

Proposal for SEND Transformation 0-25 Staff Briefing 2 May 2017



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Education, Employment and Skills

City of Bradford MDC

www.bradford.gov.uk

Current context

- We have a growing population of children and young people and proportionally have a growing population of CYPP with SEND
- The complexity of special needs in Bradford is increasing – as a result there is a need for more specialist places.
- Bradford is a highly inclusive authority; only 1% of our school population are in Special schools
- Increasing the number of specialist places for SEND alongside a predicted population growth will still only result in around 1% of SEND pupils attending specialist provision
- We are working in a challenging and changing landscape both financially and educationally
- With this comes the opportunity to transform the way specialist provision and support for SEND are delivered in Bradford – ***intervening early to reduce costly intervention later in the life of a child or young people***
- The proposed model will continue to make a range of specialist services available across the district

Teams in scope

Team	Manager
Social, Emotional and Behavioural Team	Alison Smith
SEN Teaching and Support Services <ul style="list-style-type: none">➤ Autism➤ Cognition and Learning➤ Physical and Medical	Carol Shiret
SEN Early Intervention Team <ul style="list-style-type: none">• Specialist teaching team• NB. Early Years Assessment team to move to SEN team	Ronnie Hartley
0-7 SEND	Pauline Naylor

Teams not in scope - future plans

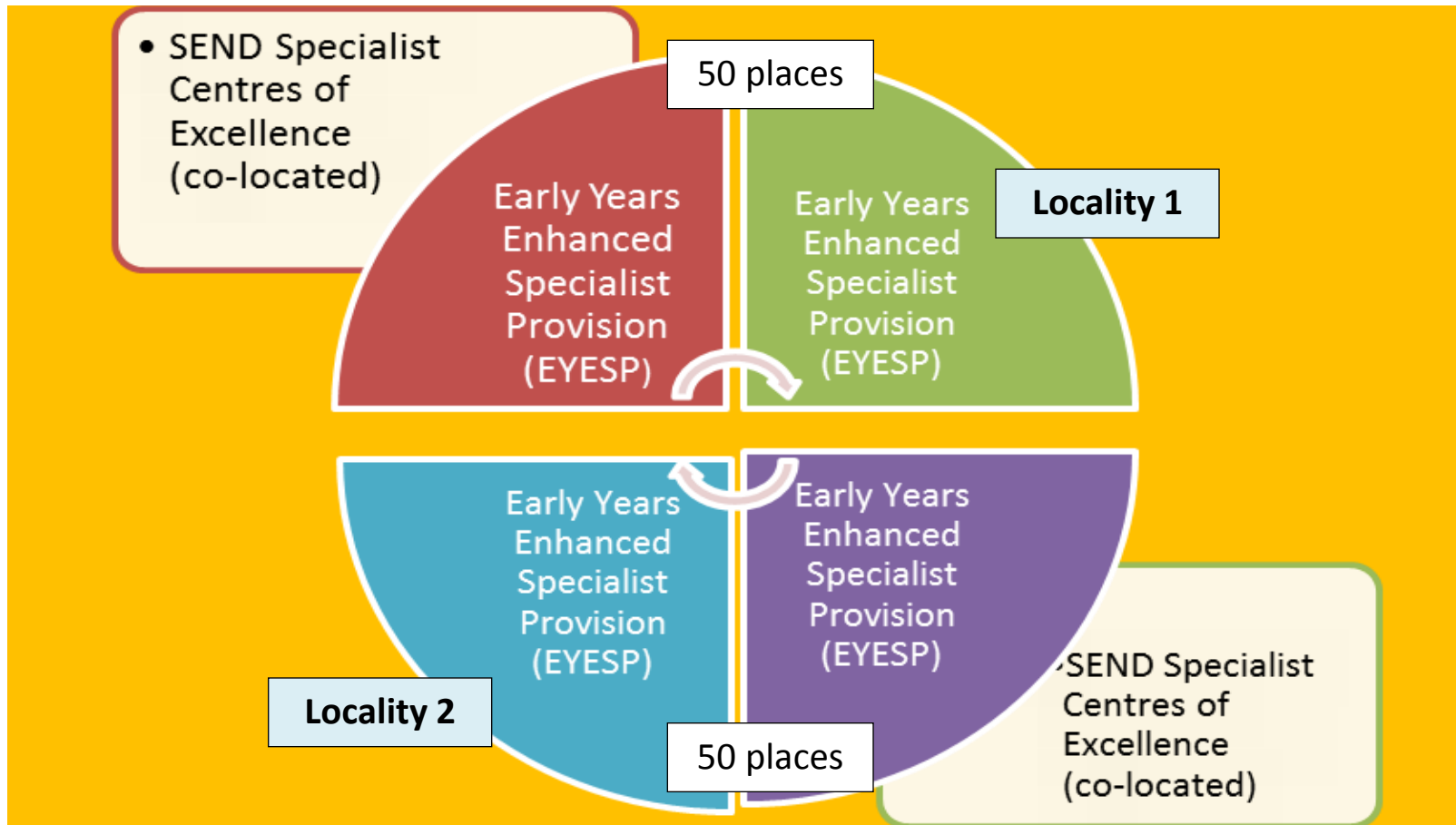
Team	Manager	Plans
Education Psychology	Ruth Dennis	Internal restructure Presented to OJC Level II 27.04.17
Sensory Service	Anne Lomas	Internal restructure OJC tbc 50% of service to move to fully traded from April 2018
LDD Vulnerable	Angela Taylor	Commence Review Autumn 2017
SEN Team	Simon Ramsden	Commence Review Autumn 2017
SEN Pupil and Projects	Emma Hamer (interim)	Commence Review Autumn 2017
Behaviour Support Service	Karen Roper (interim)	Commence Review Autumn 2017

