

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

Role Description

To be read in conjunction with the Kirklees Inclusion Partner Strategic Lead Job Profile

In the Directorate for Children and Young People, we are passionate about making life better for children, young people and families in Kirklees.

As part of our extended Learning & Early Support Team, working with our Head of Educational Safeguarding and Inclusion, you'll strategically lead key elements of our work to ensure some of our most vulnerable children and young people have access to the support they need.

In Kirklees we have a highly ambitious Learning Strategy & SEND Transformation Plan and your role will be pivotal in supporting the delivery of these. We are truly committed in Kirklees to developing a culture of person centred approaches, where we "work with" people (as opposed to "doing to"), embedding a high expectations culture where no child is left behind.

This role requires a range of skills, knowledge and experience in order for you to be successful. It is essential that you have Qualified Teacher Status and significant experience in working with children and young people with Special Educational Needs & Disabilities. You will have knowledge and expertise in The SEND Code of Practice (2015) and an overview of the recent SEND Green paper, as well as an in depth understanding of the range of strategies, intervention and provision available to support children and young people with SEND using a Graduated Approach. You will have proven successful experience of leading teams, and fundamentally you will demonstrate that you have the right vision and values to work within our team, showing ambition and high expectations, a willingness to develop relationships and work in partnership with others, with emotional intelligence, warmth and empathy.

Specialist aspects of the role and/or responsibilities in addition to those duties described within the Kirklees Inclusion Partner Strategic Lead Job Profile

- Provide strategic overview and leadership of the development of SEND systems and processes in schools across the LA, in line with the SEND Code of Practice (2015) and any changes which may come about from future legislative changes, including ensuring effective SENDCo support, training and development
- Provide oversight and strategic leadership of on the delivery of Specialist Outreach services for children and young people aged 0-25 years with SEND and their families across the Local Authority.
- To provide strategic overview and leadership for the SEND Additionally Resourced Provisions (ARPs) across Kirklees, in both the primary and secondary phases to ensure sufficiency of provision across the LA and to provide effective quality assurance in order to

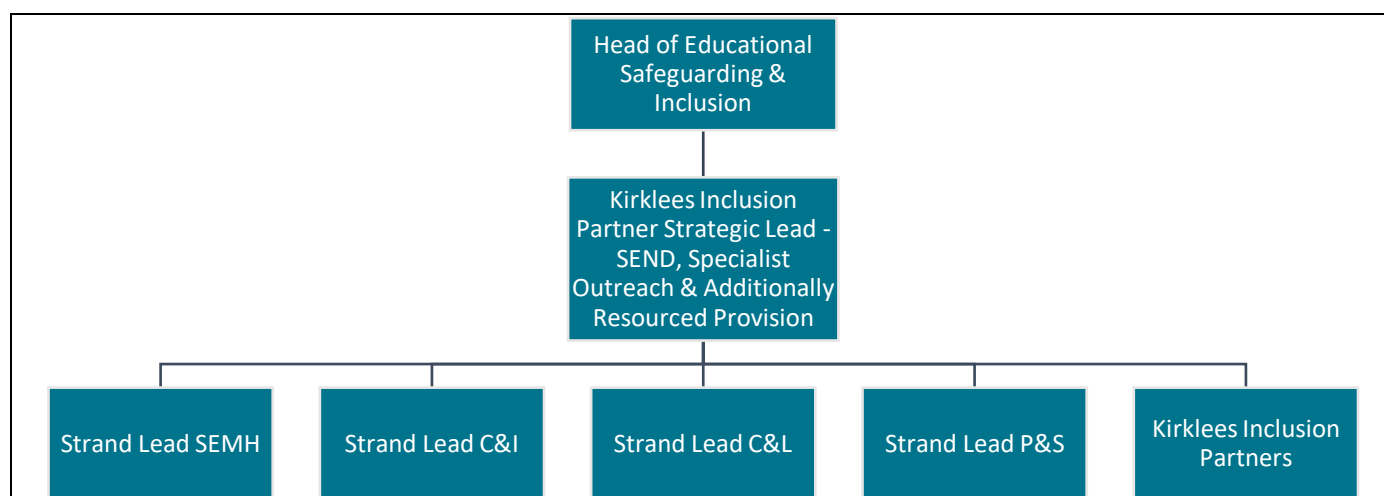
improve outcomes, including effective budget and financial management and the effective use of resources.

