

Kent County Council

Job Description: *SEND Specialist Teacher for SEN Therapies*

Directorate:	Children, Young People & Education (CYPE)
Unit/Section:	Special Educational Needs and Disability (SEND)
Grade:	KR11
Responsible to:	SEN Support and Inclusion schools and post 16/19, SEN Therapies Manager

Purpose of the Job:

To provide the Local Authority (LA) with highly specialist teaching and learning advice in relation to a broad range of educational contexts so that they can develop policy and practice to extend collaborative practice in relation to the SEND Code of Practice.

To develop, evaluate, monitor, and review a framework for advice and support working collaboratively with SEN Therapies Team, in relation to special educational provision. Working with partners from Kent County Council (KCC) services, schools, settings, NHS providers, independent providers, children/young people and their families and carers, and Clinical Commissioning Group (CCG) based commissioners as appropriate.

To undertake individual provision analysis reviews of Individual Personalised Arrangements for Therapy (IPAT) cases alongside the SEND Therapies team, where there is a requirement to secure and monitor qualities of highly specialist teaching and learning, advice, consultancy and support for the provision requirements or arrangements.

This post may involve engagements in wider work stream activities and project work in relation to SEND service delivery improvements.

Main duties and responsibilities:

- To provide highly specialist advice to business units within KCC, particularly tribunal team, schools, parents, NHS Commissioners and providers. Work collaboratively within the SEND therapies team to ensure integrated provisions are sourced from Specialist consultancy for the specific learning profiles of children and young people with SEND (e.g. Down Syndrome, Specific learning difficulties, and complex learning needs including where the child or young person has requirements for Speech and Language Therapy, Physiotherapy, and Occupational Therapy as appropriate.

- To work under the SEND statutory framework, dealing with highly complex cases, developing solutions, and devising commissioning-based support for KCC to ensure the LA meets its statutory duties. Support the key commissioning activities and processes of co-produced personalised provision about procurement and stability of therapy spend.
- To analyse patterns of service need to inform business planning. Seek a wide range of solutions that address highly complex issues and hold to account other fund holders. Maintain constructive relationships with a broad range of internal and external stakeholders, to support SEND service developments and workstream related activities.
- To identify where individual complex case issues, need to be addressed strategically as part of a whole systems approach. Work with KCC senior managers and partner agencies across Kent to establish joint working policies and practices to ensure continued service development and effective delivery.
- To develop mechanisms of evaluation and monitoring of the impact of highly personalised individual provision, consultancy and advice to schools, providing feedback at senior leadership level and influencing policy and practice across Kent.
- To be responsible for agreeing LA spend on specialist consultancy advice and support for identified children. Ensuring that spend follows recommended commissioning cycles to provide best value and ensuring costs for individual commissions are appropriately monitored and reviewed.
- To work with the SEND Finance & Information Team to monitor spend on individual commissions from the independent providers.
- To manage KCC contracts with independent providers. To monitor quality of provision and performance manage any issues that arise
- To provide a level of supervision, advice, and support for the group of independent providers of specialist consultancy advice and support team members with the same for occupational therapy, speech and language therapy and physiotherapy. Develop partnerships between KCC and independent consultancy and therapy provision resources, to build capacity and improve shared understanding.

- To identify training needs and develop means to provide or devise and deliver training programmes across KCC and corresponding consultancy and therapies providers.
- To participate in relevant internal and external working groups/projects, and initiatives, to provide information and analysis of personalised arrangements for specialist consultancy advice and support and integrated therapies. Present information and issues, explaining highly complex situations to a wide range of internal and external stakeholders.
- To have an in-depth, current knowledge of national and local policy and legislation affecting Education, Health and Social Care, to provide strategic solutions advising on business plan content.
- Ensure data quality of the databases used by the team verifying errors are tracked and amended.
- To communicate, liaise and engage with parents and carers in a collaborative manner in line with directorate customer standards and the SEND Code of Practice, ensuring timely ongoing communication and swift resolution of any issues, including participation in informal dispute resolution or formal mediation. This will require the post holder to develop effective working relationships with young people and the parents and carers of children and young people.
- To be responsible for developing effective working relationships with schools including providing challenge, advice, and information as appropriate, as well as wider professional and key stakeholders.
- To keep current professional knowledge and skills as a highly specialist teacher.

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

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Person Specification: SEND Specialist Teacher for SEN Therapies

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 with a recognised post graduate qualification in a relevant area of SEND
EXPERIENCE	<ul style="list-style-type: none"> • Experience of working with children and young people with a wide range of SEND. • Experience of teaching in mainstream secondary, primary, or special schools. • Experience of undertaking assessments of children or young people. • Supporting and advising on educational provision for children and young people with SEND.
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Excellent written and verbal communication skills. • Excellent ICT skills and an ability to learn new software packages and apply them to the needs of children or young people with SLCN. • In-depth experience and knowledge of curriculum software in relation to SEND • Excellent presentation skills and an ability to work to deadlines. • Good interpersonal, organisational and time management skills. • Confidence and the initiative to learn. • Ability to work as part of a team, understanding the importance of trans-disciplinary working.
KNOWLEDGE	<ul style="list-style-type: none"> • Knowledge of Mainstream Core Standards, Best Practice Guidance, and the principles of 'Best Endeavours'. • Understanding the principles of how to develop a fully inclusive and differentiated curriculum which includes the needs of pupils with speech language and communication needs
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>

Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile

Curious - constantly learning and evolving

Compassionate and Inclusive - compassionate, understanding and respectful to all

Working Together - building and delivering for the best interests of Kent

Empowering - Our people take accountability for their decisions and actions

Externally Focused - Residents, families and communities at the heart of decision making