

The SEND LGA Peer review told us:	We Did:	What now?
<p>Co-production needs to be a fourth foundation to the SEND Strategy - This will help ensure that children, young people, parents, and carers are more visibly involved, and their voices are central both within individual plans for children and young people and becoming a 'golden thread' through to strategic planning including new service and policy developments.</p>	<ul style="list-style-type: none"> Review of co-production development to date and the impact of the training offer that was developed in partnership with the Parent Carer Forum, and 'co pro network Wales'. Identified Lead officers from Education, Health, and Social Care lead to review co-production and how this is embedded as our 'Golden Thread', and scoping of next steps needed for the workforce to work confidently in co-productive ways. 	<ul style="list-style-type: none"> Lead officers scope and determine workforce and strategic developmental needs to ensure that the workforce understand co-production and that Parent Carers and children and young people's feedback is consistently heard and acted upon. Scoping to include work already in progress such as ICB work with NHS England to secure co-production training for the integrated health and care system workforce.
<p>A multi-agency recovery plan needs to be put in place to improve the quality and timeliness of Statutory Assessments and Annual Reviews – This is required to ensure that EHC Plans are comprehensive and incorporate relevant health and care provision in addition to education. There is a need for further investment to address the growing pressures in order to produce plans in accordance with statutory requirements.</p>	<p>An Improvement Plan project has been agreed with the SW Regional SEND co-ordinator to:</p> <ul style="list-style-type: none"> To understand and identify what is needed systemically to make improvements. Include all aspects of work to date in one Local Area partnership plan including local area partnership work on improving the EHC contributions, quality of plans and annual reviews and escalations as appropriate. Develop a framework for reporting action to date and continued areas for development. Local Authority investment secured for SEND Services Further bids submitted for 24/25 SEND Services investments Local Authority developed clear practice expectations and pathway for contributions for social care contributions to EHC Needs Assessments ICB investment secured to fund a health assessment service to inform EHC Needs Assessments for children and young people who are only open to universal health services. This is to ensure their needs are understood and advice on further support can be provided. Multi Agency EHCP Quality Assurance programme in place 	<ul style="list-style-type: none"> Scoping and development of the Local Area EHC Recovery plan to take place Sept 23 to March 24 Local Authority SEND services investment decisions to take place Jan/Feb 24 cabinet Develop performance report to measure social care and health contributions to EHCNA ICB to work with health providers to ensure contributions to EHCNA for children known to targeted and specialist health services are in line with required practice standards and are timely ICB to develop and recruit to health assessment service- Sept 23- March 24 Multi Agency EHCP Quality Assurance programme to be developed to include multi agency agreement on "what good looks like", including effective use of multi agency contributions and funding to EHC Needs Assessments, reporting, action and evaluation
<p>Development of a comprehensive SEND communication and engagement strategy across the local area is needed - It is essential that staff across all sectors have a stronger awareness and understanding of the SEND vision in Gloucestershire and what is expected of them.</p>	<ul style="list-style-type: none"> Development of a short-term local area partnership SEND Communication Plan SEND awareness Presentation delivered at the ICB staff meeting in July 2023 Scope of all communications methodology completed. Communications for SEND awareness raising in place for Sept 23. Meetings with Schools Association Sept 2023 Social Care Learning Lunch engaging and sharing SEND promoting understanding of the child and families lived experience 	<ul style="list-style-type: none"> Development of a medium to long term local area partnership SEND Communication Plan, which will include: Development of partnership internal information methods, Intranet, and internet pages Continued reviews of and contributions to the Local Offer Development of a SEND module as part of the AYSE programme for newly qualified Social Workers Development of communication to Early Years, Schools and FE providers Development of communication from SILAP board to stakeholder groups

	<p>and enhancing understanding how meets can be identified and met.</p> <ul style="list-style-type: none"> • Development of a SEND module as part of the AYSE programme for newly qualified Social Workers • Development of a SEND champions network to provide a point of contact across the Social Worker workforce to support continual SEND understanding and practice developments. • Development of SEND information intranet pages within Gloucestershire Health and Care NHS Trust (GHC) 	
