

# Cambridgeshire Primary Heads

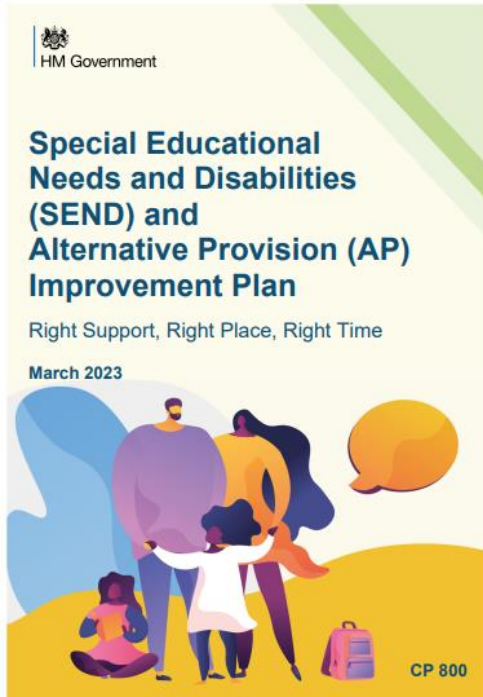
**Jonathan Lewis**

# National Update

- Policy direction is not clear and there is a lack of direction from the Secretary of State
- White Paper is not being followed through via legislation
  - Full academisation still aspiration but not key push. LA Mats unlikely to proceed.
  - Schools bill has been dropped but government pushing for further powers of intervention into academies.
  - Other policy lines are now appearing as guidance e.g. 32.5 hours education
- Funding remains the key challenge – linked to pay awards.
- Green Paper – 1,274 days since the Green Paper launched.
- Purdah starts 22<sup>nd</sup> March until the 4<sup>th</sup> May 2023 – unlikely to see further policy change until before summer recess.

# SEND and Alternative Provision Improvement Plan

## Right Support, Right Place, Right Time



‘Our ambition is to create a society that celebrates, encourages, and enables the success of all children and young people, including those with SEND and in alternative provision. A society where we hold high aspirations for all children and young people, recognising that although success looks different for everyone, it is no less worthy of celebration.’

# SEND and Alternative Provision Improvement Plan

*There is a need to **streamline** and **equalise** the system so that it is easier for everyone to navigate, leads to **better outcomes** for children and young people and is **financially sustainable**.*



# Key Changes:

Phased implementation – key changes in place by 2025

## SEND and AP National Standards

will establish what support  
should be ordinarily available.

SEND and AP  
Practice Guides for  
frontline  
professionals.

Amended Code of  
Practice, following  
consultation.

EHCPs standardised  
nationally, with  
increasing use of  
digital technology.

National approach  
to funding bands  
and tariffs.

A three-tier  
Alternative Provision  
system.

Local Inclusion Plans  
detailing how needs  
will be met.

New specialist (free)  
schools are to be  
established.

Early Language and  
Support for Every  
Child (ELSEC)  
pathfinders.

