Job Title: Family Practitioner Lead (SEND)

Grade: 10

Our Vision

We have a clear vision for Staffordshire - an innovative, ambitious, and sustainable county, where everyone has the opportunity to prosper, be healthy and happy

Our Outcomes

We want everyone in Staffordshire to:

* Have access to more good jobs and share the benefit of economic growth
* Live in thriving and sustainable communities
* Be healthier and more independent for longer

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish, and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

* Ambitious – We are ambitious for our communities and citizens
* Courageous – We recognise our challenges and are prepared to make   
  courageous decisions
* Empowering – We empower and support our people by giving them   
  the opportunity to do their jobs well.

About the Service

The SEND Team is home to a range of professionals working toward improving outcomes for children, young people and their families. We have a specific focus on special educational needs, but our primary focus is on inclusion.

We are a values driven team and believe that a key part of our work is to ensure that we are always focused on working together with families and schools as key partners to explore and develop solutions.

In this role, you will As part of our vibrant SEND team, you will have excellent professional support. We work in a multi-disciplinary team of Educational Psychologists, Specialist Teachers, Specialist SEND Officers and Social Care Professionals. Our team is also well supported by specialist educational legal professionals

Reporting Relationships

Responsible to: District Lead and Principal Family Practitioner Lead (SEND)

Responsible for: Family Practitioners, Family Time Supervisors, Education and Welfare Officers and SEND Key Workers

Key Accountabilities:

1. Undertake the lead role within the team for the coordination of services delivered by Family Practitioners, Family Time Supervisors, Education Welfare Officers and SEND Key Workers.
2. Providing the line management and reflective supervision to individual workers across the team, including group supervision to support a high performing team culture.
3. As part of the district management team ensure that the voice of this team is championed through strategic discussions and that resources are allocated according to need.
4. In partnership with the appropriate central leads and function, manage the delivery of a key worker approach dependant on the needs of the child and family. This includes the provision of early help service, delivering direct interventions for children in need, children subject to child protection plans and children in care alongside SEND Needs assessment and EHCP reviews, and Education and Welfare Functions.
5. To support interventions for children, their families and carers to maintain positive relationships, promote stability and achieve good outcomes for children.
6. To ensure that all children and families in the district who require services are responded to in a timely and efficient manner to ensure the best quality of service.
7. To coach and support workers to undertake flexible and imaginative approaches in offering support to children, their families and carers which best suits their needs.
8. To ensure interventions comply with legal, ethical, and best practice frameworks and are underpinned by national research to deliver good outcomes for children and their families.
9. As directed and supported by the Principal Family Practitioner Lead and District Lead, work effectively across the district ensuring that children and families get the right support at the right time for the right professionals.
10. To escalate specific practices matter, areas for improvement and innovation to the appropriate functional lead.
11. To effectively manage budgets consistent with the scheme of delegation and ensure that the team resources are managed efficiently to deliver the requirements of the service.
12. To ensure quality assurance processes are in place and adhered to in line with relevant policies, procedures, and quality assurance frameworks.
13. Manage workload, prioritizing all work in accordance with the purpose principles and processes of the Local Authority, and all relevant legislation, understanding costs over time.
14. Adhere to the principles of the SEND Service and contribute to the shaping, continual improvement, and promotion of the service.
15. Undertake all required referrals, collaboration, investigation and action under the Staffordshire Inter-agency Adult Protection and Child Protection Procedures.
16. Undertake any other duties required by Management which are commensurate with the grading of the post.

Professional Accountabilities:

The post holder is required to contribute to the achievement of the Council objectives through:

**Financial Management**

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

**People Management**

Engaging with People Management policies and processes

**Equalities**

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

**Climate Change**

Delivering energy conservation practices in line with the Council’s climate change strategy.

**Health and Safety**

Ensuring a work environment that protects people’s health and safety and that promotes welfare, and which is in accordance with the Council’s Health & Safety policy.

**Safeguarding**

Commitment to safeguarding and promoting the welfare of vulnerable groups.

The content of this Job Description and Person Specification will be reviewed on a regular basis.

**Person Specification**  A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

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| **Minimum Criteria for Disability Confident**  **Scheme\*** | **Criteria** | **Measured by** |
| **employer_small** | **Qualifications**   * Degree in an appropriate discipline or a professional qualification at an equivalent level (such as social work or teaching) or equivalent experience * Relevant supervisory experience * Evidence of taking personal responsibility for continued professional development | A/I  A/I  A |
| **employer_small** | **Knowledge and Experience**   * Previous experience in a children’s and family setting * Significant knowledge of current legislation and directives concerning SEND and vulnerable learners. * Knowledge of current legislation and directives concerning social care, early help and safeguarding * Experience of supervising and line management responsibilities * Experience of working in a multidisciplinary environment * Experience of purposeful and effective direct work with children, young people and families * Experience contributing to the quality assurance of services against planned outcomes * Knowledge of child development and family dynamics including the needs of young people in education, social care and health * Knowledge of mental health, substance misuse, domestic abuse, poverty and other vulnerabilities and how these impact on families | A/I |
| **employer_small** | **Skills**   * Ability to communicate clearly and precisely in the most appropriate way * Ability to write accurate records and reports * Ability to work collaboratively with a range of internal and external colleague from a variety of sectors, including private, voluntary, public sector, education, health, social are, criminal justice and advisory services * A car user with use of a vehicle * This post will be designated an essential car user * Able to develop and sustain impartial collaborative relationships * Able to demonstrate budget management skills. * Good organizational skills, including managing time, prioritizing work and meeting deadlines. * Able to work creatively within resource constraints. Able to problem solve and identify opportunities for improvement. * Resourceful and resilient – able to operate in a changing environment. * Skilled in resolving conflict or tensions * Curious and passionate about improvement and making a difference * Willing to challenge accepted models of services and be creative. * Committed to understanding what success looks like for the individual and their family. | A/I |

This post is designated as a casual car user

**employer_small** If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, Braille, another language, on cassette or disc, please ask us by contacting **Talent and Resourcing on 01785 278300**

**Shared Services on 01905 947446**