

Kirklees Inclusion Partner Strategic Lead – SEND, Specialist Outreach & Additionally Resourced Provision

Job purpose

The key purpose of this job is to support the Head of Educational Safeguarding and Inclusion to develop a cohesive service which develops excellent relationships with families. You will deputise for the Head of Educational Safeguarding and Inclusion as and when required.

In this role you will be responsible for providing clear leadership, direction and management of your staff, colleagues, elected members and partners in providing a cohesive response to the needs of our customers.

Responsible for driving forward organisational development and change you will ensure that the service is able to respond to the changing requirements of our customers, the Council and the challenges of the external environment. You will also be accountable for jointly leading the whole service into major changes. You will support the Head of Educational Safeguarding and Inclusion in positively contributing to the achievement of the Council and service core values and strategies.

You will ensure that services are delivered within a context of value for money, maximising the benefit to service users from the resources available, ensuring effective management of a delegated budget.

Your responsibilities will extend across the Directorate within a matrix arrangement, you will be accountable to a range of colleagues for performance in other areas of activity, you will ensure a joined up response to complex problems which may cut across services and directorates.

Leading on delivering high performance of the partnerships in your areas of responsibility you will inspire staff, colleagues, elected councillors and partners to ensure that strategies and priorities are delivered effectively both for and in partnership with our customers.

As part of the service leadership/management team you will:

- Support the Head of Educational Safeguarding and Inclusion in leading the Service Leadership/ Management Team to ensure that it effectively manages the work programme of the service; manage the performance and development of staff within the service; manage the resources of the service meeting all corporate requirements.
- Provide leadership and management of the staff and function(s) to ensure that challenge and support is provided to the service in the planning, managing and review of performance and

development; that needs are analysed in a clear and accessible manner, and operational practice is improved.

- Contribute to the corporate management of the service and the Council through development and implementation of service, corporate and partnership initiatives as required and directed.
- Lead the implementation of major initiatives and projects across the Council and contribute to the corporate leadership of the Council.
- Ensure that the service and partners commission high quality, efficient and effective services which meet needs and secure improvements for our customers.
- Ensure that the service develops high quality relationships with children, young people, families and other stakeholders, working with (not doing to), co-producing and involving them in the design, delivery and review of services to improve quality and effectiveness.
- Ensure that the service develops an organisational culture which is rooted in the values of the Council and provides a framework in which individuals and teams can develop and strengthen their performance and fully contribute to improving outcomes for our customers.
- Develop and implement systems and processes for reporting and accountability for performance and ensure evaluation of outcomes contributes to continuous improvement of services and meets the requirements of internal and external scrutiny.
- Ensure service knowledge and intelligence is communicated to the Council's Strategy and Innovation Services in order to inform the approach to strategies, models and frameworks for the delivery of services across the Council.

Work with and support the Head of Safeguarding and Inclusion to achieve:

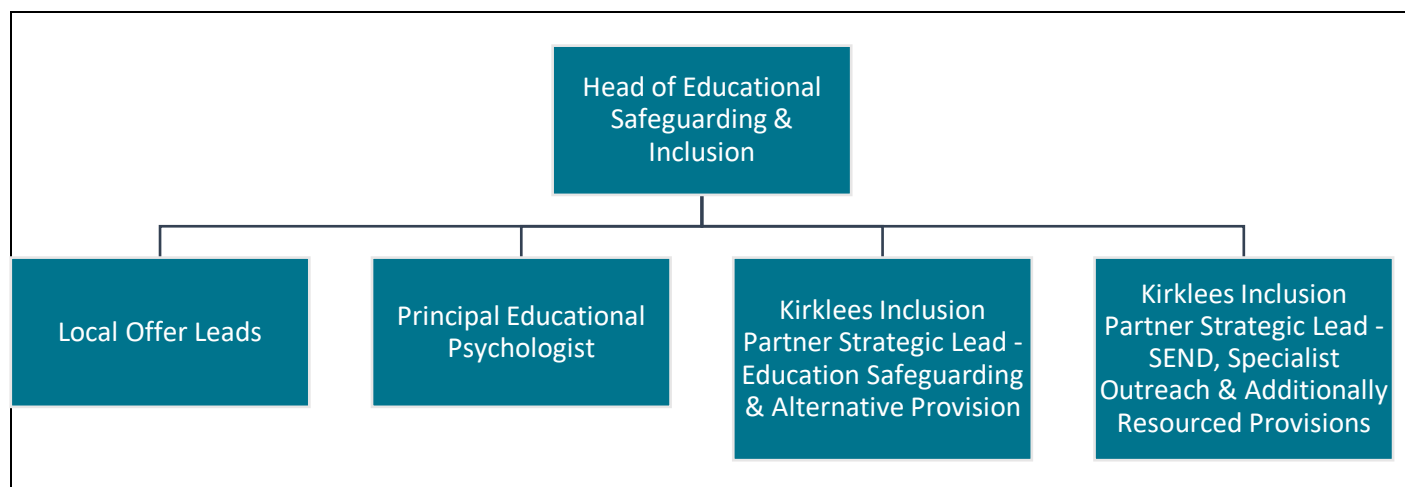
- Delivery of the service work programme and the development of the workforce across the service by the effective management, leadership and development of the service.
- Provision of high quality services to the satisfaction of customers through high quality individual performance and through proposals for continuous improvement.
- Services are developed, delivered and effectively managed within budget to the required standards.
- New initiatives are successfully progressed and supported by the provision of effective and efficient leadership and support of major projects and development activity.
- Future development activity, forward planning, and preparation for future challenges facing the Council are well-managed and co-ordinated within the service.
- Successful delivery of services through the development and maintenance of positive relations and communications with stakeholders, partners, senior managers and service providers across all organisations.

This role is based within Children and Families. Find out more about [working for Kirklees](#).

Key areas of responsibility

See specific job focus sheet.

Position of job in organisational structure



Employee Specification

See specific job focus sheet.

Behaviours and expectations

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

- Positive
- Honesty
- Respectful
- Flexible
- Communicative
- Supportive

You will also promote and be a role model of the Council's expectations of a New Council Employee within the organisation. This role is at level 3. Find out more about [Council Behaviours and Expectations](#).

General information

See your responsibilities related to [Safeguarding](#).

Expects that an Enhanced DBS check will be required. Click [here](#) to read our Policy Statement on the Recruitment of ex-offenders.

Driving licence or able to travel independently across Kirklees, exceptions maybe made for disabled candidates.

This Job Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience and grade of this job.

For Office Use Only:

Job Category		Grading ID	
Job ID		Last Updated	
Job Focus	Yes	Career Progression	

Contractual Variants

DBS Category	Children	DBS Type	Enhanced and barred
Health Check		Politically Restricted	
24/7 working		Public Holidays	
Night Working		Alternating Pattern	
Standby		Other	
Checked by HR			