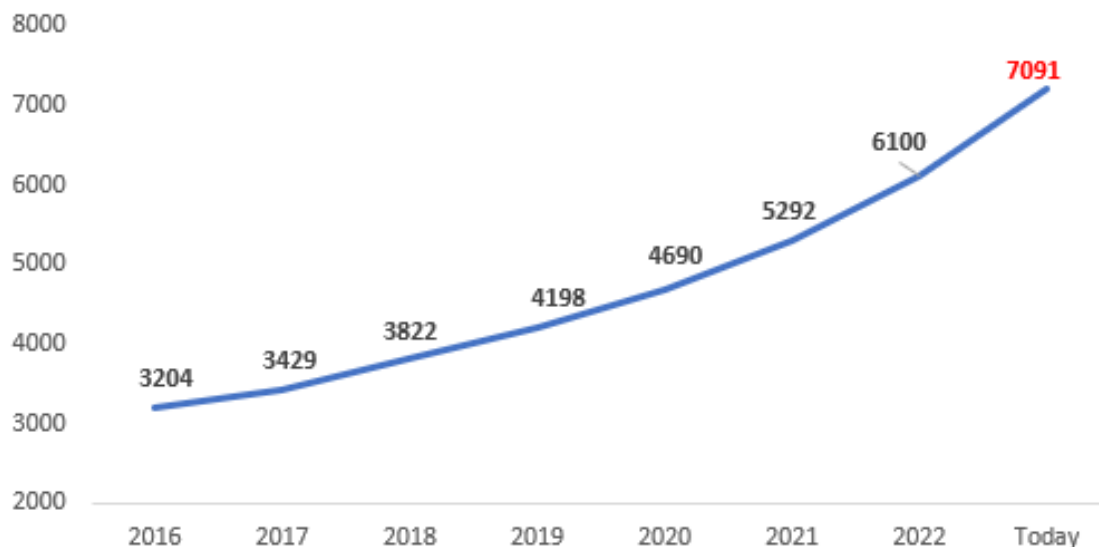
Transition Guidance.

National  
Professional  
Qualification for  
SENCOs.

Professional  
development for  
apprenticeship  
providers.

# Where are we?

Number of EHCPs in Cambridgeshire from census data




We are maintaining 7091 EHCPs in Cambridgeshire. 16% increase since last year and 51% increase since January 2020 – this is inline with other Local Authorities nationally and reflects post Covid-19 pressures. Funding has not kept pace.

# Safety Valve Deal

- This Safety Valve deal will provide **a revenue contribution of £49m** from the Department of Education to support the repayment of the deficit **with a contribution of £9m from the Councils reserves.**
- The government has also allocated **a further £11.3m for capital funding to Cambridgeshire to support new SEND provision on mainstream school sites.**
- We have **2 new special free schools at the final stages of agreement (for sites in Gamlingay and March)** and we hope for approval to start these soon (at this stage they are not formally agreed)
- This will help deliver almost **600 new school places created in the next three years** (463 new special school places and 105 pupils at mainstream schools).
- Overall package could reach £100m during the period of the deal.
- Expectation that spend is in line with income by the end of the 2026/27 financial year.

# The agreement...

- Working in a more transparent and consistent with partners and parents on the decisions when awarding Education Health and Care Plans (EHCPs) and ensure appropriate provision is put into place;
  - Developing a special schools outreach model to help support children and young people with Special Educational Needs (SEN) in mainstream provision;
  - Developing new provision for pupils currently on tuition packages to access mainstream school settings;
  - Ensuring support and training exists so there is a consistent offer of support in mainstream schools including funding to support pupils without an EHCP;
  - Strengthen processes around mediation and disputes in order to reduce the requirement for tribunals;
  - Increase independence of children and young people by targeting reviews to ensure provision is appropriate, meets needs and promotes independence.
- 



# Cambridgeshire - SEND Transformation

## Local context and pressures

In order to continue to meet the increase demand for SEND support at all levels means we cannot continue with our existing arrangements and need to consider **better ways to deliver better outcomes**.

We want to ensure our services continue to meet the needs of the children and young people who need them most. By enabling early intervention, at the right time, and ensuring that support is proportionate to needs, we can ensure our SEND system continues to be sustainable.

Cambridgeshire is an inclusive local area and we want this to continue.

