

Service:- Education Resources & Communities
 Completed by:- Jo Shirriffs
 Project Title:- Review of ASN (**Education Raising Attainment: Well-being Project e**)

Ref

<i>Complete a separate template for each investment proposal</i>	
Proposed change – Provide a summary of the proposal including any dependencies or relationship to other projects or activities.	
<p>To support the effective delivery of the Moray ASN Strategy the ASN Review is ongoing and requires the development of a detailed business case by mid-2021, with the introduction/implementation of potentially new ways of working from August 2021.</p> <p>The changes required to deliver on the Moray ASN Strategy and proposed through the review are ambitious and complex. In developing the action plan we need to have a clear rationale for change, supported by a review of international and national evidence, and by robust evaluation of any tests of change. Staff training will be key to the success of any changes proposed.</p> <p>The proposed investment will also support the delivery of the 'Managing Challenging Behaviour Action Plan' developed by a corporate Health & Safety Working Group in response to increasing numbers of violent and aggressive incidents in schools (an outstanding action in the Health & Safety Annual Report). The majority of our violent and aggressive incidents in our primary schools are related to additional support needs, which can lead to the children exhibiting extremely challenging behaviour. A major focus of the action plan is the training and development of staff in schools, in particular Pupil Support Assistants (PSAs).</p>	
Risks associated with the proposed change – Describe and provide an indication of the level of risk associated with this project considering any potential reputational damage to the council, the degree of change being introduced, the complexity and/or innovation within the proposal.	RAG Difficulty of delivery
<p>There are no risks associated with the proposals in this paper.</p> <p>There is a risk to the success of the ASN Review and the effective delivery of the Moray ASN Strategy if we are unable to demonstrate the rationale for change for the work in development, and support the change through the training and development of staff.</p> <p>There is also a risk in terms of the Council's ability to ensure the health & safety of our staff if we are unable to progress the training and development requirements identified in the Managing Challenging Behaviour Action Plan.</p>	0

Actions – Describe/list the anticipated actions or a high level view of the work required	
<p>Investment is proposed in the following areas:</p> <ul style="list-style-type: none"> Recruitment of a Project Officer (research and analysis) to coordinate the preparation of literature reviews, to lead on the evaluation of tests of change associated with the ASN review, and to oversee any scaling up of positive improvements across our schools. Recruitment of an ASN Training and Development Officer to coordinate and support the planning, development and delivery of training (inclusive practice and managing challenging behaviour training) to ensure any changes to how we support children and young people with additional support needs are understood, accepted and embedded in practice across ELC, Primary and Secondary school settings. (this proposal overlaps with the Training resource in Appendix 1 and so costs have been removed below to avoid duplication) 	
Intended outcomes – List the broad outcomes/benefits arising from this proposal	
<ul style="list-style-type: none"> ASN review actions that are supported by robust evidence A clear structure/measurement plan for evaluating the impact of any changes, allowing us to make adjustments/improvements as we progress Well trained staff teams who feel confident in understanding, managing and responding to behaviours that relate to ASN and supported to make changes in their practice/environments/education offer to better support children and young people with additional support needs The establishment of a Moray Standard for the delivery of ASN services in ELC, Primary and Secondary school settings through the establishment of a comprehensive ASN induction and training package A reduction in the number of Violent and Aggressive Incidents in schools A reduction in school exclusions An increase in school inspection gradings of 'very good' and above for HGIOS 4 QI 3.1 ASN budgets are targeted towards early and staged intervention to achieve the best possible outcomes for children and young people with ASN, their families, and the professionals who support them. 	
How will the benefits of this project be measured – Where possible identify SMART outcome measures	
<p>Development of a robust delivery of actions for the ASN Review</p> <p>A robust evaluation and scaling up methodology for tests of change so that successful changes (evidenced through data) can be replicated across our schools.</p>	

An induction and training programme for school based staff that supports the changes we are looking to deliver through the ASN Review and the Managing Challenging Behaviour Action Plan and delivers on the outcomes in the Moray ASN Strategy.

Strategic Fit – Note the areas of the LOIP or Corporate Plan addressed by this proposal

LOIP

Building a better future for our children and young people in Moray:

- Children and young people thrive, have opportunities to learn, feel secure, healthy and nurtured and where they are able to reach their full potential
- To improve the life chances of children, especially the most vulnerable by supporting them and their families at the earliest stage.

Corporate Plan

Provide opportunities where young people can achieve their potential to be the best they can be.

Education Strategic Priorities 2020-2023

Supporting All Learners

- Develop a culture of inclusion, equity and diversity leading to improved outcomes for all
- Promote resilience and positive mental health, emotional, physical and social wellbeing supported through multi-agency working

Moray ASN Strategy 2017-2027

Outcome 3. All practitioners are appropriately trained to meet additional support needs in their learning environment

Outcome 7. Significant transitions are effective: transitions are tailored to the individual using a GIRFEC approach.

Outcome 8. Central Support Services are used effectively and efficiently:

Children's Services Plan 2020-2023

Priority 1: The wellbeing of children and young people is improved

- emotional and mental wellbeing
- physical wellbeing
- social wellbeing

Resourcing implications – Give an indication of who needs to be involved in the delivery of this project proposal and where this is additional to current establishment				
Head of Education Resources and Communities ASN & Inclusion Manager (temporary post approved by ECOD Committee on November 18) Principal Education Psychologist Head Teacher SEBN ASN ESOs				
Additional Information – Include any background papers or evidence base for the proposal				
Timescales – Provide an indication of when the work could start and the likely timescales in months/years if known	2020/21	2021/22	2022/23	2023/24
Estimate start date of 1 December for two years		Start	Evaluate	
Investment – Provide an indication of any additional funding required to deliver this project and what this funding covers. If not currently available please indicate what will be required to identify the level of investment.	2020/21 £000s	2021/22 £000s	2022/23 £000s	2023/24 £000s
Project Officer (Research and Analysis) – estimate Grade 9		18	53	36
Savings – Where savings or income is anticipated please indicate what these savings are and a profile of savings delivery. If not currently available please indicate what will be required to identify the level of savings.	2020/21 £000s	2021/22 £000s	2022/23 £000s	2023/24 £000s
The investment in our ASN review will help to ensure our action plan for change is appropriately targeted and can deliver the best outcomes – helping to prevent the escalation of ASN budgets as we respond to increasing and currently unmet need.				