

Hertfordshire County Council

Job Outline



JOB TITLE:	Sensory Specialism Lead (Countywide)
GRADE:	L14-18 of HCC Leadership range
REPORTS TO:	Head of SEND Specialist Advice and Support Service
DEPARTMENT:	Children's Services
TEAM:	Education Directorate

Purpose of the Job

- To lead the specialist support service provision across the County for children and young people (0-25) with sensory needs (Deaf/Hearing, Vision Impairments and Mult-Sensory Impairments), ensuring quality and equity of service delivery.
- To secure best outcomes for children and young people with sensory needs by empowering settings to meet their needs effectively in line with the SEND Code of Practice, the Hertfordshire Special Educational Needs and Disability (SEND) Strategy and SEND reform ambitions.
- To work collaboratively with other colleagues both within and outside Education Directorate, including the delivering local partnerships, to promote early intervention, assessment and high-quality inclusive practice.

Main Areas of Responsibility

- Lead the county-wide offer for children and young people (0-25) with sensory needs.
- Actively promote and champion the sensory specialism within the SEND Specialist Advice and Support Service and ensure clear and accessible information regarding the county-wide offer is available to families, early years, schools, Post 16 settings, colleagues in Education Directorate and HCC and those in other agencies e.g. through publication on the Local Offer.
- Actively keep up to date on national research and developments within sensory specialism area.
- Robustly evaluate the impact of sensory specialism support across the County and identify development priorities to inform overarching Service Delivery Plan, ensuring alignment with Children's Services SEND Strategic priorities and HCC Strategic objectives.
- Effectively lead on Quality Assurance across the sensory specialism area, including quality of advice, practical support and standards of report writing.
- Working in collaboration with the Lead Teachers for sensory teams to evaluate the impact of specialism support across the County and identify development priorities to inform the overarching SEND Delivery Plan, ensuring these align with, Education Directorate priorities and Children's Services strategic objectives against best value principles.
- To have direct responsibility for the management of the SEND Highly Specialist Equipment service including oversight of associated work.
- In collaboration with the Head of SEND SAS, have oversight of the specialism budget and accountability for ensuring funding is allocated in line with strategic service development priorities including available establishment and funding. Contribute to the monitoring and evaluation of spending to ensure maximum impact and best value are achieved.
- Report to the Head of the SEND SAS (and other senior leaders as required) regarding service impact, evaluation and development.

- Ensure clear operational procedures are in place across sensory specialism to enable consistency of service delivery across the County.
- Work in collaboration with Early Years Lead to ensure the sensory offer is accessible in Early Years settings.
- Be the Designated Safeguarding Lead for the specialisms and have overall responsibility for ensuring safeguarding procedures are adhered to in line with HCC Policy.
- Lead on overseeing Continued Professional Development (CPD) for all staff within specialism area, monitoring CPD programmes to ensure these are based on service development priorities and performance management targets.
- Effectively line manage the Countywide Lead Teachers for sensory needs and Educational Audiologist to ensure they fulfil the responsibilities of their roles by providing supervision and undertaking performance management in line with Teachers' Terms and Conditions as Centrally Employed Teachers.
- Actively contribute to robust performance management, underpinned by service development priorities, for all staff across the specialism and service.
- Represent the wider role of the Education Directorate, the SEND SAS Service and/or the specialism including panels and strategic projects in agreement with Head of SEND SAS.
- Secure effective and sustainable partnerships between Education, Health and Social Care and with other agencies including local and national organisations and parent groups.
- Have strategic oversight of case management and support staff across the sensory and specialism and ensure effective targeting of resources to secure equity of provision across the County.
- Be responsible for the recruitment of staff to the specialism area or across the service as required.
- Evaluate delivery of the training offer in the area of specialism to ensure the needs of schools and settings are met across the County and have oversight of the training offer. Monitor and evaluate the impact of training.

- Model excellent practice and carry a small advisory caseload (0.1), support statutory assessments and providing advice regarding provision for children and young people with physical and neurological and sensory impairments.
- Actively contribute to the Senior Leadership Team of SEND SAS and undertake duties assigned in this position including delivery of SEND SAS Strategic Plan and SEND Strategic Ambitions in Children's Services.

The duties and responsibilities listed above are not exhaustive. The post holder may be required to undertake such other duties, commensurate with the post, as may be assigned by the post holder's line manager or other senior leaders in the service.

Person Specification

Essential:

- Educated to degree level and hold Qualified Teacher Status
- Specialism Lead for Sensory Impairment: hold mandatory qualification in either HI, VI or MSI
- In-depth specialist knowledge and understanding of the range of sensory impairments and best practice in relation to meeting these needs
- Minimum five years relevant and successful teaching experience e.g. teaching in a specialist setting or advisory service
- Significant experience in a senior leadership role
- Thorough understanding of high-quality teaching and learning
- Ability to model excellent practice and lead by example
- Commitment to promoting equal opportunities and diversity
- Able to travel independently – current driving licence
- Excellent communication and technology (ICT) skills
- Ability to work collaboratively and proven track record of motivating and developing a team
- Ability to set and maintain high standards of professional practice

- Ability to prioritise work within a multi-professional team reflecting service priorities
- Experience of leading strategic developments or innovations within SEND education
- Ability to work creatively to support service development in a rapidly changing environment
- Thorough knowledge of SEND legislation and policy including the SEND Code of Practice, Equality Act and Early Support and ambitions in the SEND reforms
- Ability to use data and performance measures to evaluate practice, evidence outcomes and identify areas for development