# SEND TRANSFORMATION



# Our Transformation Principles



**Investing in early years and earlier prevention**



**Embedding a focus on outcomes**



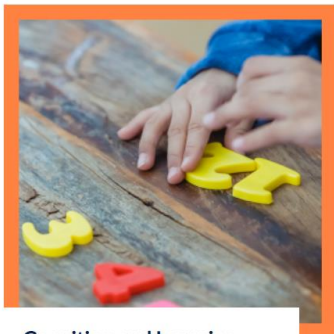
**Developing a system-wide view and working with partners to shape and deliver change**



**Measuring and sharing our impact**

# Ordinarily Available Provision Toolkit

## Primary, Secondary and Early Years Toolkits Launched



Cognition and Learning



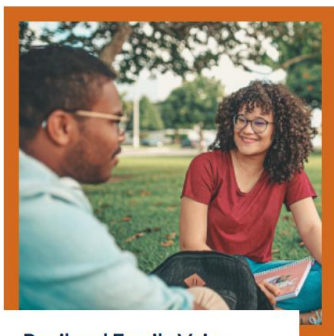
Social, Emotional and  
Mental Health



Autism, Social  
Communication, Speech,  
Language and  
Communication



Sensory and Physical  
Coming Soon...



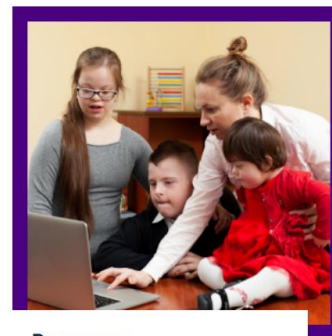
Pupil and Family Voice



Leadership and  
Management



Equality and Diversity  
Coming Soon...



Resources

Cambridgeshire  
SEND  
Information Hub  
(Local Offer)  
improved site  
with refreshed  
content

## SEND Information Hub (Local Offer)

What are you looking for today?



Understanding  
needs and what to  
do



Getting support



Getting more  
information and  
advice



Early Help



Early Years 0-5 years



Education 5-16 years



Education and  
training 16-25 years



Preparing for adult  
life



Health



Social Care



Getting out and  
about



Getting involved

# Impulse Nexus

Multi-Agency SEN Solution

CACI

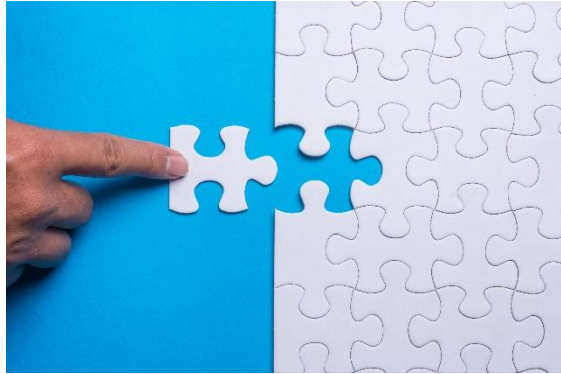


We are bringing in a new **case management system** for SEND.

The system will significantly improve data management and efficient management of cases.

## **Tuition**

Review of tuition undertaken. Work in progress to consider options for our future approach.



## **Complaints Review**

A complaints review has been undertaken providing valuable recommendations for the Statutory Assessment Team and the EHCP Improvement plan



## **Tribunals and Mediation**

A range of improvement activities around process and approach underway, to improve efficiency and ensure an accountable and timely system.





## Descriptors of Need

---

Development of descriptors of need and provision well underway.

SENIF banding developed



# Outreach Model

The Outreach model was piloted with Special Schools in Cambridgeshire over the last 18 months. It was a partnership approach with the SEND District teams and focussed on the following aims :

- To increase the level of expertise and knowledge through training across all schools.
- To reduce the risk of placement breakdown for children with EHCPs in mainstream schools through direct support from colleagues in Specialist Provision.
- Increase capacity for direct support in schools with children at risk of placement breakdown.
- Avoid tuition packages for children at risk of exclusion, maintaining their school place.
- To link with current support and training from SEND District Teams.





Cambridgeshire  
County Council

# SEND Update

Special Education Needs and Disability in Cambridgeshire

Newsletter introduced July 2022 – Subscribe!

