

Job Description

Job Title: Locality Inclusion Lead (LIL)

Grade: SO1-SO2, 37 hrs per week, TTO + 10 days

Responsible to: NEPAIP Lead

Post(s) for which directly responsible: None

Job Purpose:

The overall purpose of The Area Inclusion Partnership is to improve outcomes for vulnerable young people at risk of suspension or from becoming permanently excluded. The NEPAIP (North East Primary Area Inclusion Partnership) provide an inclusion base for primary children with SEMH needs and also offer a range of interventions, support and advice for the 45 primary schools in the North East of Leeds on an outreach basis to help them develop the skills for positive inclusion and to succeed in school.

The LIL (Locality Inclusion Leader) will support this overarching work on targeted interventions throughout the 45 primary schools within the North East Primary AIP to contribute to the outcomes. The majority of our children remain within their schools while others move to different schools or onto specialist provision. Through effective deployment of resources working across the NE area the LIL will ensure that services to children, young people and their families at greatest risk of poor outcomes are delivered through coordinated packages of support.

We are looking for a committed person to take on the role of LIL to join our team. You will be part of the continuing development of the support to our area schools. The successful candidate will work closely alongside the team and our schools as well as the many different agencies and services to improve the outcomes for the children. As LIL, you will work within the 45 primary schools as well as offer some of your knowledge and experience within the inclusion base to build on the local offer. You will be based at Leopold Street and carry out your intervention support within the schools in the 2gether, A.R.M and EPOS clusters.

If you are interested in finding out more please contact the NEPAIP Lead, Samantha Crackle at Samantha.crackle@leeds.gov.uk.

Responsibilities:

To conduct a primary assessment to determine need and response required.

To work together with the NEPAIP Lead to conduct a primary assessment to determine need and response required.

Provide support to school staff (both at individual and/or group level) in supporting and advising on specific strategies for those pupils who have significant social, emotional and mental health needs.

Participate in 1:1 relationships with children and young people requiring particular support with the aim of addressing points defined in action plans and engaging them with learning and opportunities.

Assist with the creation of learning, mentoring and support materials to assist intervention aimed at targeted children and young people at risk of suspension.

To ensure clear coordination of services involved.

To ensure that the delivery of targeted support is consistent with good safeguarding practice, complies with local multi agency safeguarding policies and at all times promotes the wellbeing of children and young people.

To provide direction, guidance and support to stakeholders (including schools and other agencies in the locality) to embed a targeted approach for meeting the social and emotional needs of children, young people and their families.

To contribute to ensuring consistency of approach in terms of relationships, equity of approach and inclusion

To promote the embedding of restorative practice approaches across the locality resolve challenging situations through conflict resolution using mediation and negotiation skills.

To ensure compliance with Leeds City Council policies, procedures and staff instructions, including responsibilities under the Health and Safety Policy and Procedures which include, staff safety, on site visits/travel, working environment, fire safety, undertaking display screen and risk assessments.

To actively promote and support Leeds City Council policies on equal opportunities and to work in an anti-oppressive manner to create a culture that ensures equality and values diversity.

To work with local partners and other clusters to help identify and share best practice in the delivery of services.

To ensure the right services are available to children, young people and families at the right time within the locality.

To work across all universal, targeted and specialist services within the locality to facilitate the identification and prioritisation of children and families at risk of poor outcomes and ensure that their access to relevant services is well co-ordinated and proportionate to the identified levels of need.

To build effective interventions based on a 'team around the family' approach using quality recording and assessment tools, where appropriate and ensure following assessment, that a package of support is developed.

To use data effectively to inform provision and ensure monitoring and evaluation impacts on improving outcomes for children, young people and families, including providing regular qualitative and quantitative evidence on key priorities.

To ensure regular and timely reporting to home schools, via clear systems

To undertake any other duties commensurate to the post as required.

To work in partnership with other LILs and to work throughout the area, as required.

