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| **DEPUTY HEAD OF SEND and Inclusion**  **SALARY GRADE: HBC11 + £6000 Market Supplement** | Halton Borough Council  resourcing@halton.gov.uk |
| Working at Halton | |
| All our colleagues at Halton have made a positive commitment to delivering great outcomes for our communities. Whoever joins us will share that passion for outstanding service, and strongly align with the values which define our workplace culture:   * Working Together – building fantastic relationships with colleagues and customers * Continuous Improvement – Keeping great service delivery at the heart of everything we do * Personal Growth – Learning, growing and developing ourselves * Accountability – doing what we say we are going to do * Inspiring Leadership – positive roles models and leading by example   *To read more about our values, click* [*HERE*](https://haltoncouncilcareers.co.uk/values/)  **We are immensely proud that when asked what’s great about working for Halton, the most popular response from our workforce has been ‘*our colleagues’*.**  Aside from working with a great team, our employees have access to a fantastic range of benefits, including:   * A generous annual holiday allowance starting at 34 days per year (including bank holidays), increasing with long service * Membership of our defined benefit, salary-linked pension scheme with generous Employer Contributions * 3 x Salary Life Cover via Local Government Pension Scheme * Investment in your personal development * Free Car Parking at HBC sites * Flexible / hybrid working arrangements available * Car leasing schemes   *For further information about all the benefits we offer, please click* [*HERE*](https://haltoncouncilcareers.co.uk/benefits/)*.* | |
| ABOUT THE JOB  The Deputy Head of SEND and Inclusion makes a profound and positive impact on the children of Halton. You will lead a culture of solution based practice, making a lasting difference to the lives of children and young people with SEND need. You will support the Director for Education, Inclusion and Provision and Head of Service for SEND and Inclusion by leading on service development and the effective delivery of SEND Operations, including line management of the SEND Assessment Team.  More specifically, your duties will include:   * Leading the service and ensuring that Children and Young families are at the centre of decision making * Overseeing SEND casework teams and driving the review of statutory data and financial reporting * Embedding child-centred and solution-focused practices across the service * Building collaborative relationships with young people, parents, schools, and health partners. * Leading quality assurance initiatives, delivering training programs, and fostering a culture of continuous improvement. * Auditing EHC plans and associated procedures and making relevant changes to processes * Chairing panels, overseeing frameworks, and deputising for the Head of Service for SEND and Inclusion, when required.   Undertaking any other duties and responsibilities as may be assigned from time to time, which are commensurate with the grade of the job. | |
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| About You You will have a degree in a relevant subject. You will also have significant relevant experience in working at a senior level in SEND management.   * Expertise in child-centred and solution-focused practices. * Proven experience in establishing effective relationships with both internal and external colleagues * Excellent communication and presentation skills * Effective decision making skills, finding innovative ways to resolve problems, working under pressure to deliver effective results * A strong understanding of the Children and Families Act 2014 and SEND reforms and other legislation and statutory guidance * A proven track record of leading and managing multi-agency teams to deliver impactful results * Strong analytical skills, with the ability to review statutory data, ensure compliance, and manage financial reporting * The ability to lead quality assurance frameworks, deliver training initiatives, and build effective partnerships with internal and external stakeholders * Exceptional leadership skills, including experience in chairing panels and stepping in to deputise for senior leaders when required * Excellent IT and analytical skills * Commitment to service delivery in SEND, on a system of continuous improvement * A full Enhanced DBS check is required for this post. | |
| As this role involves regular travel across the borough and sometimes further afield, a driving license and access to a vehicle are essential requirements. Where appropriate, reasonable adjustments will be made in accordance with the provisions of the Equality Act.  The Council and its schools are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff, workers and volunteers to share its commitment. | |
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