

Success profile



Role Title	Service Director - Education and Community Health		
Directorate	Together for Families	Service	Education and Community Health
Grade	8	Reports to	Strategic Director, Children, Families and Schools
JE Code	9181	Pension Scheme	Local Government Pension Scheme
DBS Required	Enhanced - Both	Politically Restricted	Specified
Approving Manager	Strategic Director – Together for Families	Date	August 2023

Information about the role

Role Purpose	<ul style="list-style-type: none"> • To work closely with the with the Strategic Director for Together for Families (TFF) and with the other Service Directors across TFF , Directorate Business Partners, Council Leadership Team colleagues, Members and Partners to set and deliver the Services strategy. • To own the responsibility for the Council's requirement to meet its statutory obligations, as set out by the Department for Education and Department of Health and Social Care. • To enable the Council to strategically plan for its health, education and early years services. • To work closely with key strategic partners including the Regional Director’s Office, DfE, ESFA, DoHSC, CQC and Ofsted. As well as working closely with Cornwall's schools, early years providers and other educational institutions to improve outcomes particularly heath educational outcomes for children and young people. • To work closely with health providers to ensure best start in life and improved outcomes for children with SEND. • To Advocate for improved educational and health attainment in all communities. • To be responsible for delivering the Council’s statutory obligations to lead the healthy child programme for all families in Cornwall and the Isles of Scilly, providing health and development reviews, health promotion, health protection and health improvement and the national policies and processes set out by the Department for Education to ensure sufficiency of provision to improve outcomes in the early years foundation stage and for children and young people with special educational needs and disabilities.
Financial accountability	<ul style="list-style-type: none"> • Accountable for a service budget of c. £75m. Including DSG, grants and income generation.
Leadership capabilities	Service Director
Systems leader and navigator	<ul style="list-style-type: none"> • Responsible for the development of outcome delivery plans for service areas that consider new ways of working with communities and partners. • Responsible for embedding a diagnostic commissioning mindset across service areas to focus on delivering outcomes to communities.
Political leadership and financial control	<ul style="list-style-type: none"> • Responsible for ensuring the service delivers the political ambitions and desired outcomes set by cabinet and relevant portfolio holders. • Responsible for ensuring appropriate financial controls and value for money delivery within the Service area. • Responsible for providing service contributions to the business plan for Cornwall and embedding a commercial mindset in service practices.
Co-production and community experience	<ul style="list-style-type: none"> • Responsible for ensuring that Service outcomes and how they are delivered are truly co-produced and owned by the people of Cornwall. • Responsible for ensuring that the service drives to continually improve satisfaction and outstanding experience for the people and communities of Cornwall and places a focus on outstanding delivery.
Developing the future workforce	<ul style="list-style-type: none"> • Responsible for the skills development of staff across the Service, identifying key areas where increased training and development is required.

	<ul style="list-style-type: none"> • Responsible for identifying and supporting the development of talent across Heads of Service and Service Managers. • Responsible for building leadership capabilities in Service Managers and Heads of Service.
Leading change, learning and innovation	<ul style="list-style-type: none"> • Responsible for providing the service application and delivery of the strategic vision for change. • Responsible for working across the service to embed cultural change and the transition towards the 'team Cornwall' approach. • Responsible for supporting the service to reflect honestly on practice and innovate methods and approaches in safe forums.
Place-based leadership	<ul style="list-style-type: none"> • Responsible for empowering service leadership to build strong networks and ways of working within localities. • Responsible for delivering the service model that sets out how services work in new ways in localities and communities.
Inclusion and diversity	<ul style="list-style-type: none"> • Responsible for ensuring that unlawful discrimination, harassment and victimisation is challenged within the service and that inappropriate behaviour is challenged. • Responsible for setting the vision for an inclusive working environment within the service where everyone is able to be themselves.
Performance, quality and standards	<ul style="list-style-type: none"> • Responsible for service performance and working with Heads of Service to address areas of underperformance. • Responsible for ensuring service compliance to regulatory guidance. • Responsible for ensuring that service teams follow Council policies and standards in relation to safeguarding and those at risk. • Responsible for ensuring service compliance to health and safety standards. • Responsible for considering service opportunities to reduce the carbon footprint of staff and suppliers.
Role-specific accountabilities	<ul style="list-style-type: none"> • To line manage the Head of Best Start, Community Health and Wellbeing;; Head of Inclusion and SEND; Head of Education Effectiveness; Head of Cornwall Virtual School, Senior Education Psychologist, Clinical and Community Psychology Lead, Children's Rights Officer • To own the development and execution of the Council's early years strategy and education belonging strategy for Cornwall's schools, early years providers and other educational institutions. Ensuring there is sufficient places and a high quality of provision across Cornwall. • To monitor and report on the effectiveness of Cornwall's education providers and associated standards. • To own the development and execution of the post 16 pathways plans to provide young people with skills and increased employability chances. • To lead and be accountable for Best Start in Life and the Health and Wellbeing of all children and young people. • To drive improved attainment for all children and young people across education provision, advocating for quality of provision skills and employment provision.

	<ul style="list-style-type: none"> To lead the Belonging strategy- focusing on the attendance and admissions to schools. As well as being the Lead for DSG delivery.
Knowledge, Skills and Experience	<ul style="list-style-type: none"> Relevant degree level qualification or equivalent and evidence of continuous professional development Successful and consistent achievement in the leadership of relevant functions at senior management level, within a local authority or other organisation of comparable scope and complexity <p>Ability to articulate a clear vision and strategy for each service and how to improve and transform services, and experience of translating policy and strategy into tangible outcomes for the benefit of children and young people</p> <ul style="list-style-type: none"> Ability to articulate a clear vision and strategy for the service and how to improve and transform outcomes, and experience of translating policy and strategy into tangible outcomes for the benefit of customers/ residents <p>A proven track record of effective partnership working with Children’s Health Services, along with a good understanding of and commitment to delivering integrated services to children, young people and their families</p> <ul style="list-style-type: none"> A proven record of successful change management, delivering new working policies and practices alongside significant cultural and structural change Proven experience of financial management including budget formulation, financial planning, monitoring and control, within tight financial limits in a complex organisation Demonstrates an up to date knowledge and understanding of the law, government policy and best practice in relation to the functions provided within the service Experience of giving advice to and building relationships with elected members and/or Board Members at the highest level Successful track record of achieving equality of opportunity in both employment and service delivery