

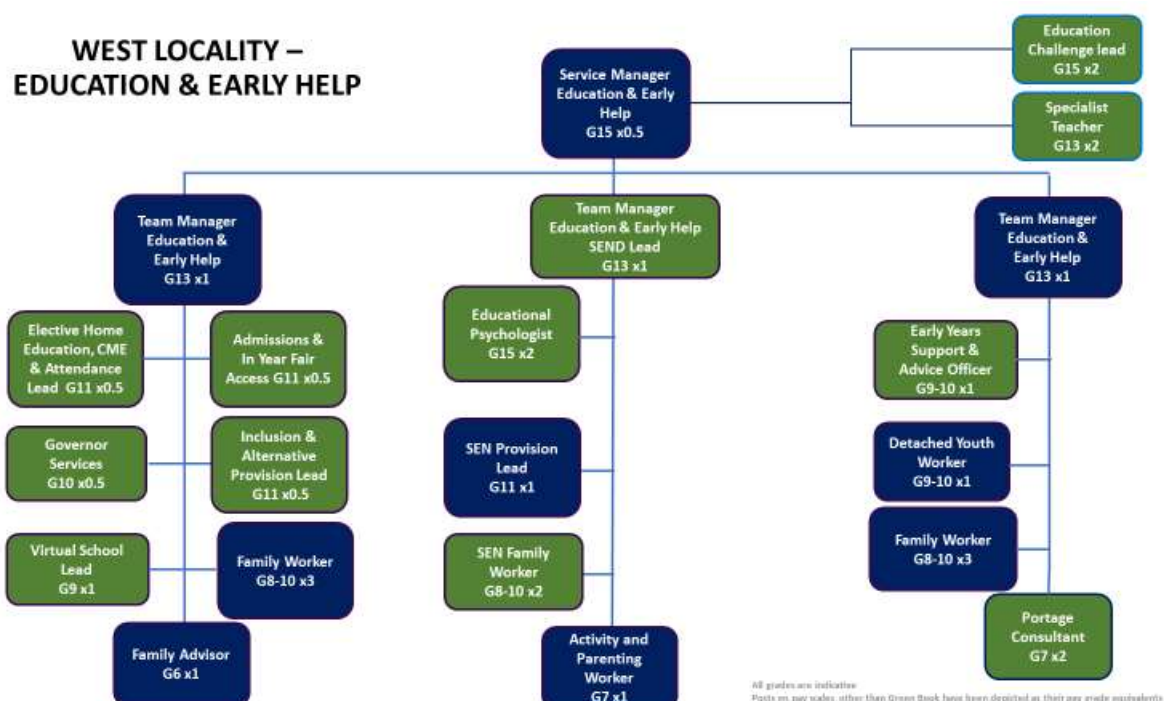
Context Statement

To accompany Job Description and Person Specification

Job title:	Team Manager Education and Early Help SEND
Directorate/service/team:	Children's Services – Education and Early Help
Grade:	G13 or L1-6
Location:	Locality – to be confirmed
Reports to:	Service Manager Education and Early Help

Organisational Structure

Locality based – Example structure below.



Context of the Work

This role has the core function of coordinating the work of a multidisciplinary team delivering educational and early help services.

The role has direct line management for a team with a range of specialisms.

The role has a requirement for a high degree of specialist knowledge of the education and early help landscape and the mechanisms required to facilitate collaboration across the system.

This role leads the accountability functions for the team and provision in the county. It has a wide overview of the functioning of the team on a day to day basis.

The post holder will coordinate the delivery of locality priorities at a team level.

In the case of the SEND lead they perform the function of being the internal specialist contact point for all matters related to the statutory SEND functions in the locality.

In particular they provide specialist advice and support as well as case holding for more complex cases.

This role will ensure that statutory data collected is used to effectively inform planning, both short and long term in order to facilitate improvement.

This role will work across the county, taking responsibility for a key area of practise and or function delivery.

This role plays a strategic role in ensuring that officers and other members of the team. Are advised of the functioning of the team and its remit.

The role will have a key aim of developing more transparent and open mechanisms of communicating with schools and providers around their work.

The post holder will help coordinate the roles of other functions within the team to ensure effective service delivery as part of a multi-disciplinary team.

Localities

- This role is a locality role

Required Behaviours

Responsibility: We act with integrity. We are honest and we don't attribute blame when something goes wrong. We are all part of the solution.

We:

- give constructive feedback and seek out feedback on our own performance and behaviours
- deliver what we promise
- are open and transparent
- learn from mistakes
- take ownership
- standby and support difficult decisions

Respect: We are aware of our impact on others. We treat people fairly and have high expectations of ourselves and others, and value differences in approaches and opinions. We instigate and lead through positive behaviour.

We:

- are welcoming and friendly
- adapt our approach to help build good working relationships
- recognise and value the differences between people, placing a positive value on those differences
- manage our reactions professionally and calmly
- keep promises
- demonstrate empathy and recognise alternative perspectives

Recognition: We appreciate and value the contribution of individuals and teams for work well done. We lead by taking time to provide feedback and share lessons learned and achievements to support the organisation's development. We celebrate commitment and success.

We...



- give positive feedback
- acknowledge good behaviour and respectfully challenge poor behaviour
- value every contribution in success
- create a positive team spirit

Collaboration: We work with colleagues, residents and partners to achieve the best possible outcomes. We feel confident to share ideas, we listen and respect other points of view and set this example to each other. We value the power in combining our personal qualities, skills and experience to achieve a shared goal.

We...

- spend time building positive relationships
- are flexible in our attitude and approach
- share information and expertise without being asked to
- invite and support others to try new possibilities
- work through conflict to create conditions for successful working
- work to find the simplest way to do things
- work together, not in competition

Service Information

The purpose of Education and Learning and Early Help is to lead and enable the effective delivery of services within the County in respect of the educational and learning provision for children and young people and the response to early levels of need. This is to ensure local needs and requirements are met and to achieve tangible improvements in outcomes for young people. The delivery and accountability for statutory functions are at the heart of this area of work.

Our Mission

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

- Children, young people and families will be central to everything we do – their voices will codesign services and drive their plans.
- We will focus on getting it right first time proactively providing early help as needs arise
- Our services will be rooted in communities, be easy to access, and delivered by multi professional teams.
- We will provide good quality, efficient services that reduce bureaucracy for staff and families and reduce 'hand offs' between professionals.
- We will measure our success on how we have made life better for children and young people.
- We will operate one children's services leadership approach based on trust, accountability, and valuing employees. Our skilled and confident workforce will be well trained, supported and enabled to take decisions and operate effectively within a clear accountability structure.
- 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

Travel Requirement

This position has a significant travel requirement. This means that there is a requirement for a vehicle (or transport deemed to be suitable by the county council) to be available on most working days to carry out normal duties. Employees in positions with a significant travel requirement are required to provide a replacement vehicle if their usual vehicle is not available over an extended period.

Other Information

The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post. This post requires a current DBS clearance.

Context statement prepared by: Mark Blackman

Designation: Corporate Director

Date: 21/01/20