



HALE SCHOOL

JOB DESCRIPTION

Date	June 2026
Position Title	School Psychologist – General
Reports to	Director of Students and Leadership

Summary

The School Psychology team provides psychological services aimed at facilitating Hale School's Student Wellbeing and Pastoral Care Policy, Statement of Purpose, Strategic Plan, and Values. School Psychologists work collaboratively with the Health Centre staff to provide a whole school approach to the health and wellbeing of our boys. These services are designed to assist students to attain their learning potential and to realise and maintain their social and emotional wellbeing. Psychologists are expected to provide support to students and their parents, working collaboratively with internal staff and, where appropriate, referring to external service providers.

While Hale School psychologists facilitate important direct interventions, they are also seen as change agents for wellbeing at a systems level. Consequently, they participate in professional development opportunities to ensure maintenance and improvement of their own knowledge and skilled service delivery. Our School Psychologist also contributes to the development of high-quality student focused personal development along with staff development and parent information sessions with their own unique knowledge and expertise.

The School Psychologist draws on a body of professional expertise and knowledge, with the primary focus of assisting boys and members of the School community to enhance the mental health, behaviour, social competency and educational achievement of Hale School students. This knowledge is applied through individual, group and system-level interventions. It is practiced through processes of problem-solving, collaboration, consultation, assessment, counselling, and liaison with external agencies.

As a School Psychologist, they are bound by the professional standards and codes of ethics set out in their codes of practice by Federal and/or State legislation and by the School's procedural guidelines and policies.

Each member of the team has a significant leadership role in the School. Consequently, key features of their professional practice include:

- ✓ Goal-directed, evidence-based decision making
- ✓ Purpose-driven intervention, monitoring and evaluation plans
- ✓ Effective communication and feedback
- ✓ Collaborative partnerships in an educational setting
- ✓ Reflective practice, professional learning and continuous improvement.

Responsibilities

Specific services that the School Psychologist provides may include the following:

1 **Outreach**

- Provide opportunities for parents and staff in their education learning and development around issues of psychological health, wellbeing, and development of boys
- Staff education/support
- Parent education
- Staff, Student and Parent program delivery and information forums

2 **Academic**

- Collect and analyse data for the purposes of transition, Learning Support and Inclusive Education funding applications
- Interpretation of psychometric reports and communication of external assessment results and recommendations to the Head of Learning Support
- Collaborative development of Documented Plans, Adjustment Plans and Student Management Plans, documentation and record-keeping
- Consultation with the Academic Office, and learning support team regarding special accommodation and provisions for school and the WACE exams
- In conjunction with the Head of Learning Support collaborate with support staff and teams regarding diagnosis, interventions and instructional support to develop students' academic skills

3 **Pastoral Care**

- Collaborative case management of students in consultation with Learning Support team and Pastoral Care providers
- Provide psychological interventions and therapy for boys who need more acute care
- Collaborate with the Head of Brine House to provide support and deliver programs for the transition and pastoral care of Year 7 boarding students in Brine House, at times outside of school hours
- Mediation and conflict resolution
- Assistance with design and/or delivery of Social Emotional Learning curriculum in line with the whole school framework
- Collaborative development of individual student management plans
- Provision of psychological expertise through membership of relevant school committees
- Provide psychological services during a critical incident or emergency response
- Individual assessment, counselling, and liaison with external agencies
- Assist in the development of school policy and procedures
- Consultation with Director of Students & Leadership and Heads of Schools.

Other

- Demonstrate an awareness of all emergency management procedures and safe work practices in the respective areas of work
- Maintain the ethos of Hale School by acting in a manner that supports the School's Values, Statement of Purpose, Ethos and Anglican framework
- Be aware of and understand the obligations of working in accordance with the School's Child Safety, Mandatory Reporting and Child Protection, Staff Code of Conduct, Staff Code of Ethics, Critical Incident Management Guidelines, Policies and Procedures

The Headmaster, at his sole discretion, reserves the right to vary your duties at any time. Such a variation of your duties does not constitute a breach of contract or termination of your employment. As part of the School's routine pre-employment practices, the School will contact your referees and/or previous employers to ask specific mandatory questions relating to Child Safety. We also reserve the right to conduct social media checks, as part of this process.

Qualifications, Experience and Accreditation

- Relevant tertiary qualifications in psychology.
- Registration with AHPRA (Australian Health Practitioner Regulation Agency) as a Psychologist.
- Previous experience working with young people (desirable).
- Experience in a school, educational, or multidisciplinary mental health environment (highly desirable).
- A current Working with Children Check (WWCC).
- A current National Police Clearance (issued within the past six months).

Child Protection

Hale School takes child protection seriously and is committed to supporting the wellbeing of all children and young people, respecting their dignity, ensuring their safety, and protecting them from abuse and other harm. All candidates for roles at Hale School are subject to rigorous screening procedures and assessment as a condition of employment.

All staff are required to uphold the standards and adhere to the procedures outlined in our Code of Conduct for all Staff, Code of Ethics, Child Safety and Child Protection and Mandatory Reporting Policies.

As part of your duties and responsibility as an employee you will be required to:

- Promote the safety and wellbeing of children and young people
- Ensure your interactions with children and young people are positive and safe
- Provide appropriate support and supervision of children and young people in your care
- Act as a positive role model for children and young people
- Participate in regular performance management and professional learning linked to our Codes of Ethics and Code of Staff Conduct, Child Safety and Child Protection and Mandatory Reporting Policies.
- Maintain an up to date and valid Working with Children Check
- If appropriate meet professional standards for teachers and maintain teacher registration and,
- Report to the Headmaster any criminal charges or convictions you receive during your employment that may indicate a possible risk to children and young people.

The Hale School community has zero-tolerance for child abuse, and all allegations and safety concerns are treated very seriously and consistently with our robust safeguards and procedures.