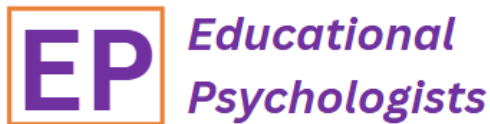




THE LONDON PLEDGE



The London Pledge for Educational Psychologists (LPEP) is a pan-London commitment by Children's Services system leaders to work cooperatively and transparently to manage the agency supply chain, improve quality and regulate pay rates in the use of agency Educational Psychologists (EPs).

Co-produced by the National Association of Principal Educational Psychologists (NAPEP) and the Association of London Directors of Children's Services (ALDCS)



Introduction

The London Pledge for Educational Psychologists (LPEP) has been co-designed to address challenges in the recruitment and retention of Educational Psychologists (EPs), focused on embedding consistent recruitment practices using evidenced protocols adapted from the Child & Family Social Worker London Pledge and subsequent DfE Statutory Guidance for Agency Child & Family Social Workers.

The LPEP recognises the need for Local Authorities to respond collectively and in cooperation to address unsustainable costs and instability of services for children and families linked to increased EP agency activity. The LPEP provides clear protocols and mechanisms of control, rooted in collaboration, whilst ensuring Local Authorities can respond to local needs in times of significant pressure.

The LPEP is one part of a wider regional SEND Workforce programme focused on understanding and responding to root cause issues through direct research with the SEND workforce and strengthening collaboration through practice sharing. This work stretches beyond London as part of ongoing cooperation between all regions nationally to accelerate progress, positively impact the workforce and outcomes for children and families.

This agreement has been co-produced with the National Association of Principal Educational Psychologists (NAPEP) London and the Association of London Directors of Children's Services (ALDCS). Input has been provided by the Association of Educational Psychologists (AEP), with their 2024 Remote Working Guidance embedded in the agreement. The terms of this agreement align with those being developed by other regions. Engagement with Association of Directors of Children's Services (ADCS) and the Department for Education (DfE) has been consistent throughout. This agreement substantiates the commitment of all 33 London Local Authorities. The LPEP will be reviewed on a 6 monthly basis for the first year, and annually thereafter.

Scope

This LPEP covers the Educational Psychologist (EP) agency workforce.

Effective Date

The effective date of the LPEP is **1st January 2026**

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Implementation & Governance

The LPEP is overseen by Directors of Children's Services who are responsible and accountable for ensuring that their managers, HR, Managed Service Providers and agency suppliers implement the LPEP in a timely manner within each of their boroughs.

Directors of Children's Services will be supported by Assistant Directors of Education and SEND, Heads of Services, Principal Educational Psychologists and Senior HR and Recruitment representatives locally, alongside the London Innovation & Improvement Alliance (LIIA).

Every Local Authority will include the LPEP in the terms of contracts with suppliers and other documents as appropriate to support the delivery of its objectives and fully represent its terms throughout the supply chain.

The Directors of Children's Services commit to implementing the LPEP in their own service holding one another to account through agreed processes of control and transparency, which will be further enabled as a result of the quarterly regional data collection commitments outlined within this agreement.

Progress updates will be shared with the Association of London Directors of Children's Services (ALDCS) on a quarterly basis and discussed in regional governance groups responsible for monitoring the performance of the LPEP.

Resources to support communication and consistent messaging across the key stakeholder groups, the Managed Service Provider and agency supply chain and candidates will be made available by LIIA via a central repository.

The 3 Rules

1. Pay Rates

1.1 Pay Rates

- a. The LPEP does not currently define a regional price cap but commits to improving transparency of live pay rates for agency Educational Psychologists on a quarterly basis to enable cost avoidance and prevent conjecture.
- b. Local Authorities will recruit all agency Educational Psychologists via established Managed Service Provider routes to market, engaging agencies that are authorised members of the supply chain. Off-contract recruitment with unauthorised agencies is not to be permitted.



