



Special Educational Needs (SEN) Lead

Job Description

Service:	<i>Mental Health and Wellbeing</i>
Job Title:	<i>Special Educational Needs (SEN Needs) Lead</i>
Reports To:	<i>Head of Service</i>
Location:	<i>Hybrid working; between home, Young Somerset bases countywide and other community delivery locations</i>
Main Purpose of Post:	
To provide organisation-wide leadership, advice and expertise in relation to Special Educational Needs and Disabilities (SEND), ensuring that Young Somerset's services remain inclusive, accessible and responsive to the needs of children and young people. The postholder will support practitioners and managers to develop inclusive practice, adapt resources and interventions, build staff confidence and ensure compliance with current legislation and best practice. The SEN Lead will also represent Young Somerset within local and regional SEND networks and work collaboratively with partners to improve outcomes for children and young people.	
Main Responsibilities and Duties:	
Specialist Advice and Support • Act as the organisation's lead specialist on SEND. • Provide advice and consultation to practitioners and managers regarding individual children and young people. • Support practitioners to identify barriers to participation and develop appropriate strategies. • Advise on reasonable adjustments and inclusive approaches across all services. • Support practitioners with planning and adapting activities, interventions and resources to meet individual needs. • Promote person-centred approaches that maximise participation and independence. Practice Development • Develop and embed inclusive practice across Young Somerset. • Produce and maintain guidance, toolkits and practical resources. • Review and develop organisational procedures relating to SEND. • Promote evidence-based approaches across services. • Support managers in developing inclusive service delivery. Training • Design, deliver and evaluate SEND training across the organisation. • Identify learning needs and develop training programmes. • Provide coaching and mentoring to practitioners. • Support induction and ongoing development relating to SEND. Partnership Working • Develop effective relationships with schools, local authorities, health professionals and other agencies. • Attend multi-agency meetings where specialist SEND input is required.	

- Represent Young Somerset at local, regional and national SEND forums.
- Build effective links with key partners to improve joint working.

Quality Assurance

- Monitor the effectiveness of SEND practice across services.
- Support service quality audits and continuous improvement.
- Review practice against current legislation and national guidance.
- Recommend improvements where required.

Keeping Current

- Maintain up-to-date knowledge of national, regional and local SEND policy, legislation and best practice.
- Communicate changes to managers and practitioners.
- Ensure organisational policies and practice reflect current guidance.

Other Responsibilities

- Maintain accurate records where appropriate.
- Contribute to service development and organisational projects.
- Support safeguarding responsibilities in line with Young Somerset policies.
- Undertake any other duties commensurate with the role.

Whilst this is a year-round position, there is a requirement in this role to take 50% of annual leave during the school holidays.

Person Specification:

Essential

Qualifications

- Recognised qualification in Special Educational Needs (SEN/SEND) or equivalent specialist qualification.
- Relevant professional qualification in education, health, youth work, social care or a related discipline.

Knowledge

- Excellent knowledge of the SEND Code of Practice.
- Understanding of the Equality Act 2010 and reasonable adjustments.
- Knowledge of neurodiversity and a wide range of special educational needs.
- Understanding of inclusive practice across community settings.
- Knowledge of safeguarding responsibilities.

Experience

- Significant experience supporting children and young people with SEND.
- Experience advising professionals and supporting complex cases.
- Experience adapting resources and interventions.
- Experience delivering training.
- Experience working in partnership with education, health and social care professionals.
- Experience leading improvements in practice.

Skills

- Excellent communication and interpersonal skills.
- Strong coaching and mentoring abilities.
- Ability to analyse complex situations and recommend solutions.
- Excellent organisational skills.
- Ability to prioritise competing demands.
- Strong report writing and presentation skills.

• Confident IT skills.
Desirable • Qualified teacher status, SENCO qualification or equivalent. • Experience within the voluntary sector. • Experience of autism-informed and trauma-informed practice. • Experience supporting practitioners across multiple services.
Other Requirements
• Enhanced DBS check. • Full UK driving licence and access to a vehicle. • Willingness to travel across Somerset. • Commitment to equality, diversity and inclusion. • Commitment to safeguarding children, young people and vulnerable adults.
Values
The postholder will demonstrate Young Somerset's values by: • Putting children and young people at the centre of everything we do. • Working collaboratively. • Championing inclusion and equality. • Acting with integrity and professionalism. • Striving for continuous improvement.