

Report to Children's Scrutiny Committee: SEND Task Group Recommendations: Linked to the SEND Improvement Plan

Jackie Ross

Interim Deputy and SEND Strategic Director

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The workforce that has the capacity to meet demand:

- **Staff caseloads to be reduced to the average of our demographic neighbours, and no more than 200 per officer.**
 - We currently have 8,412 learners with Education, Health, and Care plans (EHCPs)
 - Based on being fully staffed (43 FTEs) the above is split into 2 teams for Assessment (FA - 14 FTEs) and 4 teams for Annual Review (AR - 29 FTEs)
 - The Assessment team currently holds a caseload of 68 each – national average is 50-60
 - The AR teams currently hold a caseload of 300 each – national average is 200
 - We currently get approx. 200 requests for assessment each month so the number of EHCPs are growing and will continue to do so for the nearby future.

EHC Needs Assessment – DfE Table

Table 1a: EHC assessment case status at end of Calendar month (DfE Table) - 2023

2023	Jan 2023	Feb 2023	Mar 2023	Apr 2023	May 2023
Number of 20 weeks assessments completed	58	62	95	109	66
Number of 20 weeks assessments completed on time	10	7	15	11	2
% Of 20-week assessments completed on time	17%	11%	16%	10%	-
% Of 20-week assessments completed on time cumulative	17%	14%	15%	13%	-
Number of 20-week assessments overdue 30 Weeks	304	393	369	324	-
Number of 20-week assessments overdue 52 Weeks	4	25	32	17	-

Benchmark Data

% 20 week assessments completed on time (2021)