- Take responsibility in a changing and complex environment to ensure effective delivery and legal compliance of each area responsibility.
- Engage and build professional relationships with a range of professionals, agencies, organisations, parents and carers and schools – their Headteachers and Governing bodies and across Education, Health and Social Care and the Voluntary sector to establish effective communication, co-production and engagement to extend, develop and enhance support and provision to meet need and improve outcomes.
- Work closely with the SEND assessment and commissioning team (SENDACT) in the management of consultations and referrals to the Specialist Outreach team and Additionally Resourced Provisions and to provide flexibility and capacity in the teaching, support and outreach services to schools across the LA.
- Provide strategic leadership in delivering an ambitious SEND Transformation plan to improve assessment, provision and outcomes of children and young people in Kirklees
- Ensure effective performance of the service, through the detailed and rigorous use of a range of data and information on outcomes for children and young people, and financial performance of the service, including benchmarking locally, regionally and nationally and produce evaluative reports for the Local Authority and other stakeholders, key partners as required, including updating the relevant sections of the relevant sections of the Local Area Self Evaluation.
- Be responsible, alongside the wider Senior Leadership team, for the performance management and appraisal of staff within your teams.
- Have overall responsibility for implementing monitoring, evaluation and quality assurance systems of Specialist Outreach Services and in Additionally Resourced Provision (ARPs) across Kirklees.
- Provide line management responsibility to Strand Leads to regularly review the appropriateness and effectiveness of placements and planning for transitions; liaise and work with SENDACT and other senior leaders on consultations, referrals and placements and with other key partners around ensuring sufficiency of places and building works relating to any Additionally Resourced Provisions
- To ensure there is effective and regular communication and engagement with parents/carers, families and children and young people who attend ARPs including the statutory processes for example, Annual Reviews and use this information and other data and information to feed into a clear cycle of improvement.
- To take a strategic lead in developing and using effective evidenced based programmes, strategies and interventions for schools and settings across Kirklees, and building skills and capacity within and across schools and settings who use the service in order to meet the

needs of the children and young people with SEND.

- Maintain an overview of national, regional and local policies and practice development to ensure all areas of responsibility are up to date. Represent the council at regional and national events as required, learning from good practice elsewhere.
- Lead, motivate and inspire staff and partners to deliver objectives to a consistently high standard.
- To deputise for the Head of Service, if required, and be an integral part of the Education Safeguarding and Inclusion Service and extended Learning & Early Support Service's senior management team to facilitate flexible working across teams and build capacity, for example, outreach teaching and support.
- Maintain budget and contract accountability for areas of responsibility.
- Work with elected members and senior managers to ensure areas of responsibility support the Council's priority outcomes.

Position of job in organisational structure



Employee Specification

Knowledge, qualifications, skills and experience	Shortlisting criteria
Recognised expertise and substantial experience in leadership and management (evidenced through qualifications and/or equivalent experience) in addition to an in-depth knowledge and understanding of relevant legislation and guidance relating to SEND	Essential
An in-depth and working knowledge of the statutory duties related to SEND	Essential
A good knowledge and understanding of the council's functions.	Essential
A good knowledge and understanding of Council financial and procurement processes.	Essential

Knowledge, qualifications, skills and experience	Shortlisting criteria
Educated to degree level or equivalent and proven ability to work at that level	Essential
Qualified Teacher Status with direct experience of senior leadership and management in schools	Essential
Evidence of further study / qualifications / training in relevant areas	Desirable
Enhanced problem solving and root cause identification skills	Essential
Ability to lead outside of direct control through persuasion and influence, harnessing the benefits of systems leadership	Essential
Ability to remain calm under pressure and generate creative solutions to challenges.	Essential
Ability to establish and lead a wide range of autonomous organisations towards a common vision or goal.	Essential
Ability to identify, reassess and prioritise resources effectively, in a context of competing demands and to manage and co-ordinate multiple diverse and complex multi-agency projects.	Essential
Strong stakeholder management, influencing and relationship building skills, which includes proven ability to engage and successfully negotiate complex issues in a persuasive manner with stakeholders.	Essential
Proven ability at a senior level to lead, direct and implement key objectives including strong analytic and decision-making abilities, using data, metrics and knowledge.	Essential
Experience of working with children and young people experiencing or at risk of exclusion from school	Desirable
Substantial experience successfully leading and managing multi-disciplinary teams including matrix management	Essential
Willingness to travel to various locations to carry out the duties of the job. Possession of a full and valid driving licence and a car available for work. (Exceptions can be made for disabled applicants).	Essential
Accepts an enhanced DBS and barred list check is required. Please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.	Essential

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	