- c. The 6-month milestone of the LPEP will be used to inform a robust review of pay rates across the region based on collections one and two to introduce a regional price cap

1.2 Data Collection

- d. Local Authorities will provide accurate and complete agency pay rate data for Educational Psychologists to the London Council's HR Metrics Service on a quarterly basis (in collaboration with MSPs where applicable). Data will be shared with the London Innovation & Improvement Alliance (LIIA) to support the visualisation and analysis of the data at a regional, sub-regional and local level, including providing LAs with a dashboard to support local level reviews and escalations.
- e. Local Authorities will participate in surveys and data gathering by providing a timely, accurate and comprehensive response to requests so that accurate and reliable information is available to all signatories.
- f. The agency pay rate data collection results and analysis will be shared with Local Authority stakeholders on a quarterly basis to promote transparency, strengthen cooperation and enable cost-avoidance.

2. Post Qualified Experience

- a. Local authorities will not engage EPs for agency or locum appointments that have less than three years post-qualifying experience (PQE) in a permanent role with a local authority or other relevant organisation practising in an EP context.
- b. Three years post-qualifying experience can be obtained from a single period of employment with one employer or can be gained over several periods of employment with different employers. It need not be achieved within a specific three-year period but should total three years to be sufficient.
- c. Local authorities will apply the post-qualifying experience minimum to all EPs irrespective of their pathway to the profession.
- d. Agencies will ensure that the EPs they represent for assignments comply with the post qualified experience rule and have the experience that Local Authorities consider necessary for the position.

3. Remote Working

- a. In line with [AEP guidance on 'Remote Assessment and Involvement'](#) published in May 2024, EP assessments are to be carried out in-person, in homes, or in schools settings.
- b. Remote assessments are only to be undertaken in exceptional circumstances and only when aligned to the AEP Guidance expectations where the decision



to work remotely must be:

- i. In the **best interests** of the child or young person
- ii. Informed by the views of the child or young person and **consented to** by all relevant parties.
- iii. Based on **available information** about best approaches for working with the child or young person, ensuring that EPs make reasoned decisions using their professional judgement.
- iv. In keeping with **EP professional standards to adapt practice** to ensure equality and anti-discriminatory practice best meets the needs of individuals or groups with a range of characteristics whether protected or not.
- v. Considerate of **reasonable adjustments** for EPs where disability or other conditions prevent in person meetings, though ensuring the decision to work remotely is never based purely on convenience.
- vi. Reviewed where related to **systemic and indirect work** where EPs are less likely to directly engage with children and young people.
- vii. **Quality assured** regardless of delivery model and EPs must guarantee that it meets all standards as stipulated by the HCPC

The Boroughs agree that they will:

Transition to LPEP

Local Authorities commit to working within the protocols of the LPEP effective 1st January 2026.

LAs are not expected to align existing (legacy) agency EPs within the first 6 months of the agreement.

Continuous Development of the LPEP

The performance of LPEP will be reviewed by regional governance groups with support from LIIA on a quarterly basis and reported back to the Association of London Directors of Children's Services (ALDCS)

The protocols outlined in the LPEP will be reviewed in the first 6 months and then annually to enable opportunities for reciprocation with other regions and DfE in order to strengthen the LPEP.

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We, the undersigned, support and commit to the terms of the London Pledge for Educational Psychologists (LPEP) on behalf of the Association of London Director of Childrens (ALDCS)

Co-Signatories for Association of London Director of Children's Services (ALDCS) and London National Association of Principal Educational Psychologists (NAPEP):

Elaine Allegretti, Strategic Director, Children's & Adults at London Borough of Barking & Dagenham and Association of London Director of Children's Services (ALDCS) DCS Special Educational Needs & Disabilities (SEND) Policy Lead

Julie Kelly, Corporate Director Children's Services at London Borough of Hillingdon and Association of London Director of Childrens (ALDCS) DCS Workforce Policy Lead

Emma Pearl, Principal Educational Psychologist and Hanna Hancock, Principal Educational Psychologist for London Borough of Southwark and Co-Chairs of the National Association of Principal Educational Psychologists (NAPEP) London.

London Local Authorities

Barking and Dagenham, Barnet, Bexley, Brent, Bromley, Camden, City of London, Croydon, Ealing, Enfield, Greenwich, Hackney, Hammersmith and Fulham, Haringey, Harrow, Havering, Hillingdon, Hounslow, Islington, Kensington and Chelsea, Kingston upon Thames, Lambeth, Lewisham, Merton, Newham, Redbridge, Richmond upon Thames, Southwark, Sutton, Tower Hamlets, Waltham Forest, Wandsworth and Westminster

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