

Job description

Job title: SEN Provision Lead (Children's)

Grade: Grade 11

Job evaluation reference: ES651

Job family: Education & Youth

Purpose and impact

The purpose of the role is to provide strategic service, relevant to enhancing the work of the whole directorate. The role is delivered against a clear set of national legislative and statutory frameworks under the Children Act 1989, Crime and Disorder Act 1989, Education Act 1996, School Standards and Framework Act 1998, Crime and Disorder Act 1998 Education Act 2002, Adoption and Children Act 2002, Children Act 2004, Education Act 2005, Education and Inspections Act 2006, Safeguarding Vulnerable Groups Act 2006, Childcare Act 2006, Education and Skills Act 2008, Apprenticeships Skills Children and Learning Act 2009, Academies Act 2010, Children and Families Act 2014, the Care Act 2014, Education and Adoption Act 2016, Children and Social Work Act 2017, and other relevant legislation

Our mission:

- Children in Dorset thrive, are happy and are the very best that they can be.
- We inspire and enable children, young people and their families to find solutions that enable them to develop sustainable, safe and secure relationships with each other and within their community.
- We listen and act so that the voices of children and families is at the heart of everything we do.
- We work together to collaboratively shape, support and develop communities

Our vision is that we want to

- Shift our efforts to early help
- Get it right first time
- Work to meet need, rather than manage threshold
- Co-produce services with families

Our values are

- Collaborative – we want to work with citizens and communities, not do things for or to them
- Strength based – we work with people, not problems
- Restorative – we want to stop harm and repair relationships

We want to fundamentally change our model of service delivery to one which has the following design principles

- our services will be rooted in place and delivered by multi-professional teams
- our approach to citizens will be strength based and restorative
- we will proactively provide early help, rather than reactively make a late intervention



- we will measure our success on how we have made life better for children and young people
- we will always learn and strive to improve so we can deliver better outcomes for children and young people
- we will be digital by default and deliver services only where we are required by law, and where we can do this more effectively and more efficiently than anyone else

This job description comprises generic core duties applicable to all designated team manager or specialist roles at this level within Dorset Council.

The duties allocated may be changed from time to time to reflect the changing needs of council.

This position will be responsible for working a lead role in a team that delivers services for children and families within an operational locality or within the central team.

The post-holder will contribute to the development of strong partnerships with schools, Police, NHS, voluntary and community sector and other local stakeholders to develop a place-based approach to promote the safety, well-being and achievement of children and young people in their locality.

Responsibilities

- To work with other professionals in the team to ensure the production of high quality EHCPs for children.
- To ensure that all reviews of EHCPs are attended by an appropriate professional
- To liaise with team members in localities to ensure the requests for EHCP assessments are processed in a timely fashion
- Provide external agencies with a contact point in relation to EHCP queries.
- Work with parents and young people on the provision of EHCP
- Identify implications and resource requirements for EHCPs which will impact of wider parts of the council, eg SEN travel, and communicate this to the appropriate Brokerage team
- Maintain meticulous high quality electronic records of contact and case management for the EHCP process.
- Work with the SEND lead in the team and other professionals including Education Psychologists to ensure that complex cases are managed well.
- Place quality outcomes for children at the top of the priority list.
- To be accountable for their work within the team and support the whole team in the delivery of a consistent service in accordance with Dorset Council's policies and procedures within the range of agreed delegated duties.
- To lead on the development of appropriate business strategies and special projects to support the work of the designated role in discussion and collaboration with others performing similar roles.
- To represent the team area at internal and external groups and be responsible for the outcome of relationships with a wide range of contacts to ensure the quality and effectiveness of the service being provided.
- To provide expertise, develop and promote appropriate tools and techniques.
- Where the post is based within the Children's Services Directorate, responsibility for promoting and safeguarding the welfare of children and young people.
- Any other lesser or comparable duties as required



The following additional responsibilities will be undertaken by staff on G11:

- Chair panels in relation to statutory SEN processes including the locality SEN Panel and complex case meetings as necessary
- Contribute to the training of staff in the SEN Team
- Manage and respond to complaints and compliments from parents and schools and oversee the handling of specific requests for disagreement resolution and for appeals to the SEND Tribunal in liaison with Legal Services, and represent the local authority at hearings as appropriate

NB: The duties and responsibilities of this post are not restrictive, and the post holder may be required on occasion to undertake other duties. This will not substantially change the nature of the post.

