

Head of SEND

Person Specification

It is essential you evidence or give examples in each of the appointment criteria listed under **Part One** in your application. It will also be helpful if you explain your motivation and interest in applying. These responses will be examined further at interview while considering **Part Two**.

Part One

Experience

Substantial experience working at service management/strategic level in the public sector or public sector commissioned private sector, where a significant focus has been on educational provision for children and young people with SEND.

Significant experience of working collaboratively with service user groups and their families to deliver improved outcomes across agencies and engaging

Proven experience of leading and delivering successful change management across complex services and partnerships including both directly managed and school-led services in support and provision for children and young people with SEND.

Experience of strategic planning, budget management and service development that has achieved improved outcomes on a reducing budget.

Substantial experience of engaging and working with a broad range of partners and stakeholders from schools, health, the local community and private sector providers.

Skills, Knowledge and Aptitude

Degree or equivalent relevant higher level qualifications relating to education.

Well-developed knowledge and understanding of the legal frameworks underpinning local authority responsibilities for children and young people with SEND

Part Two

Skills, Knowledge, and Aptitude

Strong understanding of the inspection frameworks for schools, settings and the local area's SEND arrangements with the ability to lead the successful improvement and turnaround of a service or setting, resulting in improved external inspection outcomes.

Strong knowledge of, and ability to work effectively with, elected members, key partners including Children's Social Care, parent groups, Ofsted, the Department for Education, health partners, regional education bodies and teaching schools.

A strong understanding of strategic education leadership gained within a headteacher, head of school or senior local authority role. Along with detailed knowledge and understanding of local authority and school responsibilities associated with SEND.

Ability to develop and publish clear, authoritative policy and guidance documentation.

Disposition

Builds trusted, productive relationships across schools, families, health, social care and other partners, while being able to bring people together around a shared ambition for children and young people with SEND.

Holds high expectations for children and young people with SEND and is prepared to constructively challenge existing practice, services and partners where this is needed to improve experiences and outcomes.

Provides visible and confident leadership in a complex and demanding environment; takes ownership of difficult issues, makes sound decisions under pressure and follows through on agreed actions and improvements. This builds particularly on the person specification's requirement for resilience, strong communication and working effectively under pressure.

Listens to children, young people, families and professionals; uses evidence and different perspectives to understand problems; and is willing to innovate, learn and lead change rather than defend established ways of working.