

Kent County Council

Job Description: Deputy Head – Achievement & Standards

Directorate: Children Young People and Education

Unit/Section: Virtual School Kent

Grade: KSJ

Responsible to: Headteacher

Purpose of the Job:

To lead and develop a team of multi-disciplinary staff to improve outcomes for children in care and care leavers by providing an enhanced service with a 'team around the child' and/or 'team around the school/provider' approach.

To ensure statutory duties and best practice are met, particularly in relation to the education and well-being of children in care (CiC), care leavers (CLs) and children who have a social worker, including previously looked after children.

To support the Headteacher in accounting for the efficiency and effectiveness of the Virtual School to all relevant stake holders.

Identifying areas of development and challenging practice will be a key part of this role.

Main duties and responsibilities:

1. To work with and deputise for the Headteacher to contribute to the strategic view for the Virtual School and to analyse and plan for its future needs and further development.
2. To manage the relevant VSK teams to ensure they effectively fulfill the complex and changing demands of the Virtual School.
3. To ensure that the impact of additional funding sources in relation to CiC are robustly managed, evaluated and positively contribute to their education.
4. To liaise with managers to ensure the professional development of individual workers within VSK takes place and good communication is maintained between VSK and mainstream services.
5. To contribute to the development and implementation of VSK's business planning process.
6. To continue the development and implementation of joint working within Kent County Council, Specialist Children's Services and with other partners; (including schools, other education providers and post 16 providers, SEN, Adoption, Early Help and Preventative Services, Skills and Employability and YOS) to achieve targets and improve outcomes for children in care and care leavers.

7. To take a lead role in ensuring KCC meets its statutory role in to promoting the education of children in care, ensuring they have high quality, effective Personal Education Plans and have access to any appropriate funding.
8. To take a lead role in the development and delivery of relevant multi-disciplinary training for social workers, schools, carers, health and other professionals.
9. To contribute to the development of joint multi-agency policies and protocols for children in care, care leavers and children with a social worker taking into account the commitments outlined in the Kent Pledge where relevant.
10. To ensure that effective systems are in place to monitor outcomes and the effectiveness of the interventions, participating actively and effectively in performance management processes.

The post holder must carry out their duties in accordance with the KCC Equality and Diversity Policy Statement, the Children's Safeguards Policy, the Health and Safety Policy and the Service's requirements and standards.

The deployment of the post holder will be on an area basis.

Footnote: This job description is provided to assist the job holder to know what their main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

All corporate directors, directors and senior managers have an explicit responsibility to deliver the collective agenda of the Council. These are fundamental elements of their role not an addition and are summarised as follows:

Whole Council

- Seek to improve the lives of all residents in Kent and economy of Kent
- Act as corporate parent to the Council's looked after children
- Take an active role in promoting and ensuring the Council's responsibilities for safeguarding are met.
- Understand, communicate and contribute to the delivery of KCC's strategic aims
- Meet statutory obligations and promote and ensure compliance with policies and procedures and the Council's Code of Conduct (Kent Code).
- Advise elected members and support the democratic process
- Promote the Council brand and enhance the overall reputation of the Council
- Understand and monitor the measures of performance, including customer insight, which define successful outcomes for KCC services
- Maintain and ensure a relentless focus on the customer
- Act to support the Council-wide need to deliver services within budget, thereby avoiding an overspend that could damage the financial viability of the Council
- Overcome professional and service silos to achieve the County Council's objectives.

Integration of Services

- Focus resources where they have the biggest impact
- Deliver services that are flexible and adaptable
- Integrate services within KCC and work with partner agencies to ensure a seamless customer experience
- Fully and inclusively engage all staff in the delivery of services, demonstrating the Council's leadership values and competencies.

Embedding Commissioning and Engaging relevant markets

- Establish an outcome focused organisation
- Meet the financial regulations and standing orders of KCC
- Challenge the status quo and engage with the market to constantly improve
- Ensure all services are delivered effectively and efficiently
- Proactively and continuously seek to improve service delivery
- Proactively manage risk to avoid inertia whilst not exposing the Council to needless and avoidable challenge or loss

Managing Change

- Understand and support the Authority's overall change agenda

- Deliver required outcomes of service specific change on time and to budget
- Understand the quality of staff, support their development, nurture those with talent
- Identify the skills for the future and the level of staff through robust workforce planning
- Identify and deal with underperformance.
- Deliver to agreed budget and income targets.

Kent County Council

Person Specification: Deputy Head – Achievement & Standards

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.



Applicants should describe in their application how they meet these criteria

	CRITERIA
QUALIFICATIONS	<ul style="list-style-type: none">• Qualified teacher status and degree• Significant and relevant professional development, including senior leadership qualifications
EXPERIENCE	<ul style="list-style-type: none">• Significant experience of senior leadership within a school or education setting• Relevant experience of working with children in care in a school setting and/or with young care leavers• Relevant experience of managing and developing partnerships in a multi-agency or multi-disciplinary environment• Demonstrable experience of monitoring standards of educational planning and practice in order to raise standards and develop quality practice
SKILLS AND ABILITIES	<ul style="list-style-type: none">• Ability to problem solve and work in a creative, solution focused way• Ability to identify work streams and set priorities and timescales for themselves and others to meet• Proven skill in the development and delivery of training programmes to a variety of professional audiences.• Proven ability in promoting inclusion and tackling disadvantage in a challenge/support role, with an ability to mediate and resolve conflict• Ability to collect, analyse and draw conclusions from data, and incorporate findings into effective

	<p>action plans and reports to meet the needs of a range of audiences</p> <ul style="list-style-type: none"> • A positive, inspirational leader who can develop, motivate and instill confidence in others • To be flexible, approachable and fair • Performing to agreed professional standards • Having high aspirations for children in care.
KNOWLEDGE	<ul style="list-style-type: none"> • An in depth understanding of the needs of education settings and the education processes that help vulnerable children fulfill their educational potential. • An understanding of the broader needs of children in care, the legal framework and the systems and services in place to support their care e.g. care planning, roles of social workers, carers and designated children in care teachers.
KENT VALUES AND CULTURAL ATTRIBUTES	<p>Kent Values:</p> <ul style="list-style-type: none"> • We are brave. We do the right thing, we accept and offer challenge • We are curious to innovate and improve • We are compassionate, understanding and respectful to all • We are strong together by sharing knowledge • We are all responsible for the difference we make <p>Our values enable us to build a culture that is:</p> <p>Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile</p> <p>Curious - constantly learning and evolving</p> <p>Compassionate and Inclusive - compassionate, understanding and respectful to all</p> <p>Working Together - building and delivering for the best interests of Kent</p> <p>Empowering - Our people take accountability for their decisions and actions</p> <p>Externally Focused - Residents, families and communities at the heart of decision making</p>