<p>Ensure the SEND Improvement Plan is comprehensive, deliverable, and tracked with real rigour. Milestones and impact measures to be included – The pace and consistency of delivery of the Improvement Plan needs to be enhanced and owned equally across the whole partnership. This should include addressing workforce shortfalls and recruitment and retention across the whole system.</p>	<ul style="list-style-type: none"> • Confirmation that the SEND and Inclusion Partnership board will be co-chaired with GCC and the ICB to enhance partnership working. • Improvement plan redesigned to ensure it is coherent and clear, and displays the partnerships shared strategic priorities. • Multi Agency Key Performance Indicators (KPIs) under development to inform progress on delivering the Improvement plan. 	<ul style="list-style-type: none"> • Finalise KPIs and ensure baseline measurements are defined and captured. • Improvement plan to measure progress, reporting, and to be built upon for continual improvement activity as informed by parents, young people, stakeholders and agreed by the partnership. • Workforce programme development to commence across SEND system partners. Scoping to include stakeholder workforce shortfalls. • Planning to take place to identify activity to address shortfalls., using the Joint Strategic Needs Assessment, Delivering Better Value and national data to inform scoping.
<p>Review of action plans to address waiting lists for the neurodevelopmental pathway as a system response within SILAP – There are significant delays in children being able to access neurodevelopmental services which needs to be addressed.</p>	<ul style="list-style-type: none"> • Employment of Locum Paediatrician within the hospitals trust to clear the backlog of children awaiting an ADHD assessments. • Over 580 children have been assessed for autism by a private provider, additional investment has been agreed to continue with this contract whilst the new service is developed. • The Ignite pilot with Young Gloucestershire has been commissioned to support young people on the CAMHS Neuro waiting list • ICB investment in the 0-18 neurodiversity pathway has been agreed. • The pre-school and primary school age autism pathways have been combined and additional investment been made in the Social Communication Autism Assessment Service (SCAAS) 	<ul style="list-style-type: none"> • Continued coproduction of neurodevelopmental pathway now that funding has been secured. • Work to reduce the waiting list backlog with non-recurrent funding. • Continued work on the Graduated Pathway as a system to promote a social model as opposed to a medical model. • System wide working group to be established to provide clarity and access to information on support and services for children who are neuro diverse • A 0-18 neurodiversity pathway will be developed with additional investment – the contract variation and service specification are in development. • Extend the contract for a private provider to undertake autism assessments • Combine neurodiversity services within GHC will be combined from September 2023 with one central point for referrals. • Under 11s ADHD will move from Gloucestershire Hospitals Trust to the GHC to be part of one children's neurodiversity service. • A digital solution is being developed to improve the experience of families waiting for an assessment, this will include recommended resources as well as a digital referral process.
<p>Work regarding the Local Offer and what is available for CYP whilst on waiting lists is required – Families need to be clear about what services they can access whilst they are waiting for assessment and diagnosis and this needs to be effectively communicated to them.</p>	<ul style="list-style-type: none"> • Local offer platform has been co-designed and co-produced with young people and families to be accessible 	<ul style="list-style-type: none"> • Finalise Shortbreak statement (currently in draft form)

	<ul style="list-style-type: none"> Information available on the Local Offer has been reviewed and updated with regular review cycles in progress NHS universal and targeted support and access to services has been made increasingly visible with use of NHS logos NHS services to outline services accessible whilst waiting for assessment have been reviewed and as above have been made increasingly visible with use of NHS logos Provision of support for children and young people on waiting lists for health services e.g., 'Waiting Well' Initiative that provides emotional skills for young people on the CAMHS waiting list The parent approved logo has been added to increase parental confidence that pages have been quality assured by parents 	<ul style="list-style-type: none"> Continue work on User Experience digital project that should improve the experience of families waiting for an autism assessment Review of hits available on the Local Offer and highly used pages to ensure we are responding to needs and updating information being sought and embed planned review cycle Complete the annual Local Offer Report and publish on the Local Offer. Publicise this report in the Families in Partnership Newsletter
<p>A whole system and role specific SEND training plan for children and young people and adult services and schools would assist staff to gain an improved awareness of what is expected of them and SEND team functions – The peer team found that there are key roles such as SENCO's and other staff who would benefit from role specific training and ongoing support to improve their knowledge and understanding of SEND systems and how to maximise their effectiveness. There was also evidence of a general lack of awareness of SEND across a range of CYP and adult services.</p>	<ul style="list-style-type: none"> SENCO clusters have been reviewed and designed according to needs of SENCOs and joint working with the LA. GHC now have SEND Basic awareness e-learning to complete. 	<ul style="list-style-type: none"> System wide workforce plan to be developed as per the Improvement plan for schools and wider children's and young adult workforce. To include training as outlined in the Council for Disabled Children's training matrix Adult service engagement needed to consider how this is understood and shared across adult services to create a joined-up offer.
