

Update 1
May 2018

Transforming SEND teaching support services



An update for staff and stakeholders on the changes taking place for SEND teaching support services

Transforming SEND teaching support services

On 3 April, the Council's Executive agreed to implement proposals for the transformation of SEND teaching support services. The report to Executive sets out the main messages and changes arising from the extensive public consultations.

A multi-agency SEND strategic partnership will oversee the implementation of the transition to integrated high incidence and low incidence teams, our agreed model for delivering SEND teaching support for children and young people aged 0 to 25.

An easy read summary of the consultation is available and will be emailed to settings.

Transitional planning and support

Regular meetings are taking place across key teams to keep track of the impact of changes on the workforce and continued delivery to schools.

Senior management will continue to meet fortnightly with trade unions to manage assimilations and workforce change. Final structures have now been agreed for implementation and are on Sharepoint.

Welfare support is available for affected staff. Visit [Training, support and resources for staff](#) for details.

High incidence and low incidence teams

The key changes that are happening as a result of the consultation are

- One 0-25 years SEND Inclusive Education Service made up of two teams;
- A single point of referral to cut out duplication and improve transition;
- A high incidence team of staff specialising in the following:
 - Specialist teachers of autism, cognition and learning;
 - Social, emotional and mental health;
 - Early years;
 - Portage home visitors;
 - Equality and access (inclusion) officers.

This work will be aligned to the area locality working for Prevention and Early Help.

We have worked closely with a number of colleagues in SEND services and across a range of council departments to publish a traded services brochure (see below). This will be available shortly to schools and is on the [Skills4Bradford](#) website.

A low incidence team of staff will provide specialist support for hearing impairment, visual impairment and multi-sensory impairment, along with physical and medical needs.

Traded services offer

We're in the process of developing a traded services brochure. This will give details of the support schools and settings can purchase from the Inclusive Education Service to support children with specific needs.

The brochure will be with schools by the start of the next half term and will be updated at the end of the academic year. We are already putting the information on our [Skills 4 Bradford](#) website.

Workforce passports

A task group is currently developing a workforce skills passport for those working with children and young people aged 0-25 with SEND.

The purpose of the passport is to develop a workforce with a broad SEND skills set alongside several areas of practice specialisms. It would be used for initial self-assessment as part of supervision, appraisal and on-going continuous development.

We plan to produce and test this as an e-portfolio ready for September 2018. We want this to support practitioners and managers to identify their strengths and address development goals.

Helping families with EHCPs?

The council is looking to procure a new system that will help families check and track what is happening with their education, health and care plan (EHCP).

Key next steps

Grading and assimilations for staff on teachers pay and conditions have now taken place. Grading and assimilations for staff not on teachers pay and conditions will take place in the next few weeks.

More detailed guidance and plans ahead for implementing the new structure will be provided for non-teachers at briefings on 23 and 25 May.

More information

Visit [Transforming SEND teaching support services](#) for more information about the programme.

Support for council staff is available on Bradnet, and for partners on our [Training, support and resources for staff](#) page.

Or email questions@bradford.gov.uk