



# Cheshire West & Chester Council

## Director of Education and Inclusion

### SALARY

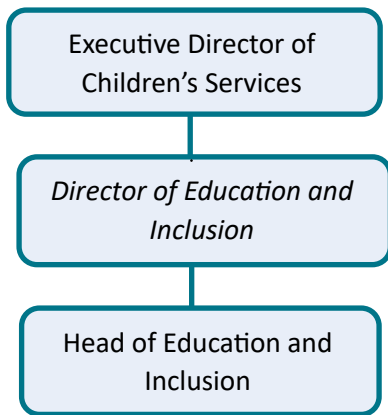
Up to £110,914 per annum

### RESPONSIBLE TO

Executive Director of Children's Services

### CORE PURPOSE

*Lead, inspire and energise everybody to make a positive difference to people's lives.*



The Director of Education and Inclusion is responsible for the strategic leadership and management of all educational services within and on behalf of the Council, ensuring inclusive education practices across all schools and settings, with a particular focus on Special Educational Needs and Disabilities (SEND).

This is the lead role for improving educational outcomes for all children and young people, promoting inclusion, and ensuring that statutory obligations under the Children and Families Act 2014 (and subsequent SEND Code of Practice) are met.

The Director of Education and Inclusion will work closely with school leaders, governors, local stakeholders, and national bodies to ensure that every child, regardless of background or ability, has access to high-quality, inclusive education and that the SEND provision is robust, responsive, and effective.

The role is vital in ensuring that the Council's educational services are inclusive, forward-thinking, and meet the needs of all children and young people in the area. The Director will be a key figure in driving collaboration, strategic planning, and improvement across education and SEND services.



**PERSONAL GROWTH**  
Access learning and development opportunities



**WORKING REWARDS**  
Discounts in shops, hotel, restaurants, motoring and health



**FAMILY FRIENDLY LEAVE**  
Flexitime, volunteering and family friendly leave



**FLEXIBLE WORKING**  
Flexible working arrangements ensure you can achieve a healthy work life balance



**GENEROUS ANNUAL LEAVE**  
26 days annual leave increasing to 31 days, opportunity to earn additional days' leave



**PENSIONS**  
Access to the generous benefits the Local Gov Pension scheme offers, including life cover





## RESPONSIBILITIES *the Director of Education and Inclusion will...*

- Lead the development, implementation, and review of the Council's Education and Inclusion strategy, ensuring alignment with national policies, local priorities, and community needs.
- Provide a high level of strategic advice to Lead Members, Cabinet and Scrutiny on policies, performance and budget to ensure the efficient delivery of services and ensure appropriate communication and dialogue takes place with all Members.
- Drive the delivery of high standards of education for all pupils, with a particular focus on vulnerable groups, including those with SEND, Looked After Children, and pupils at risk of exclusion.
- Proactively forge relationships and work collaboratively with partners (health, social care, and third sector) to integrate services around the needs of children and young people.
- As a member of the Extended Management Team, take a lead role in influencing a 'One Council' organisational culture, driving innovation and transformation utilising a cross-Council approach.
- Promote and develop policies to support inclusion and reduce barriers to participation in education.
- Lead the delivery of SEND services, ensuring that statutory assessments and education, health and care plans are delivered in a timely and high-quality manner.
- Lead on continuous improvement in SEND provision, ensuring that the council meets the standards set out in the SEND Code of Practice.
- Ensure the effective transition of SEND children and young people through the various educational stages and into adulthood.
- Actively promote inclusive practice within mainstream schools, supporting efforts to reduce exclusions and ensure the educational progress of SEND learners.
- Work closely with schools to drive up educational standards across the authority, offering challenge and support to school leadership.
- Develop and implement strategies to enhance student engagement through the Council's virtual school to close attainment gaps, particularly for disadvantaged and vulnerable groups.
- Provide leadership in monitoring school performance and intervening where necessary to address underperformance.
- Support the implementation of professional development programs for educators to improve teaching and leadership.
- Foster strong relationships with local schools, multi-academy trusts, parents, carers, children, and young people to ensure their voices are at the heart of service delivery.
- Represent the council in local, regional, and national forums related to education, SEND, and inclusion.
- Engage with government departments, including the Department for Education, Ofsted, and other inspection bodies, to ensure the council meets all external regulatory requirements.





- Lead on the financial planning and management of the education and SEND budgets, ensuring value for money and effective use of resources.
- Ensure compliance with all relevant legal and regulatory frameworks, including safeguarding and child protection legislation.
- Lead on the preparation for external inspections and audits, including Ofsted and SEND Area Inspections, and ensure continuous improvement in response to findings.
- Oversee the commissioning and management of services, ensuring that external providers deliver high-quality services.

## ADDITIONAL RESPONSIBILITIES

- This role is classed as 'agile' which means that the postholder will be visible and work across all Council environments for a minimum of three days per week, with occasional working from home.
- This is a politically restricted post.
- The postholder will be required to work outside of normal office hours, where required.
- The role requires a willingness to travel across the borough and nationally.
- This role requires participation in an on-call Emergency Response rota.
- This role requires the postholder to undertake other duties, commensurate with the grade, as may reasonably be required and in line with organisational development and change.

## REQUIREMENTS the *Director of Education and Inclusion* will...

- Relevant degree or equivalent level qualification to carry out the duties and responsibilities of the post.
- Enhanced Disclosure and Barring Service (DBS) certificate plus Children's/Adults Barred List.
- Proven experience in a senior leadership role within education, with a particular focus on SEND and inclusion.
- In-depth knowledge of the legislative and regulatory framework for education and SEND (e.g., Children and Families Act 2014, SEND Code of Practice).
- Experience in managing large, complex budgets and ensuring the effective allocation of resources.
- Experience of working with schools, multi-academy trusts, or local authority education services to drive improvement.
- Proven ability to engage with and influence a wide range of stakeholders, including parents, carers, schools, and external bodies.
- Strong leadership and people management skills, with the ability to inspire, motivate, and develop a diverse team.





- Excellent communication and interpersonal skills, with the ability to build trust and collaborate effectively.
- Strategic thinker with a track record of delivering improvements in education and inclusion.
- Strong analytical and problem-solving skills, with the ability to make informed decisions based on evidence.
- Ability to manage complex change programs and deliver sustainable improvements.
- Commitment to equality, diversity, and inclusion, with a passion for ensuring all children and young people reach their full potential.

## THRIVE

### OUR VALUES - the role will model core values through...



#### TEAMWORK

Working flexibly, co-operatively, effectively, utilising resources, expertise and knowledge with others



#### HONESTY

Always acting in a caring, responsible and accountable manner which maintains the integrity of the council as a public



#### RESPECT

By valuing individual contributions and encouraging a culture of mutual respect



#### INNOVATION

Being innovative in everything we do; applying creative ideas to improve services and meet the council's outcomes



#### VALUE FOR MONEY

Financial impact and value for money are considered in everything we do for the benefit of the Council and our residents



#### EMPOWERMENT

Giving employees the responsibility to make decisions and striving to facilitate the contribution of others

