

21 September 2015**Agenda Item: 09****REPORT OF THE SERVICE DIRECTOR, EDUCATION, STANDARDS AND
INCLUSION****SPECIAL EDUCATIONAL NEEDS AND DISABILITY (SEND) STATUTORY
REVIEW – ADDITIONAL STRATEGIC CAPACITY****Purpose of the Report**

1. This report seeks Committee approval to permanently establish a 0.6 full time equivalent (fte) Team Manager, SEND, post at Hay Band E to provide additional strategic capacity within the SEND Policy and Provision Group.

Information and Advice

2. For the last six years the SEND Policy and Provision Group has enhanced its strategic capacity through a temporary 0.6 fte post funded from income generated by the Educational Psychology Service. This 0.6 fte temporary post has been filled on an ongoing basis and is a role which has complemented the current postholder's existing 0.4 fte permanent position as Physical Intervention Coordinator. In carrying out this role for the last six years, the postholder has achieved permanent employment rights.
3. The SEND Policy and Provision Group is in a period of transformation, with its future structure and position in the wider Children's Services organisation to be determined by the ongoing Improving Outcomes for Children and Young People with Disabilities Project. This project coincides with a three-yearly requirement to carry out a formal review of an aspect of the Local Authority's SEND practices. The focus of this SEND review will be the Local Authority's use of special schools and specialist school places. The review will be led by the current postholder using the additional 0.6 fte strategic capacity.
4. The demand for additional strategic capacity has continued over this same six year period and there is no expectation that this demand will diminish in the foreseeable future. Furthermore, the additional strategic capacity afforded by the SEND Reform Grant since 2014 is due to come to an end in March 2016, creating further pressure.

Other Options Considered

5. Consideration has been given to incorporating the three yearly SEND review into the work of the Group Manager. This was not felt feasible however due to the competing demands of the Improving Outcomes for Children and Young People with Disabilities Project and the forthcoming Ofsted and Care Quality Commission inspection of local areas on their effectiveness in fulfilling their new SEND duties.

Reason/s for Recommendation/s

6. The 0.6 fte post is needed to ensure the Local Authority is able to meet its statutory duty in respect of the three yearly SEND review and to provide necessary ongoing strategic capacity.

Statutory and Policy Implications

7. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

8. The cost of a 0.6 fte post at Band E is £33,085 and can be contained within the Education, Standards and Inclusion budget.

Human Resources Implications

9. The current post holder has gained permanent employment rights.

RECOMMENDATION/S

- 1) That the 0.6 fte temporary post of Team Manager, SEND, (Hay Band E) in the SEND Policy and Provision Group, be permanently established.

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Constitutional Comments (SLB 26/08/15)

10. Children and Young People's Committee is the appropriate body to consider the content of this report, subject to the Employment Procedure Rules which require all reports to include HR advice and for the recognised trade unions to be consulted.

Financial Comments (SS 04/09/15)

11. The financial implications of this report are contained within paragraph 8 above.

Background Papers and Published Documents

None.

Electoral Division(s) and Member(s) Affected

All.

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