commitment. The protection of our students’ welfare is the responsibility of all staff and individuals are expected to conduct themselves in a way that reflects the principles and values of our organization.

Any successful applications will also be required to undergo rigorous child protection screening including checks with past employers and an enhanced DBS check as well as completing any relevant safeguarding assessments.

VACCINATIONS

In accordance with Inspired’s duty to provide and maintain a safe working environment, a prerequisite to join the Company is that you are vaccinated to safeguard the health interests of our students, staff members, their families, and the community at large from COVID-19.

EQUAL OPPORTUNITIES STATEMENT

Inspired Education is an equal opportunity employer that is committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment of any kind based on race, colour, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by law.

This policy applies to all employment practices within our organization, including hiring, recruiting, promotion, termination, layoff, recall, leave of absence, compensation, benefits, training, and apprenticeship. Inspired makes hiring decisions based solely the skills, experiences and attributes needed to continue to deliver excellence.

Reddam House, in line with POPIA (Protection of Personal Information Act) will attempt to ensure the confidentiality of all applicants for this role. All reasonable measures will be in place to protect the personal information that will be used in the recruitment, selection, and reporting process. By submitting your application for this position, you are recognizing and accepting this disclaimer.

TEMPLATE APPLICATION FORM – SCHOOL STAFF

Introduction

Inspired is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and other third parties to share this commitment. Safer Recruitment practice and pre-employment background checks will be undertaken before any appointment is confirmed.

Please complete the following form as fully as possible. Please attach your CV in addition to the completed application form. The information requested below complies with Inspired’s guidance on safer recruiting.

POSITION APPLIED FOR:	
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1. PERSONAL DETAILS	
Title (Dr/Mr/Mrs/Miss/Ms)	
First Name and Surname:	
ID Number:	

Current Address:			
Postcode:			
Previous Address, covering the last five years if different from above			
Home Telephone No:		Work Telephone	
Mobile Telephone No:		Email:	
Do you have Qualified Teacher Status?			
SACE Number:			

2. OTHER INFORMATION	
Are you related to any employee of the School?	
If yes, who?	
Please state where you saw this post advertised	

3. EMPLOYMENT

Please supply a full history in chronological order (with start and end dates) of all previous employment and/or activities since leaving secondary education.

Please state the reason for leaving each position in full.

Employer Name & Address	Job Title	Date From/to dd/mm/yy	Current or Final Salary, Reason for Leaving

4. GAPS IN EMPLOYMENT

If there are any gaps in your employment history, please give details and dates

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5. REFERENCES

Please supply the names and contact details of three people who we may contact for references. One of these must be your current/most recent employer. If the employer is a school, it is expected that in most cases the Head Teacher or Deputy Head will be the referee. Where you are not currently working with children, but have done so in the past, one referee must be from the employer by whom you were most recently employed in work with children. **Please note, references will not be accepted from relatives or from referees writing solely in the capacity of friend.**

The School intends to take up references from all shortlisted candidates before the interview where possible. The School reserves the right to take up references from any previous employer.

1. Name		2. Name	
Position		Position	
Address		Address	
Tel No.		Tel No.	
Email.		Email.	
In what capacity do you know the above?		In what capacity do you know the above?	
May we contact prior to interview?		May we contact prior to interview?	
3. Name			
Position		If you were known to either of your referees by another name, please give details:	
Address			
Tel No.			
Email			
In what capacity do you know the above?			

6. DECLARATION

As the job for which you are applying involves substantial opportunity for access to children, it is important that you provide us with legally accurate answers.

Upfront disclosure of a criminal record may not debar you from appointment as we shall consider the nature of the offence, how long ago and at what age it was committed and any other relevant factors. Please submit information in confidence enclosing details in a separate sealed envelope which will be seen and then destroyed by the appropriate responsible person. If you would like to discuss this beforehand, please telephone in confidence to the Head of School.

Please disclose any unspent convictions, cautions, reprimands, or warnings.

You should be aware that the School will institute its own checks on successful applicants for short listing.

Failure to declare any convictions may disqualify you for appointment or result in summary dismissal if the discrepancy comes to light subsequently.

Please delete as appropriate:

I have nothing to declare OR **I enclose a confidential statement**

I confirm that the information provided by me on this application form is real and correct and gives a fair representation of my qualifications and work experience. I also declare that I have read and understood the data protection clause and I consent to the processing of the personal data provided during the recruitment process and during employment, if I am successful.

SIGNATURE

DATE

Where this form is submitted electronically and without signature, electronic receipt of this form by the School will be deemed to be equivalent to submission of a signed version and will constitute confirmation of the declaration

INFORMATION ON DATA PROTECTION

The POPIA Act aims to regulate, in harmony with international standards established under the General Data Protection Regulation (EU) 2016/679 (GDPR), the processing of personal information held by public and private bodies in a manner that gives effect to the right to privacy and describes how organization's — including Inspired must collect, handle process, and store personal information.

Inspired informs you that according to the POIPA Act the personal data provided and collected in this application form will be processed and automatically included in our files with the exclusive purpose of managing the personnel selection processes that are carried out. We rely on the lawful basis of legitimate interest.

By completing this application form, you are authorizing the processing of your data for the purposes expressed above. Your data will be kept in our files for the term of 6 (six) months under the required security measures and for the indicated purpose, as well as to properly manage the application to the employment position for which you may be interested and /or for future selection processes that may be adjusted to your profile. Once the purpose has expired, your data will be safely deleted.

You expressly consent to the personal data being transferred to other schools within Inspired that may be interested in your work profile. Said schools may be located in United Kingdom or outside of EU or in any other country, even in those that do not offer a level of protection comparable to our data protection regulations. In these cases, Inspired is fully committed to transfer you data under the appropriate safeguards.

Inspired guarantees the proper use of the information, and especially, the full confidentiality of the personal data contained in our files, as well as full compliance with the obligations regarding the protection of personal data.

In the event of any modification of your personal data, we ask you to notify us in writing with the sole purpose of keeping your job application or curriculum vitae duly updated.

Likewise, we inform you that you can exercise your data protection rights (access, rectification, object, erasure, or get information about other rights), or withdraw your consent at any time, by sending us a written request to the email addresses indicated in the header of this clause.

Finally, we will request from you information and contact details about your previous employers with the aim to get professional references. The applicant undertakes to provide said information with the prior written agreement of such employers, having informed them previously of the following: a) they will provide your personal information only for professional purposes; b) we will process such references exclusively for the aforementioned purposes;) Inspired recognizes to previous employers the exercise of their data protection rights, and they can exercise them by sending us a written request in the above indicated terms.