Physical Conditions

- The post holder will work within the NEPAIP inclusion base provision and across all schools within the North East Primary Area Inclusion Partnership and will be based at NEPAIP@Leopold, 62 Leopold Street, LS7 4AW.
- The schools in the North East Primary Area Inclusion Partnership have a variety of access methods including stairs and lifts and are accessible to disabled persons.
- This post is subject to an enhanced Disclose and Barring Service check
- NEPAIP@Leopold and all primary schools within the North East Primary Area Inclusion Partnership operate non- smoking policies

Relationships

- The postholder will be required to work flexibly to deliver an efficient Service.
- There will be regular contact with pupils, colleagues, other members of staff, line managers and internal and external customers

PERSONAL SPECIFICATION ESSENTIAL REQUIREMENTS: It is essential that the post holder should be able to demonstrate the following criteria for the post within the context of the specific role. Candidates will only be shortlisted for interview if they can demonstrate on the application form that they meet all the essential requirements.

Method Of Assessment (MOA) – A = Application Form T = Test I = Interview C = Certificate

SKILLS

Requirements For Grade	MOA
Proven and effective management skills; ability to motivate, lead and develop, bringing together stakeholders to deliver cultural change and improved outcomes	A/I
The ability to model a reflective practice/action learning approach which facilitates evidence based practice	A/I
Ability to facilitate multi-agency tailored packages of support drawing on a range of services	A/I
Ability to analyse data sets and complex issues and to exchange information effectively, accurately and concisely using a variety of formats and deal carefully with sensitive and confidential information	A/I
Ability to develop personal and professional credibility with range of partners and stakeholders	
Ability to manage workloads effectively	A/I
Ability to work on own initiative and as part of a teams	A/I
Ability to work flexibly to meet the needs of children, young people and their families	A/I
Ability to manage a range of risks effectively in a partnership setting	A/I

KNOWLEDGE

Requirements For Grade	MOA
Excellent knowledge and understanding of legislation, guidance and practice relating to Children's Services	A/I
Excellent knowledge of supporting children with social, emotional and mental health challenges.	A/I
To rigorously follow school safeguarding and child protection policies, displaying commitment to the protection and safeguarding of children and young people.	A/I
Excellent knowledge and understanding of whole family working, family agreements and contracts, team around the family approach within a multi-professional environment	A/I
Excellent understanding of the work of other key agencies and links to targeted services	A/I
Good knowledge and understanding of locality context and priorities	A/I

EXPERIENCE

Requirements For Grade	MOA
Experience of working with a range of partners.	A/I
Extensive experience of successful development and delivery of interventions to improve outcomes for vulnerable children, young people and their families.	A/I
Experience of monitoring and evaluating work including involvement in inspection processes leading to improved outcomes for children and young people.	A/I
Experience of preparing and presenting quality reports to a range of different audiences	A/I

BEHAVIOURAL & OTHER RELATED CHARACTERISTICS

Requirements For Grade	MOA
Committed to the delivery of high quality targeted services	
Ensure delivery of services to children and young people with a clear child centred approach and philosophy	A/I
High degree of personal integrity with commitment to fairness, diversity and equality and to actively promote the Council's Equal Opportunities Policy	A/I

Willingness to lead by example to promote excellence	A/I
Committed to carry out all duties having regard to an employee's responsibility under the Council's Health & Safety Policies	A/I
Willingness to actively participate in training and development activities to ensure up to date knowledge, skills and continuous professional development	A/I

Qualifications	
5+ A* - C GCSEs including English and Maths	A/Cert
A proven high level of literacy/numeracy	A/R

PERSONAL SPECIFICATION DESIRABLE REQUIREMENTS: It is essential that the post holder should be able to demonstrate the following criteria for the post within the context of the specific role. Candidates will only be shortlisted for interview if they can demonstrate on the application form that they meet all the essential requirements.

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Possession of a full current driving licence and use of own car.
'A' level qualification / Level 3 qualification
A Degree level qualification