[Cambridgeshire County Council](https://public.govdelivery.com/accounts/UKCAMBSCC/subscriber/new?preferences=true)  
 [\(govdelivery.com\)](https://public.govdelivery.com/accounts/UKCAMBSCC/subscriber/new?preferences=true)

<https://public.govdelivery.com/accounts/UKCAMBSCC/subscriber/new?preferences=true>

# Preparing for Adulthood



## Preparing for Adulthood Event

24th March 10-2pm, Burgess Hall, St Ives

To support parent carers who have young people with additional needs, aged 11 –25 years.

The event will be the themes of Preparing for Adulthood:

- Health: including health transitions and annual health checks for children and young people with learning disabilities
- Post-16 education, training, and employment
- Community inclusion and friendships
- Independence pathways

<https://www.eventbrite.co.uk/e/preparing-for-adulthood-conference-tickets-482370472067>

# Cambridgeshire County Council



## EHCP Improvement Plan

Raise confidence in the system

Meeting our statutory timescales

That children, young people and their families will feel empowered and fully informed with pathways, information and signposting at milestones as part of early intervention.

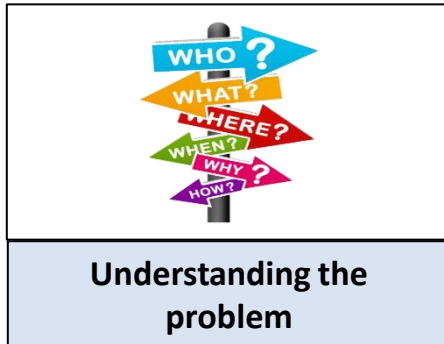
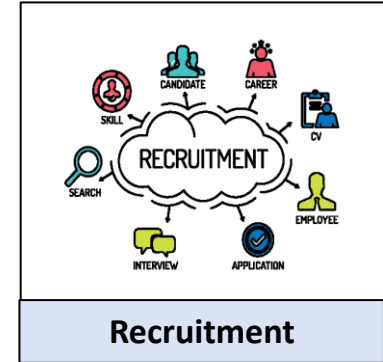
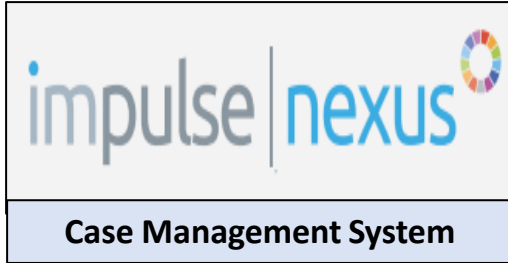


Children with an EHCP in Cambridgeshire have the right assessments, right level of support at the right time

Good communication with parents and carers

Children are making progress and that is celebrated

# What is Next?



# Developing Capacity

Creating more specialist places for children with SEND in Cambridgeshire



# SEND Places Overview

We have too many children in out of county placements and on tuition packages.

Our aim is for the majority of children and young people with SEND to be able to access provision locally, within their community.



# SEND Capital Strategy

Current capital programme delivers 283 places;

- New Special School at Alconbury
- New SEMH Special School at Wisbech
- The Castle/The Fields SEND Early Years provision
- Samuel Pepys expansion



# SEND Capital Strategy

## Special School places

We have planned a further 336 special school places to meet the exceptional growth in demand,

- Expansion of Martin Bacon Academy at Swavesey VC – 40 places
- South Fenland special school 210 places (special free school application)
- 60 place SEMH special school in Gamlingay (special free school application)
- Highfields Littleport – 10 place expansion
- Satellite for Meadowgate Area Special School – 16



# SEND Capital Strategy

## Enhanced Resource Bases

- We intend to deliver further enhanced resources bases (specialist provision on mainstream sites) – 102 places
- SEMH provision
- EHCP and SEN Support places



# Support Staff Pay Award – 23/24 financial year

On the 30 January, UNISON, GMB and Unite lodged their pay claim for:

- RPI (10.70 per cent<sup>1</sup>) + 2.0 per cent on all pay points
- Consideration of a flat rate increase to hourly rates of pay in order to bring the minimum rate up to £15 per hour within two years

With effect from 1 April 2023, an increase of £1,925 (pro rata for part-time employees) to be paid as a consolidated, permanent addition on all NJC pay points 2 to 43 inclusive. This will be the minimum increase.

