A picture containing text

Description automatically generated

|  |  |
| --- | --- |
| **Title:** | **Director of South Leicestershire Inclusion Partnership** |
| **Salary:** | L20 – L24 |
| **Contract:** | Part-time 0.4 contract (flexible working) |
| **Responsible to:** | Chair of Learning South Leicestershire (LSL) (Vice-Chair in the Chair’s absence) |
| **Line manage:** | SLIP coordinator, SLIP provision leader, SLIP lead teacher |
| **Key relationships:** | LSL Headteachers, SLIP staff, relevant school staff, other agencies, students, parents |

# SOUTH LEICESTERSHIRE INCLUSION PARTNERSHIP (SLIP) JOB DESCRIPTION

## Strategic purpose – what you are trying to achieve

* The core purpose of the Director will be to meet the needs of students who, as a result of their SEMH and other needs, are struggling to be educated in their current school by:

- Supporting schools in strengthening their capacity to meet the needs of these students.

- Providing an alternative setting where the needs of more complex students can be assessed and addressed.

This will lead to:

* Excellent outcomes for students (relative to starting point with SLIP) and staff;
* Keeping students in or returning them to mainstream learning wherever possible;
* Excellent practice and performance throughout SLIP provision;
* Strong partnerships across and between all SLIP schools and the continual improvement of SLIP;
* SLIP to be recognised as providing excellent provision by students, parents, governors, Ofsted and other agencies.

## Key responsibilities – what you are responsible for

* Providing strategic leadership under the direction of the Learning South Leicestershire Partnership;
* Promoting high aspirations amongst students and staff;
* The effective, efficient operation of SLIP functions including surgeries, core group and programme management;
* The provision of effective support and guidance by SLIP to schools in order to strengthen their capacity to meet needs in school;
* Ensuring that students achieve excellent progress relative to their context and acquire appropriate qualifications and accreditations;
* Supporting students at key transition points, especially in securing education or training post-16;
* Maximising the professional effectiveness and development of staff;
* The quality of teaching for students;
* Promote and safeguard the welfare of children and young people in accordance with the safeguarding policy and Keeping Children Safe in Educatiom;
* The welfare, behaviour and safety of students;
* The social, spiritual, moral and cultural development of students;
* Monitoring, evaluating and improving the effectiveness of SLIP;
* Promoting a positive learning environment and an achievement culture;
* Promoting caring and productive relationships between and among staff, students, parents and schools;
* The SLIP action plan;
* The smooth efficient day to day running of SLIP.

**Specific tasks – what you must do**

* Provide leadership and direction for the Partnership, promoting collaboration, shared responsibility for student welfare and outcomes and clear moral purpose;
* Spend at least one day a week with the SLIP programme management team. Other time to be worked flexibly;
* Be easily contactable during school term time (within reason) to manage issues;
* Provide strategic management of the Partnership with oversight of: staffing, budgets, safeguarding, curriculum, quality of teaching and learning outcomes;
* Line manage and meet regularly with key staff;
* Prepare for, chair and follow up on SLIP core group meetings;
* Prepare for, chair and follow up on SLIP surgeries;
* Prepare for, attend and follow up on SEIP Chairs meetings;
* Prepare for and report to LSL meetings;
* Liaise with headteachers and other key school staff especially at times when they face difficult decisions about the future of students with challenging behaviour;
* Liaise with other agencies including the Local Authority, Police, Social Services, CAMHS as appropriate;
* Broker agreements between schools in relation to managed moves;
* Make decisions based on agreed protocols and arbitrate where there is disagreement;
* Develop and implement the SLIP action plan;
* Monitor and report key performance indicators such as finance, student attendance, numbers of referrals and outcomes;
* Ensure that the Partnership operates according to the national guidance governing its activities and within the framework set out in the funding agreement with the Local Authority;
* Initiate high level contact in the LA, NHS and other agencies when multi agency working is not succeeding;
* Ensure the quality of provision, engaging Partnership Heads and external providers as appropriate;
* Ensure that students are supported at key transition points, especially in securing education or training post-16, working with agencies such as Prospects, Connexions and Bridge to Work
* Be an exemplary role model for students and staff and play a lead role in the SLIP and LSL community;
* Actively seek to maximise the learning and outcomes of all students, wherever possible seeking to return them to mainstream provision;
* Promote and publicise the strengths and successes of SLIP;
* Represent SLIP at meetings, seminars and other appropriate events;
* Ensure that performance management is conducted efficiently and effectively;
* Plan and provide for the continual professional learning of teachers and support staff;
* Ensure that all SLIP policies are applied consistently and rigorously;
* Manage SLIP budgets, delegating resources fairly and ensuring the principles of best value;
* Agree performance targets with the LSL Chair (or other head), which ensure your continuous improvement;
* Other reasonable duties that the LSL Chair may ask you to perform.

## Key Competencies – skills and qualities you must demonstrate

* The ability to inspire, motivate, challenge and support staff
* The ability to delegate tasks and responsibilities appropriately
* Excellent interpersonal and communication skills
* The ability to act calmly, quickly and decisively under pressure
* The ability to engender a team spirit and a pride in SLIP
* The ability to challenge colleagues and hold them accountable for performance
* Excellent attendance, reliability and integrity