

# Health Commissioners for SEND

(2 WTE posts - Fixed Term until March 2026)

## Join us – make a difference in our communities

East Sussex, West Sussex, Brighton and Hove and Portsmouth Local Authorities and NHS Sussex have been selected to be part of the DfE Special Educational Needs and Disabilities (SEND) and Alternative Provision (AP) Change Programme.

The DfE Change Programme will involve testing some of the reforms as set out in the government's **SEND and AP Improvement Plan: Right Support, Right Place, Right Time** [Special Educational Needs and Disabilities \(SEND\) and Alternative Provision \(AP\) Improvement Plan \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

As part of this programme we are advertising for two Health Commissioner for SEND posts (fixed term up to March 2026). These posts will be hosted by West Sussex and Brighton and Hove Local Authorities but will have a Pan-Sussex remit, with responsibility for leading health input into the SEND and AP Change Programme. The postholders will work in partnership with SEND and AP leads within the three Sussex local authorities and across NHS Sussex and NHS Providers (specifically commissioning and clinical leads).

The SEND and AP Change Programme will be delivered through the three place-based (East Sussex, West Sussex and Brighton and Hove) Local Area Improvement Plans (LAIPs) which set out the partnership's intended strategic outcomes for the SEND and AP system.

Health services play an important role alongside education and social care when delivering against the wider SEND agenda. Each partner will contribute to each action, which will be kept under regular review to monitor progress.

Key areas of focus are:

- Co-production with parents , carer (including Parent Carer Forums) and children/young people (CYP).
- Understanding and evidencing the needs of CYP with SEND and those who need AP now and in the future.
- A clear focus on early identification and inclusion in mainstream settings through improving ordinarily available provision.
- Creating collaborative relationships, in particular providers of early years, schools and further education with statutory health providers and social care services.



## Job Description & Person Specification



- Promoting value for money and efficient use of resources during the lifetime of the SEND and AP change programme, ensuring ongoing sustainability for the future.
- Improving outcomes-based accountability through transparency, communication and trust with relevant stakeholders including the DfE.
- Supporting decision making at the right level.
- Using a range of sources to monitor effectiveness and impact of change.

As this is an externally funded programme, robust monitoring, tracking and evaluation of the programme will be required.

### About the job

The postholder will:

- Work collaboratively with LA colleagues to support a system wide approach and to ensure there is health input into local SEND improvement plans.
- Drive main areas for SEND improvement to support joint commissioning arrangements.
- Support the development of a Sussex-wide ICS SEND strategy and policy.
- Work with system partners to develop process maps and clinical pathways in relation to SEND to strengthen existing interdependencies.
- Provide challenge and support in relation to SEND improvements.
- Establish effective joint working and engagement systems across health, social care and education.
- Provide timely and effective representation at key SEND improvement Boards/Groups across Sussex.

### System Development

- To behave in a way that upholds the values of NHS Sussex, West Sussex County Council, East Sussex County Council and Brighton and Hove City Council
- To undertake any other duties at the request of the line manager, which are commensurate with the role including project work, internal job rotation and covering absence.
- To adhere to the policies and procedures of the organisation.
- To complete all training identified as statutory and mandatory.
- To undertake training as necessary in line with development of the post.
- To participate fully in the development review (appraisal) process and undertake Continuing Professional Development as required.

### Engaging People / Key Working Relationships

Key relationships include but are not limited to:

- Directors, peers and colleagues across the Sussex Integrated Care System (ICS).
- Local authorities, including Education, Public Health, Adult & Children's Social Care departments.
- Clinical leads for SEND within NHS Sussex and Providers.
- Public, patients and carers – particularly groups established for engagement.



## Job Description & Person Specification



- Portsmouth City Council, East Sussex County Council, Brighton and Hove City Council and West Sussex County Council Change Programme leads.
- Department for Education.
- Universities, schools and colleges.
- Care Quality Commission and NHS England.

### What you'll need to succeed

This role requires both postholders to be highly competent in collaborative relationship management, and in the preparation and presentation of data, in multiple formats, to a high standard. They will establish and maintain highly effective working partnerships with local authorities, NHS Sussex, providers and external stakeholders, nurturing key relationships and maintaining networks internally and externally, including national networks.