- A review and improvement of NJC terms for family leave and pay

Enter into discussions on the broader family leave and pay issues raised in your claim.

- A review of job evaluation outcomes for school staff whose day-to-day work includes working on Special Educational Needs (SEN)

Reject your request that job evaluation outcomes are reviewed, as these are matters entirely for local determination rather than by the NJC

- An additional day of annual leave for personal or well-being purposes
- A homeworking allowance for staff for whom it is a requirement to work from home
- Establishing model role profiles for school support staff jobs, with advisory banding structures
- A reduction in the working week by two hours
- A review of the pay spine, including looking at the top end, and discussions about the link between how remuneration can be used to improve retention

Rejected

# Teachers Pay Awards and Funding

## Teachers Pay Award

- **Teachers'** starting salary in England increased to £30,000
- "**Experienced teachers**", which covers the majority of the workforce, would see a 3% pay rise in 2023-24
- The recommendations will now be considered by independent pay review bodies.

## Funding Position

Additional £2bn to be added to schools budget – 6% uplift from previous year overall budget.

~~March Statement might bring further funding~~



# Early Years / Childcare Changes – March Budget

Additional £4.1bn by 2027-28 to cover the following changes -

Changes will be phased in for households in England where the parent or parents earn at least £152 a week but less than £100,000 a year:

- April 2024: Eligible two-year-olds will get 15 hours of free childcare per week
- September 2024: Eligible children between nine months and two years will get 15 hours
- September 2025: Eligible children between nine months and three years will get 30 hours

## **Other updates**

- 700,000 families on universal credit will get childcare support upfront, instead of having to reclaim it
- People on universal credit will be able to claim £951 each month for childcare for one child and £1,630 for two - up from £646
- A £600 incentive for people signing up to become childminders (or £1,200 through an agency)
- Each staff member in England will also be allowed to look after five two-year-olds
- All schools in England offer wraparound care between 08:00 and 18:00 by September 2026 (we have a toolkit for this)


## **Funding rates**

- 30% increase in funding for two-year-olds, which is going up from £6 to £8 an hour.
- 4% increase in funding for three- and four-year-olds, which is going up from £5.29 to £5.50 an hour

# Proposals for Change in the LA


- Proposals were triggered by an unsuccessful recruitment campaign for a new shared Executive Director of People Services and Director of Children's Services.
- Feedback suggested the reasons for this were:
  - The challenge of significant reform agendas in both children's and adult services.
  - Most councils are reverting to separate Adult and Children's functions with executive directors reporting to their Chief Executives.
  - Complexity of working across two councils with different corporate priorities and political governance arrangements.
- Options were considered by Members in both Councils on 1<sup>st</sup> December and agreement was reached to uncouple the Local Authorities.

## Proposals for Change in the LA (Cont'd)

- Split would cover Adult Social Care, Commissioning, Children's Social Care and Education.
  - Benefits of shared arrangements are well recognised, as are people's contributions to their success.
  - The change of approach is driven by other factors such as changes in organisational context for both authorities.
  - Service demand, levels of expectation, reform and scrutiny have never been higher.
  - The proposals focus largely on the leadership arrangements except where structures are shared throughout (Commissioning).
  - A structured transition process will be essential to manage risk for both Councils – covered in the consultation proposals.
- 



# Proposals for Change in the LA

- Each Council will have dedicated statutory role holders for both DCS and DASS. Recruitment commenced mid January.
  - A DCS and DASS for each Council will be able to focus singularly on population, priorities, strategic direction and culture rather than having to respond to both.
  - Small number of functions will continue to be collaborated upon and funded by both Councils.
  - Presumption will be that employees will return to their contracted local authority.
  - The proposed changes:
    - Provide opportunity to design services for progression and growth in the future.
    - Enable effective decision-making at the right time and at the right level.
    - Provide enhanced responsibility and accountability operationally.
- 