National Average – **59.9%**

Statistical Neighbours – **63.1%**

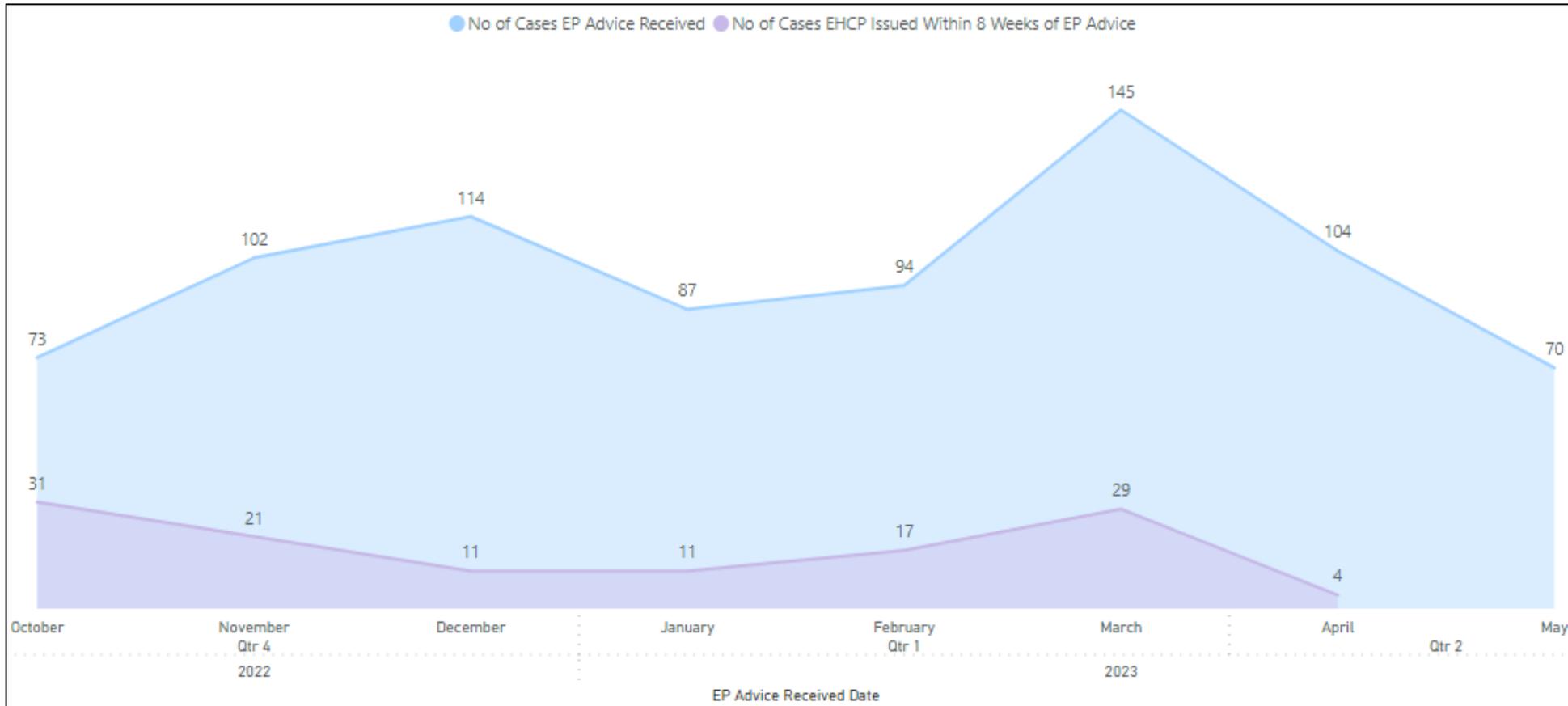
Devon County Council – **38.8%**

Current Devon County Council – **13.0%**

*Source SEN2 – 2021 Data

EHCNA – Advice Timeliness

Table 3: EHCPs completed within 8 weeks after EP advice received.



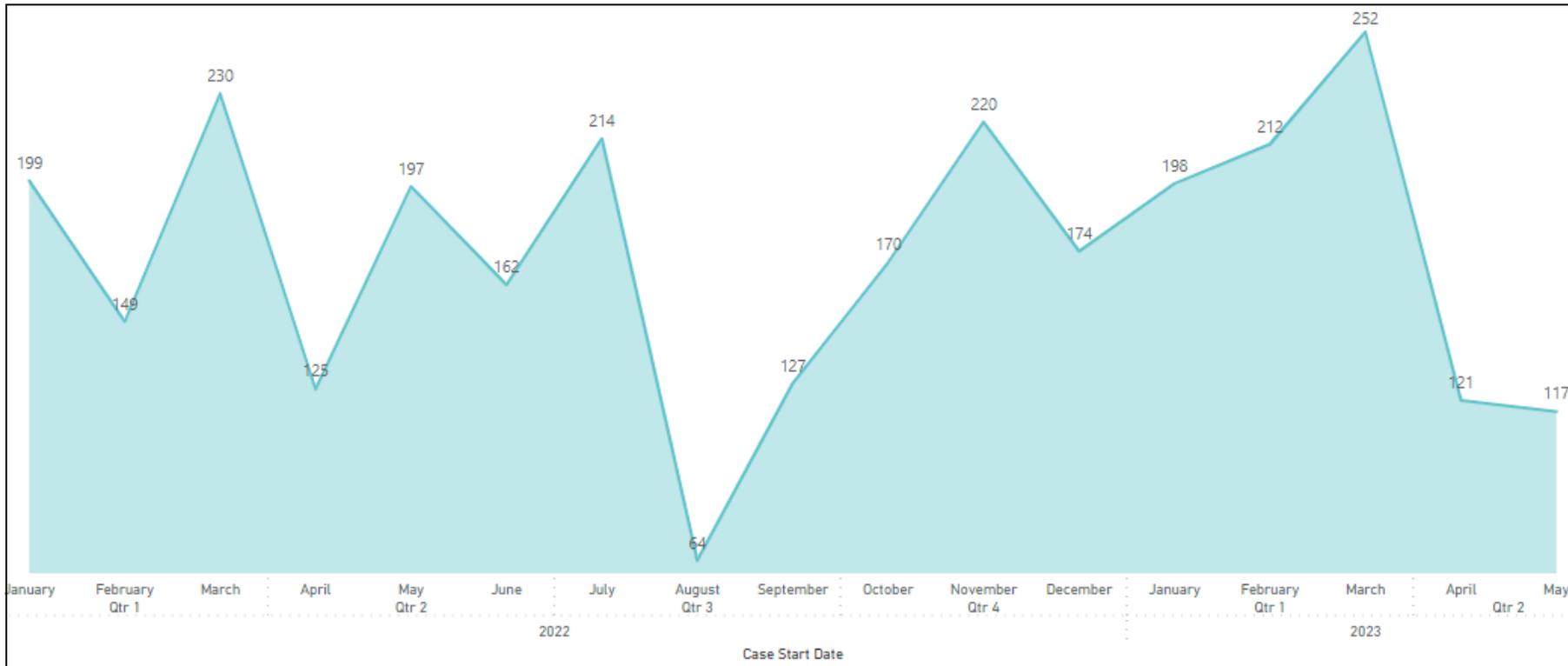
The higher line shows EPS advices supplied to Devon County Council.