<p>Consideration needs to be given to appoint to newly defined roles such as Designated Social Care Officer, Communication Officer, and Transformation Lead – These are key roles which would greatly enhance SEND delivery.</p>	<ul style="list-style-type: none"> Programme support being recruited to using Delivering Better Value grant to support delivery of the SILAP improvement plan to fulfil communication and transformation areas DSCO role scoping in progress 	<ul style="list-style-type: none"> DCSO functions and postholder identified with appropriate funding. GCC and ICB programme management capacity secured, to recruit to posts which will fulfil communication and transformation roles
<p>Leaders need to develop a clear and comprehensive investment plan across the local area if the necessary improvements for children and young people in Gloucestershire are to be delivered – Senior Leaders need to satisfy themselves that they can address shortfalls in service delivery and can fully deliver the improvements required within health and local authority services. The Peer Team felt this was unlikely to happen without significant additional investment to address the high workload of SEND caseworkers, development of additional special education placements across all areas and health provision.</p>	<ul style="list-style-type: none"> Funding needs and bids need for Local Authority SEND services for 24/25 Continual Local Authority investment in 23/24, recruitment of 18 additional staff in the EHCP service from June to Sept 23 Capital funding has been agreed for one new Special school. Scoping in progress to consider Resource Base development programme for 24/25 Local Authority capital bids. ICB Exec reviewed investment for Sensor Responsible Officer and support roles Aug 23 ICB investment for service to ensure health contribution to plans are made Aug 23 	<ul style="list-style-type: none"> Continual LA investment review for 24/25 Continual review of ICB investment for 24/25 Progression of build and special school sponsor Formal review of Resource Base needs within developed project plan.
<p>The development of a joint commissioning strategy/plan with a focus on SEND – This would assist with determining priorities for joint funding of services.</p>	<ul style="list-style-type: none"> Joint commissioning strategy agreed as a priority for 23/24 	<ul style="list-style-type: none"> Scoping to be undertaken Jan-March 24. Cabinet date to be confirmed by end of calendar year 24.
<p>The improvements across the local area should align with the Delivering Better Value programme – Evidence from DfE reviews suggests that Local Authorities with sufficient case workers have lower overspends as risks and issues in the system are dealt with pro-actively rather than reactively and thereby avoiding reliance on high-cost packages of support or use of the INMS market to supplement SEND Sufficiency.</p>	<ul style="list-style-type: none"> Completed as part of the SILAP improvement plan review. Local Authority and ICB investment for SEND Cabinet approval for new Special School Resource Base Development project scoping and corporate commitment in principal for 24/25 DBV programme, plan and grant bid submission 	<ul style="list-style-type: none"> DBV grant bid submitted and plan progressed following grant approval- Sept 23 onwards
<p>Leaders need to consider the development of systems to give a single view of the child - This could include alignment of SEND and social care records or other multi-agency processes to support this way of working.</p>	<ul style="list-style-type: none"> Plans in train to address IT systems and interfaces to achieve a single view of the child for all partners. 	<ul style="list-style-type: none"> Progress IT developments and funding bids.