# Key Impact for Schools

- Education to move into DCS portfolio, in-line with the anticipated arrangements from the Children's Act 2004 and from our regulators.
- Shared Fostering and Adoption service which is hosted by CCC and works across both authorities.
- The Integrated Front Door remains shared for the time being but consultation to consider options will be launched shortly.
- The Executive Directors in each authority with the DCS remit will need to continue to work collaboratively and in partnership as part of the ICS.
- All joint arrangements for education and posts will be brought to an end aside from direct commissioning arrangements for governors, free school meals, education safeguarding and SENDIASS.



# Director of Childrens, Education & Families Management



Executive Director:  
Children, Education &  
Families (DCS)

Assistant  
Director: Children's Social  
Care Targeted Support

Assistant Director Fostering  
& Adoption  
(hosted by CCC)

Assistant Director:  
Quality Assurance &  
Practice Improvement

Principal Social  
Worker

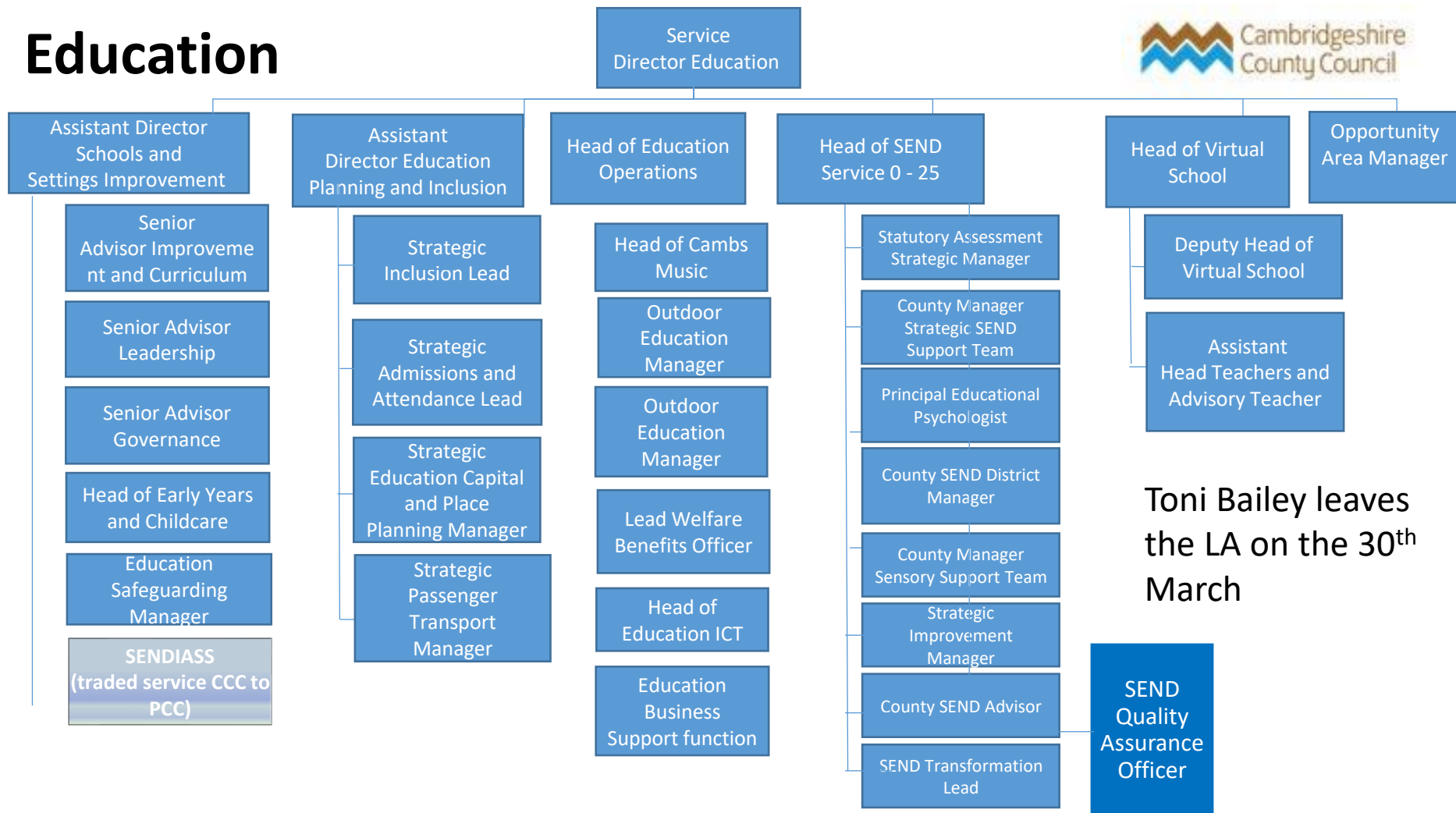
Service Director: Education  
(see separate chart)

