

Graduated Approach Lead

Grade 12

About the Service

The SEND team provides the strategic and specialist SEND practice support to the Local Authority, SEND partnership including children and their families, health commissioners and providers as well as education providers to fulfil the SEND statutory duties (Children and Families Act 2014). The SEND service also includes the Educational Psychology Service, ASSIST and Specialist Teaching Support which contribute to the delivery of SEND services including the graduated approach to meeting SEND needs across Staffordshire.

About the Role

Graduated Approach Lead provides the strategic leadership for the development and delivery of the graduated approach to SEND across Staffordshire. The role leads system-wide improvement in inclusive practice, including Assess, Plan, Do, Review (APDR), early intervention and pre-statutory support, working closely with schools, SEND assess and review teams, wider SEND, education and Children's & Families as well as other partners.

The post holder leads key SEND programmes and networks, supports schools to improve inclusion and attendance, and uses SEND data to drive quality, performance and sustainability. They manage practitioners, contribute to policy and partnership development, and advise senior leaders and elected members to improve outcomes for children and families..

Reporting Relationships

Responsible to: Head of SEND

Responsible for: Graduated Approach Co-Ordinators

Key Accountabilities:

- 1.** Lead and manage the work to develop and deliver the EAPDR strategy across Staffordshire, making sure schools understand it and can access the enhanced pathway.
- 2.** Lead on the development of best practice in Assess, Plan, Do, Review (APDR) in schools across Staffordshire which include quality first teaching and interventions, adaptive teaching and the development of holistic outcomes for children.
- 3.** Lead on and run the Staffordshire SENCo Network to provide consistent messages from the SEND partnership to education providers.
- 4.** Lead the support for schools with inclusive SEND practice and interventions. Support the roll out and implementation of digital systems in relation to the graduated approach.
- 5.** Collaborate with the leads for attendance and inclusion to enable children to remain in school and their classroom environment and to promote attendance in line with the strategy in Staffordshire.
- 6.** Lead on the Staffordshire Whole School SEND programme, working with schools to peer review and develop best practice in relation to SEND and Inclusion.
- 7.** Responsible for the management and oversight of quality and performance in relation to the graduated approach within the wider SEND partnership.
- 8.** Lead on the development of the SEND & Inclusion HUB locality model within Staffordshire, collaborating with partners to develop local area footprints and



aligning programmes including Best Start and Families First to improve outcomes for children and families.

- 9.** Responsible for maintenance and development of the layers of the SEND & Inclusion Hub locality model, reporting into the SEND & Inclusion partnership including operational management and strategic development.
- 10.** Responsible for the management, development and review of action plans relating to the graduated approach.
- 11.** Lead a team of practitioners and manage the day to day practice in accordance with the direction of Staffordshire's Pre-statutory strategies.
- 12.** Support the Head of SEND and Assistant Director to respond to Cabinet Members and committees in matters related to the graduated approach.
- 13.** Use SEND intelligence and data to identify and develop opportunities to work more cost efficiently and reduce the High Needs deficit and to contribute to district needs analysis.
- 14.** Coach and support SEND Service wider education and children's and families teams to understand the importance of the links between the graduated approach and the statutory SEND pathway.
- 15.** Develop and implement, monitor and review SEND pre and posts statutory policies including SEND Personal Budgets and Direct Payments.

Person Specification

Qualifications/Professional membership

- Degree-level qualification in education, special educational needs, or a related field (or equivalent professional experience).
- Relevant professional qualification in SEND, Inclusion, or Educational Leadership (e.g., NASENCO, NPQ).
- Evidence of continued professional development in areas related to SEND, inclusive practice, or educational strategy.

Knowledge and Experience

- Extensive experience in leading and delivering strategic SEND initiatives across educational settings.
- In-depth understanding of the Assess, Plan, Do, Review (APDR) cycle and its application in schools.
- Proven experience in developing and embedding inclusive practices and adaptive teaching strategies.
- Experience in managing networks or partnerships, particularly with SENCOs or multi-agency stakeholders
- Strong understanding of the SEND Code of Practice and the statutory framework for SEND.
- Experience in using data and intelligence to inform strategic planning and improve outcomes.
- Demonstrable experience in quality assurance and performance management within education or SEND services.
- Familiarity with the development and implementation of local area SEND and Inclusion Hubs.

Skills

- Excellent leadership and project management skills, with the ability to influence and drive change across systems.
- Strong communication and interpersonal skills, with the ability to engage and collaborate with a wide range of stakeholders.
- Ability to analyse complex data and translate insights into actionable strategies.
- Skilled in coaching and supporting teams to build capacity and improve practice.
- Confident in presenting to senior leaders, committees, and external partners.
- Strategic thinking with the ability to manage competing priorities and deliver results under pressure.
- Commitment to ongoing personal and professional development

This role is a designated casual car user

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