JOB DESCRIPTION

Job Title	Inclusion Lead (Various Specialisms)		
Directorate	Education		
Reporting to	Senior Inclusion Lead, Expert Advisor or Senior Expert Advisor		
Grade	9		
Evaluation ref:	RP048	**Job Family ref:**	

Role purpose

This is a key role for delivering a more inclusive education system through a locality structure. The post holder is responsible for monitoring and advancing the progress of a cohort of children and/or young people through their educational journey, where those children are most at risk of not progressing, particularly at transition points. This role holder is a source of expertise in their locality on why challenging situations commonly arise and can provide tested strategies and solutions for addressing them. This role holder will work with all other advisors to raise the level of consistency of practice and to ensure that no child with a need identified is lost to the system before they are confidently progressing in their education. They will keep a constant focus on progress and will challenge others in the system to adopt flexible and inclusive practices that retain the possibility of full-time mainstream education as a goal for any child.

The postholder will collaborate with other advisors to track how risks to children's progress is reducing over time and where risk is of concern, to either act or secure cooperation from others to act. They will role model that organisational boundaries are less important than holding on to every child who may be at risk of falling behind. By championing achievable inclusion, the post holder will contribute to creating a supportive and equitable educational landscape in Somerset.

Accountabilities

- Maintain an overview of risks to children within the relevant cohort and track movement over time.
- Collaborate with parents, carers, and external agencies to support students with SEND where progress or placements are challenging to secure.
- Document, develop and share strategies and solutions to common barriers and challenges faced by the relevant education phase and children in that phase.
- Work collaboratively across teams and organisations to agree actions to reduce risk and provide challenge where action is slow or incomplete.
- Plan for annual phase transitions across organisations with clear communications, expectations, and timescales.
- Work as part of a multi-agency team in a defined locality, modelling visible leadership, accessible support and positive partnership working.
- Support multi-agency working around individual children, taking ownership of co-ordination and actions on behalf of the local authority.

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Knowledge / Experience / Qualifications / Skills		
	Essential	**Desirable**
Knowledge		
Knowledge of common barriers to learning faced by children in different phases of education, and strategies to address them.	X	
Understanding of standard practices and operations in schools/settings/colleges (as appropriate)	X	
Understanding of child and adolescent development and the impact of common disabilities and trauma	X	
Understanding of multi-agency working and its importance in supporting SEND students.		X
Understanding of national and local models and frameworks for SEND (legislation, inspection, and guidance)		X
Familiarity with local Somerset models of practice.		X
Experience		
Experience in identifying and providing support for SEND need.	X	
Experience working in or alongside frontline role in relevant educational phase.	X	
Experience in working in a multi-agency context to secure improvement and action for children	X	
Experience in working with parents, carers, and children in emotive situations.	X	
Experience using systems and processes to track and report on risks, actions, and outcomes over time		X
Qualifications / Registrations / Certifications		
A degree or demonstrate equivalent qualifications through relevant professional experience.	X	
Professional development courses related to SEND or inclusive education.	X	
Teaching qualification.		X
Certification in child protection and safeguarding.		X
Membership of a relevant professional body.		X
Skills		
Ability to model ambition for children through challenging conversations and empathetic support.	X	

Strong creativity and problem-solving skills.	X	
Effective communication, negotiation, and interpersonal skills.	X	
Ability to work collaboratively and influence a range of stakeholders.	X	
Proficiency in using data reporting and monitoring software and tools.		X

Working Conditions

This role involves working within a dynamic and supportive local authority environment. Candidates should be prepared for the following conditions:

- **Work Hours:** Standard working hours are 37, with occasional requirements for evening or weekend work to meet project deadlines or attend community events.
- **Location:** The primary work location is County Hall, with opportunities for remote work as per organisational policies.
- **Travel:** Some travel within the local area may be required for meetings, site visits, and community engagement activities.
- **Work Environment:** The role involves working both independently and as part of a team, with access to modern office facilities and resources.
- **Health and Safety:** Adherence to all health and safety regulations is mandatory, ensuring a safe working environment for all employees.

Dimensions of the role

Working Arrangements

Somerset Council's dynamic Working Strategy will be applied to this position.

Corporate Accountabilities

Ensure compliance with all relevant legislation, organisational policy, and professional codes of conduct to uphold standards of best practise.

Deliver the aims of the council's equality, diversity and inclusion policies; health, safety and wellbeing of self and others; and Organisational values in everything you do, ensuring team members are also aware of their responsibilities and maintaining their understanding that Equality and Diversity practice covers both interaction with staff, service users and communities and includes challenging discrimination and promoting equality of opportunity for all.

Date: 18/10/2024