



Job description			
Job title	Director (Education and Inclusion)		
Grade	Director Band		
Directorate	Children and Young People		
Service/team	Education and Inclusion		
Accountable to	Executive Director (Children and Young People)		
Responsible for	Head of Education Head of Inclusion		
JE Reference	B1298	Date Reviewed	April 2026

Purpose of the Job

The Director (Education and Inclusion) provides strategic leadership to deliver the Council's vision for children, young people and families, ensuring that all statutory education duties are fulfilled to a high standard.

The post holder is responsible for shaping and leading an integrated system of support across the borough that improves educational standards, promotes inclusion, and strengthens outcomes for children, young people and families. Working collaboratively with schools, partners, and key stakeholders, they will drive the delivery of the Knowsley Council Plan and support the Cabinet, Chief Executive and Corporate Management Team in achieving the borough's strategic priorities.

They will be fully accountable for all areas within their remit and empowered to make informed, timely decisions that secure improved outcomes and support continuous improvement across education, inclusion and wider children and young people services.

Duties and Responsibilities

1. Strategic Leadership for Education, SEND & Inclusion

- Provide strategic leadership to ensure all children and young people access good or outstanding education across early years, schools and post-16 provision.
- Lead delivery of the SEND reform programme, ensuring compliance with all statutory guidance and legislation.
- Ensure the Local Authority meets all statutory duties relating to:
 - Education standards



- Inclusion and Access
- SEND
- Education sufficiency and admissions
- Ofsted requirements for education, skills and children's social care
- Lead strategic development of youth services and adult learning provision.
- Provide professional leadership on policy relating to academies and free schools.

2. Partnership, Collaboration & External Relationships

- Build trusted, effective relationships with children, young people and families to deliver meaningful change, placing collaboration and co-production at the heart of how priorities are shaped, decisions are made and support is delivered.
- Build and sustain strong relationships with:
 - Schools and headteachers
 - Department for Education
 - Ofsted
 - Liverpool City Region
 - Regional Schools Commissioner
 - Integrated Care Board
 - Health and social care partners
- Ensure effective partnership working to improve outcomes for vulnerable learners and children with SEND.
- Represent the Council at strategic regional and national forums.

3. Integrated Service Development & Transformation

- Lead innovation and transformation across education, SEND and children's social care, embedding new delivery models.
- Provide strategic oversight of services supporting:
 - Education and school improvement
 - SEND and inclusion
 - Safeguarding in schools
 - Best Start in Life programme
- Translate strategic priorities into tangible operational outcomes across the wider organisation.
- Lead strategic commissioning to ensure integrated, high-quality and value-for-money service delivery.

4. Corporate Leadership & Council-Wide Responsibilities

- Contribute to delivery of the Knowsley Council Plan and Children and Young People Plan ensuring alignment with corporate priorities including early intervention, organisational resilience and inclusive growth.
- Lead on corporate assignments allocated by the Chief Executive or Executive Director.
- Act as a senior change agent, supporting organisation-wide improvement and culture change.
- Support Elected Members in their roles as community leaders.



- Support corporate and external inspection activity.
- Deputise for the Executive Director of Children and Young People as required.
- Promote Knowsley Better Together values and champion a positive, inclusive staff culture.
- Support the Council's emergency planning, response and recovery arrangements.

5. Performance, Quality Assurance & Outcomes

- Ensure all education, SEND and inclusion services deliver improved outcomes for children, young people and families.
- Oversee commissioning and performance management of education and SEND services to ensure they meet the needs of vulnerable learners.
- Provide constructive challenge to continuously improve standards and outcomes across education and early years.

6. Corporate Parenting

- As part of your role with the Council, you share a collective responsibility to support and champion children and young people who are cared for by the Council and young people who are care experienced. Children and young people tell us that including this in all job descriptions "is good" because they want all Council employees to understand how important it is to "treat children in care and care experienced young people as they would their own". We ask that you do this with the same commitment, care and ambition that any parent would, regardless of your job role or service area. Children and young people tell us that they want all Council employees to be "genuine", helping to create a supportive environment, remaining alert to any worries and concerns, and ensuring that safeguarding is promoted and responded to appropriately.

7. System Leadership, National Reform and Lifelong Learning

- Provide visible, influential system leadership across the borough, positioning education, inclusion and skills as central to improving life chances, reducing inequality and strengthening community wellbeing.
- Act as the Council's strategic lead for responding to national education, SEND and skills reform, translating legislative and policy change into ambitious, locally-driven improvement across early years, schools, post-16 and adult learning provision.
- Champion education and inclusion as key enablers of inclusive growth, working with partners to align education priorities with wider economic, health and community strategies, ensuring a resilient, responsive and future-focused education system for Knowsley.
- Promote a coherent lifelong learning and skills system that supports children, young people and adults to participate, progress and thrive at all stages of learning and development.