Our Ambition – Improve outcomes and life chances for all SEND children and young people in Bradford

0-25 Years SEND Pathway



The District wide Model for 0-7 SEND Pathway



The Proposal

Each locality will contain two Early Years Enhanced Specialist Provisions (EYESP) which will provide integrated early education for mainstream and SEND young children on the same site; co-located with one of the EYESP in each locality will be a SEND Specialist Centre of Excellence.

The SEND Specialist Centres of Excellence will comprise:

- A head of centre
- Specialist teachers of autism, cognition & learning, behaviour, *sensory, physical & medical, Early Years
- Education Psychologists*
- SEND family support workers and portage home visitors
- Access and Inclusion Officers and Early Years practitioners
- Business, finance and administrative support

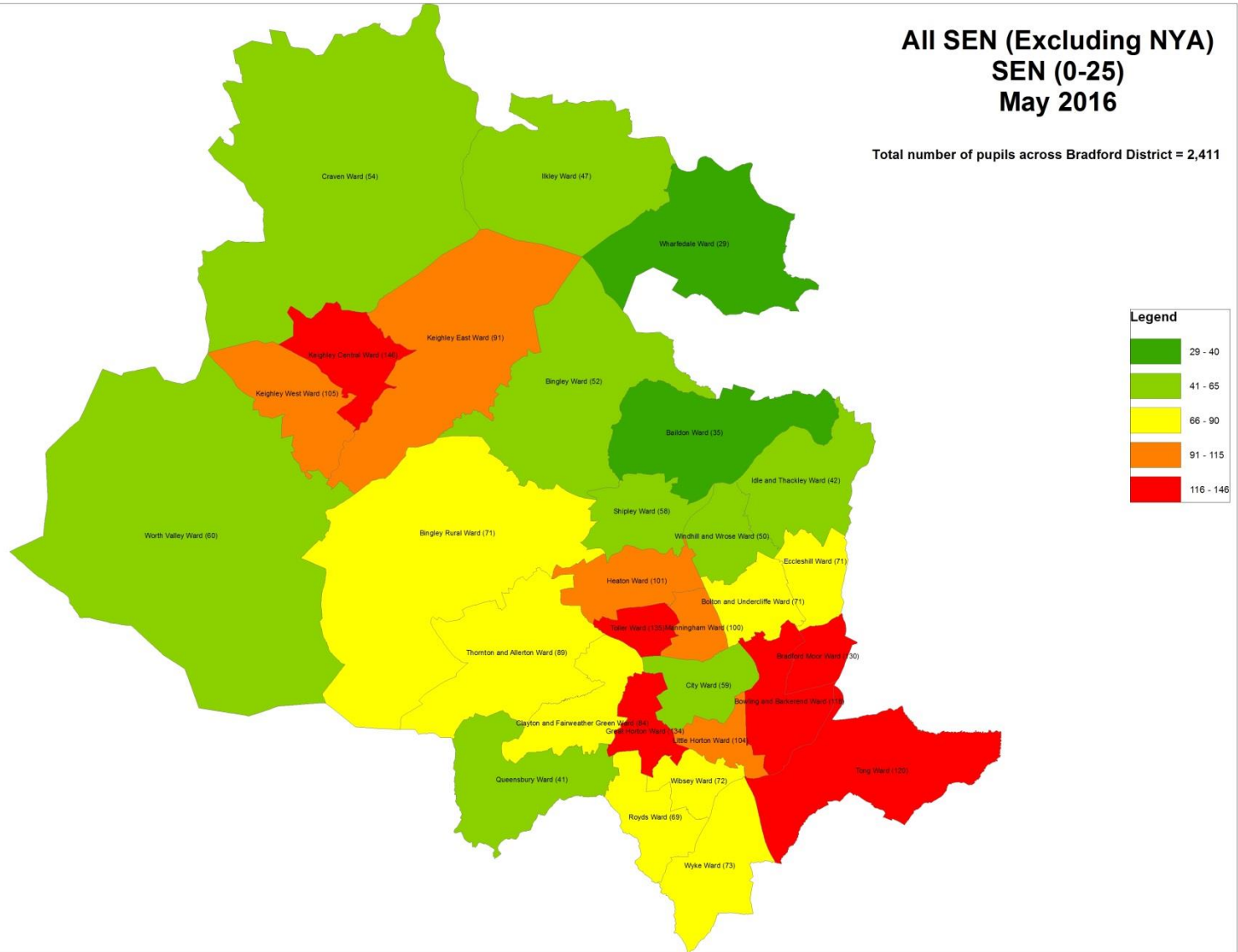
who will provide consultation, support, advice, training and outreach work for all SEND early years children across all types of early years settings within the locality in addition to those accessing the EYESP AND will be responsible for the allocation of the Early Years Inclusion grant.

* Commissioned support

Number of EHCP by Ward

All SEN (Excluding NYA)
SEN (0-25)
May 2016

Total number of pupils across Bradford District = 2,411



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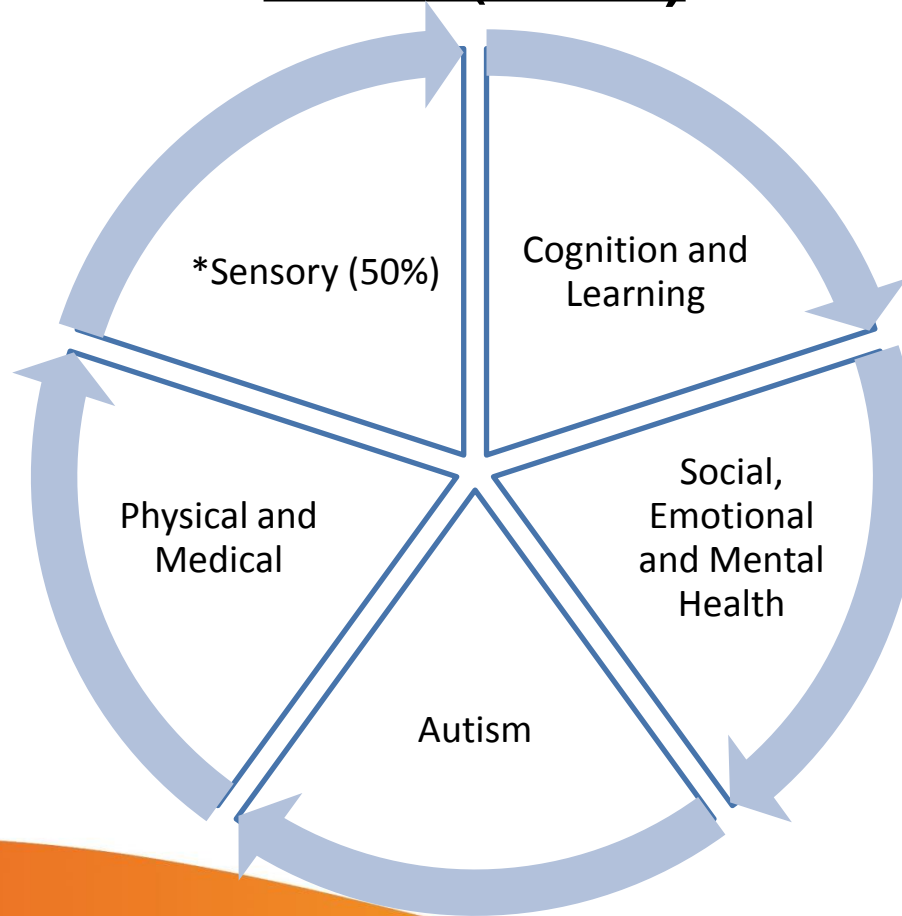
Proposed Staffing Structure for Centres of Excellence