The lower line shows the number of cases completed by the SEN team within 8 weeks of EPS advice being received.

*Please note April and May EHCPs issued will increase as 8 weeks has not expired from receipt of EPS advice

EHCNA – Advice Timeliness

Table 4a. New EHC Needs Assessment Requests by Month



Benchmark Data

EHC Needs Assessments Requests Received as % of 0-24 Population

National Average – **0.56%**

Statistical Neighbours – **0.58%**

Devon County Council – **0.83%**

Projected DCC 2023 – **0.91%**

*Source SEN2 – 2021 Data

Using the workforce in the right way

- **The 0-25 team should be able to do the jobs they should be able to do.**
 - Training is being rolled out across the team: IPSEA basic training. Browne Jacobsen on tribunals.
 - Deputy Director on the EHC Plan-a streamlined template going back to basics of the Children and Families Act and the SEND Code of Practice.
 - Subject specific training is ongoing regarding EHC Plans and annual reviews.
 - HR is working with team leads to establish a more holistic programme.
 - There will be training for the team on co-production.

Develop a workforce plan to establish a skilled, sustainable, supported, and sufficient workforce across the Local Area to deliver services to children and young people with SEND.

Upon implementation of the Local Area SEND Improvement Plan as a response to Ofsted, the Council and its partners should produce a system wide Improvement Plan for an outstanding future SEND service.

- The service structure will be reviewed and the direction of travel is to have one team, where assessment and review is business as usual for all caseworkers. It is good practice to align around schools rather than post codes, and also to have a bespoke focus on early years and preparing for adulthood.
- This direction of travel is beyond the SEND improvement plan but would lead to better practice.

A 'human' touch in communications

➤ The local offer website and communications are reviewed stakeholder focus group to reflect the needs of parents, carers and professionals.

- There needs to be a new start for the local offer with clear mapping of navigation.

B3	Communicate the current Local Area SEND offer, including Devon's SEND Local Offer website.	There is clear understanding across the Local Area of the SEND services offer and how they connect by parent carers, young people, and professionals.
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➤ Ensure that the language and functionality of the hub is reviewed.

- There have been some changes to the hub following meetings with the owners-but the direction of travel needs to be to get back to basics and the team be upskilled in EHC Plans and annual reviews. Work is underway to assess the impact of coming off of the hub.

➤ Ensure that the new templates and plans are understood across the professionals that use them and that appropriate training is delivered.

- There has been a recent new template which is more compliant and responds to parent concerns that needs are matched more clearly to provision. -Training is being delivered across the Local Area

C3	Set a clear standard across the Local Area on what a good EHC Plan should be.	EHC Plans are of a quality to make a difference to the lives of children and young people.
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