8. Participation, Progression and Educational Engagement

- Provide strategic leadership to improve attendance, engagement and participation in education and training, with a clear focus on reducing the number of children and young people who are not in education, employment or training.
- Ensure effective transitions across all phases of education and into adulthood, particularly for vulnerable learners and those with SEND, supporting positive progression and sustained outcomes.
- Oversee post-16 education, adult learning and skills provision to ensure it responds effectively to local need, employer demand and economic opportunity, enabling residents to fulfil their potential and contribute to the borough's social and economic wellbeing.

Service Specific Duties and Responsibilities

1. Strategic Leadership for Education, Inclusion and Skills

- Provide strategic oversight and accountable management of large and complex budgets, including the High Needs Block, Early Years Block, Home to School Transport, and associated staffing and resource allocations, ensuring robust financial planning, monitoring and value-for-money decision-making.
- Lead the strategic development of education across early years, schools and post-16 provision to ensure all children and young people access high-quality learning.
- Provide leadership for the borough's Adult Learning offer, ensuring it meets community and economic needs.
- Ensure continuous improvement in educational outcomes, providing challenge and support to raise standards.
- Act as the lead officer for SEND inspections, providing strategic oversight and coordination of preparation, delivery and post-inspection improvement activity across the local area partnership.
- Senior offer working with colleagues in the coordination of preparation, delivery and post-inspection improvement activity across the wider Children's Services directorate.

2. SEND, Vulnerable Learners & Inclusion

- Lead implementation of SEND reforms across education, health and care partners, to improved outcomes for children and young people with SEND.
- Ensure the Local Authority meets statutory duties relating to SEND, inclusion, access, sufficiency and admissions.
- Drive forward improved outcomes in attendance, permanent exclusions and suspensions, working with system leaders to break down barriers, creating cultures of belonging in education.
- Oversee the commissioning and quality of SEND and inclusion services, focusing on vulnerable children and those at risk.



3. Best Start in Life Delivery

- Provide strategic leadership and commissioning oversight for the Best Start in Life programme.
- Ensure the development of an integrated service offer for families that strengthens early intervention and improves outcomes.

4. Youth Services & Community Provision

- Lead the development and delivery of an inclusive youth services offer for the borough, ensuring it aligns with wider education and early help priorities.

5. Partnership & System Leadership

- Foster strong relationships with headteachers, school leaders and partners to embed effective collaboration across the education system.
- Provide professional leadership on academies and free school policy, ensuring the local system remains cohesive and responsive.

6. Commissioning & Service Improvement

- Lead strategic commissioning across education, SEND and early years to ensure services meet children's and families' needs.
- Monitor the quality, performance and impact of commissioned provision, ensuring value for money and a focus on vulnerable learners.

7. Early Years & School Readiness

- Ensure early years services improve outcomes, support school readiness, and narrow inequalities for the most disadvantaged children.

8. Leadership & Deputising

- Deputise for the Executive Director of Children and Young People as required, contributing to corporate and strategic decision-making across the directorate.

Corporate Duties and Responsibilities

1. Corporate Leadership & Strategic Contribution

- Lead and contribute to corporate priorities and cross-council initiatives as allocated by the Chief Executive and Executive Director Children and Young People.
- Act as a senior change leader, driving organisational improvement and modelling collaborative, high-performance behaviours.
- Provide leadership that supports delivery of the Knowsley Council Plan and Knowsley 2030 Strategy.

2. Governance, Elected Member Support & External Assurance

- Support Elected Members in their roles as community leaders, providing clear and informed professional advice.
Contribute to all corporate internal and external inspection activity as required, including preparation, coordination, and follow-up.



3. Partnership Working & Knowsley Better Together

- Champion and embed **Knowsley Better Together** principles through strong collaboration with partners, stakeholders, and communities.
- Foster cooperative working arrangements that maximise collective impact and improve outcomes for residents.

4. People, Culture & Organisational Development

- Promote a positive, inclusive, and engaging workplace culture where staff can contribute, develop, and feel valued.
- Act as a senior role model for employee engagement, inclusion, and continuous improvement.

5. Emergency Planning, Response & Resilience

- Support the Council’s emergency preparedness, response, and recovery arrangements.
- Participate in relevant training, exercises and, where required, attend Strategic, Tactical or Recovery Coordination Groups.

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Knowsley Better Together – Staff Qualities



Health and Safety



- To use equipment as instructed and trained.
- To inform management of any health and safety issues which could place individuals at risk.

Data Protection and Information Security

- Implement and act in accordance with the Information Security Acceptable Use Policy, Data Protection Policy and GDPR.
- Protect the Council's information assets from unauthorised access, disclosure, modification, destruction or interference.
- Report actual or potential security incidents.