They will provide and receive complex, sensitive, and contentious information, presenting information to a wide range of stakeholders in a formal setting and they will have the ability to deal with resulting potentially aggressive /antagonistic situations. The postholders will be committed to working and engaging constructively with internal and external stakeholders on a range of business sensitive issues.

They will closely liaise with Communications and Stakeholder teams on public relations and marketing activities and will be able to analyse, interpret and present data to highlight issues and risks and to support decision making. They will make decisions on a range of complex/highly complex project issues where there may be more than one course of action, interpreting national guidance and being an expert in their field.

The postholders will draft reports summarising status on issues, appraising outcomes, and providing progress reports for the Head of Department. They will collate as required qualitative and quantitative information and lead appropriate analysis to develop robust business cases and contribute to project 'products'.

### Job details

Grade: Hay A

Directorate Group: Children, Young People & Learning

Location: Worthing or Hove

### Required experience and skills

(These will be used as the shortlisting criteria)

#### Key Skills:

1. Must be able to provide and receive highly complex, sensitive or contentious information, negotiate with senior stakeholders on difficult and controversial issues such as performance and change, and present complex and sensitive information to large and influential groups.



2. Strategic thinking with the ability to anticipate and resolve problems before they arise, using problem solving skills and flexibility to respond to sudden unexpected demands.
3. Ability to analyse complex facts and data and to develop a range of options.
4. Ability to make decisions autonomously on difficult and contentious issues and make recommendations to Sponsor / Manager with the aim of improving deliverables and compliance to policies, working to tight and often changing timescales.
5. Effective organiser, influencer and networker, demonstrating a strong desire to improve performance and make a difference by focusing on goals.
6. Willing to engage with and learn from peers, other professionals and colleagues in the desire to provide or support the most appropriate interventions, all the time maintaining a calm, professional and efficient manner.

### Qualifications and/or experience:

- Educated to degree level or equivalent level of experience of working at a senior level in a specialist area e.g. Children and Young People/SEND.
- Extensive knowledge of SEND acquired through post graduate diploma or equivalent experience or training plus further specialist knowledge
- An understanding of current healthcare policy and an appreciation of the relationship between NHS England, providers, local authorities and commissioning organisations in relation to SEND.
- Experience of identifying and interpreting National policy specifically in relation to SEND, including the SEND Code of Practice, and experience of researching best practice, interpreting its' relevance and processes or practices which could be implemented successfully to achieve system reform and advising on policy implementation.
- Comprehensive experience of project principles, techniques and tools such as Prince 2 and Managing Successful Projects.

### Key responsibilities

Work collaboratively with LA colleagues to support a system wide approach and to ensure there is health input into local SEND improvement plans.

Take the lead in the oversight and delivery of SEND and AP Local Area Improvement Plans (LAIP) for each of the three Sussex areas.

Drive implementation of health activity within the LAIP for each area following place-based SEND Inspections, bringing together cross-Sussex improvement pieces as required.

Develop robust monitoring, tracking and evaluation of health elements of the SEND and AP Change Programme.

Escalate and oversee risk areas and mitigations for health elements of the ICS SEND Improvement Programme as required.



## Job Description & Person Specification



Drive main areas for SEND improvement to support joint commissioning arrangements.

Support the development of a Sussex-wide ICS SEND strategy and policy.

Provide health scrutiny/overview into EHCP process including supporting health provider input – in line with the new standardised EHCP template.

Lead oversight and scrutiny of KPIs for SEND.

Work with system partners to develop process maps and clinical pathways in relation to SEND.

Proactively engage with local authorities and health providers to ensure SEND Local Offers are developed in a timely manner and reflect the health needs of the population.

Support any future joint SEND inspections – to ensure readiness and acting on gaps/areas of weakness.

Provide challenge and support in relation to SEND improvements.

Establish effective joint working and engagement systems.

Provide timely and effective representation at key SEND improvement Boards/Groups.

Promote and contribute to the development of SEND metrics in line with national and local expectations.

## Our Values

You will promote and demonstrate the values of our organisation.

- Trust and Support
- Listen and Act Upon
- Customer Centred
- Honest and Realistic
- Genuinely Valued

You will promote and demonstrate the cultural ambition of our organisation:

*"We have an inclusive and supportive culture, work in partnership and reward individual and team contribution."*

JD Code: H321

Date: April 2024