Proposed staffing	Number of FTE Posts
Head of EY Specialist Centre of Excellence	2
Portage Home Visitors	6
Cognition and Learning Specialist Teachers	2
Specialist Behaviour Teachers	2
Physical and Medical Specialist Teacher	1 (2 x 0.5)
Autism Specialist Teachers	2
Specialist EY Teachers	2
Access and Inclusion Officers	4
Specialist EYs Practitioners	4
SEND Family Support workers	4
Business/finance/data lead	2
Admin Officers	2
Admin Assistant	2
Total FTE posts	35

- 2 FTE Educational Psychologists (commissioned from EPT)
- 1 FTE Specialist Teacher from Sensory Service to support the hubs through HNB

The District wide Model for the 5-16 pathway

5-16 year-olds - An Integrated Specialist Teaching Support Service (Traded)



*Sensory Team will be 50% traded and will continue to be managed by Head of Sensory Service.

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Proposed Staffing Structure for the Integrated Specialist Teaching Support Service (Fully Traded)

Proposed staffing	Number of FTE Posts
Head of Integrated Specialist Teaching Support Service	1
Assistant Heads of Service	2
Cognition and Learning Specialist Teachers	4
Specialist Behaviour Teachers	4
Physical and Medical Teachers	2
Autism Specialist Teachers	4
Peripatetic Specialist Practitioners	10
Business/finance/data lead	1
Admin Officer	1
Admin assistant	1
Total FTE posts	30

Staffing of Models

Model	FTE Posts
Current model of delivery	80
Centre of Excellence proposed model	35 (includes 6 new posts)
Integrated Specialist Teaching Support Service	30
Total for proposed new model	65
Reduction	15

Proposed Timeline 1

Time period	Focus
8 March	Proposals presented to DMT
22 March	Proposals presented to CMT
24 April	Proposals presented to Labour Group
27 April	OJC Level 2 meeting - briefing
2 May	Briefings with managers; nursery school Headteachers and representatives from the children's centre+ provisions; briefings with staff.
2 May to 6 June	Initial consultation period to inform final proposals for council executive
From April/May 2017 referrals of young children 0-7 to fill existing EYESP places	Referrals of young children 0-7 to fill existing EYESP places
From 2 May to 6 June	Consultation period for siting the 4 th EYESP and expressions of interest
20 June	Council Executive

Proposed Timeline 2

Time period	Focus
22 nd June	OJC final proposals and presentation of business case
26th June	Further staff/manager /stakeholder/ council departmental briefings on final proposals
26th June to 31 August	Formal consultation period
From 1 September 2017	Referrals of young children with SEND to fill places at the 4 th EYESP
From 11 Sept for 6 weeks	Expressions of interest for SEND Centres of Excellence
8 weeks (2 months) – November/December	Assimilation period, grading panels, HR process for staff in the Centres of Excellence
January/February 2018	Redeployment support for displaced staff
1 April 2018	New structure in place for SEND Specialist Centres of Excellence & Integrated Specialist Teaching Support Service (Traded) both operational

What next?

- Managers make provision for team meetings to discuss initial proposals in more detail
- Collate responses and questions send to questions@bradford.gov.uk before 6 June
- Individual responses and questions can also be sent to questions@bradford.gov.uk
- These will be taken into account to inform the final proposal put to the council executive on 20 June.
- A formal consultation period will follow mid June to the end of August where we will share with you our feedback on this initial/informal consultation