## Next Steps

- Consultation ended on the 2<sup>nd</sup> March.
- Detailed implications will be communicated to schools in the w/c 14<sup>th</sup> March. This will include details of new structure, position with staff and details of vacancies.
- Recruitment to vacant roles – end of March.
- Transition plans will be effectively managed so neither party is disadvantaged.
- Interviews for new Executive Director of Children's Services for Peterborough taking place in the middle of March.



# Education



Toni Bailey leaves  
the LA on the 30<sup>th</sup>  
March

# Other Updates

- Holiday Vouchers scheme continuing for next financial year - £180 per eligible child. Easter scheme sent on 1<sup>st</sup> April £30 voucher
- Over 3,000 vouchers remain unclaimed
- HAF scheme running at Easter, Summer and Christmas
- Admissions – numbers already at the same level as last year but we expect more. Some pressure areas – Godmanchester, South Fenland



# A few issues arising from Ofsted Inspections

Ofsted seem to be taking a keen interest in

- The extent to which the EYFS curriculum prepares pupils for Year 1 and in particular the evidence from the “intent” about how precise the sequence of learning is at the end of the EYFS and start of Year 1
- Checking the purposefulness of learning activities in the EYFS and why teachers have chosen them.
- The early years curriculum is not sufficiently developed in some areas of learning.

*Leaders have not thought carefully enough about what children will learn and when. This makes it hard for teachers in the early years to prepare children for what learning comes next. Likewise, teachers in key stages 1 and 2 are not always able to build on what pupils have learned before. Senior leaders should ensure that curriculum leaders receive the training and support they need to introduce and monitor an effective early years curriculum that provides a strong foundation for teaching and learning in Year 1 and beyond.*

- The extent to which incorrect letter formation is quickly identified and addressed by school leaders.

# A few issues arising from Ofsted Inspections

- Focus on completing 2016-17 inspection follow up

277. Copies of DBS certificates and records of criminal information disclosed by the candidate are covered by UK GDPR/DPA 2018 Article 10.<sup>91</sup> A copy of the other documents used to verify the successful candidate's identity, right to work and required qualifications should be kept on their personnel file.

KCSIE September 2022





# Congratulations, Thank you and goodbye!

Congratulations to –

- Eddie Ferguson (Newnham Croft)
- Georgina Turner (The Rackham)

Both been appointed as HT with immediate effect after initially acting up in IHT positions since September/ January.

Goodbye and good luck to -

- Chris Scales - Coton
- Katie Kendall - The Bellbird

And to anyone else who is leaving (please let us know).

Thank you for your hard work and dedication supporting the children and young people of Cambridgeshire.