Supervision and management

- Reporting to a Team Manager – Education & Early Help
- No management responsibility

Other factors

- Undertake the management and strategic development of a designated function providing services within a defined discipline/area of work
- Manage improvement in the service area defined.

Our values

Our values act as guiding principles, defining what we believe is important in the ways we work together. Our values are Respect, Together, Accountability, Openness and Curiosity. You will need to be able to demonstrate these values in action through the way you work, regardless of your role within the organisation. Information about our values can be found on our website.



Person specification

Your application will be assessed based on your demonstration of how you fulfil the following criteria: you should include clear examples of how you meet these criteria within your application form and during the assessment process.

Essential

Essential criteria are the minimum requirement for the above post and will be assessed through a combination of your application form, assessment, interview and references (as specified below). We will require evidence of the qualifications, training or registrations listed below.

Qualifications, training or registrations Required by law or essential to the performance of the role or both	Assessed through:
1. Vocational qualification or other qualifications or relevant degree	Application form
Experience	
2. Significant demonstrable experience in a relevant business development and/or support role.	Application form
3. Proven experience of managing external relationships with wider partners and having a significant positive impact	Application form
4. Proven experience of financial/budget management	Application form
5. Proven experience of customer care	Application form
6. Previous experience of working in a large organisation or local authority	Application form
Knowledge	
7. Expert knowledge of practices and procedures including financial and , resources management, people management and other functions relevant to the field of work	Application form Interview Assessment
8. Extensive knowledge and understanding of project management	Application form Interview Assessment
9. Detailed knowledge of IT systems and their application within a large organisation	Application form Interview Assessment
10. Detailed knowledge of policy, legislation and strategic development relevant to the field of work.	Application form Interview Assessment
11. Good understanding of the work of local authorities	Application form Interview Assessment
12. Knowledge of best practice in relation to customer care	Application form Interview Assessment
Skills and abilities	
13. Ability to manage, motivate and co-ordinate the work load of a team or teams	Interview Assessment
14. Ability to develop and/or contribute to appropriate strategic policies and special projects	Interview Assessment



15. Effective management skills	Interview Assessment
16. Ability to build and sustain good working relationships with people at all levels both internal & external	Interview Assessment
17. Ability to collect, analyse and report on complex statistical and management information	Interview Assessment
18. Excellent oral and written communication and presentation skills	Interview Assessment
19. Ability to apply confidentiality to all information handled	Interview Assessment
20. Customer care skills	Interview Assessment
21. Ability to build up a good knowledge of policy, legislation and developments in the field of work relevant to the function	Interview Assessment
Our values	
22. Respect	Interview Assessment
23. Together	Interview Assessment
24. Accountability	Interview Assessment
25. Openness	Interview Assessment
26. Curiosity	Interview Assessment
Other	
27. To be flexible with an adaptable approach to work and conflicting demands and deadlines	Application form
28. Provide a supportive working environment to colleagues	Application form
29. To undertake training as required	Application form
30. Able to fulfil the travel requirements of the post	Application form

Desirable

Desirable criteria will be used in the event of multiple applicants meeting the minimum essential requirements and if applicable, will be assessed through a combination of your application form, assessment, interview and references (as specified below). If you meet the desirable criteria, we will require evidence of the qualifications, training or registrations listed below.

Qualifications, training or registrations	Assessed through:
31. Professional qualification at a higher level	Application form
32. Management or leadership qualification at a higher level for G11 post. Post qualification professional training or award.	Application form
Experience	



33. Previous experience of delivering training	Application form
34. Previous marketing experience for a traded service	Application form
Knowledge	
35. Knowledge of health and safety legislation	Application form Interview Assessment

Approval

Manager's job title:

Date:

