



**REPORT TO: EDUCATION, COMMUNITIES AND ORGANISATIONAL
DEVELOPMENT COMMITTEE ON 11 AUGUST 2021**

SUBJECT: REVIEW OF ADDITIONAL SUPPORT NEEDS SERVICES

**BY: DEPUTE CHIEF EXECUTIVE (EDUCATION, COMMUNITIES AND
ORGANISATIONAL DEVELOPMENT)**

1. REASON FOR REPORT

- 1.1 To inform Committee of progress of plans to review the services that specialise in how children and young people with additional support needs are fully supported, included and involved in their learning, as part of the Council's Improvement and Modernisation Programme.
- 1.2 This report is submitted to Education, Communities and Organisational Development Committee following a decision of Moray Council on 17 June to agree a simplified committee structure as a result of the Covid-19 pandemic. In the case of this committee the combining of the delegated responsibilities of Children and Young People Services, Governance, Strategy and Performance (para 9 of the minute refers).

2. RECOMMENDATION

- 2.1 It is recommended that Committee consider and approve the Business Case and action plan within it to take forward the Review of Additional Support Needs Services.**

3. BACKGROUND

- 3.1 On 26 May 2021 (para 16 of the draft minute refers) Committee considered a report setting out progress with the Review of Additional Support Needs (ASN) since the previous update report on 18 November 2020 (para 25 of the minute refers). The report noted that progress had been impacted by the second Covid-19 lockdown, and by continuing capacity challenges within the team. Plans to address the ongoing capacity challenges were agreed. The Committee also agreed that a further update on plans to progress the Review of ASN would be brought forward to this meeting.
- 3.2 A Business Case for the Review of ASN, including an initial action plan, is included as **Appendix 1** to this report. A draft version of the Business Case was considered by the Transforming Learning Board in June 2021 and their feedback has been incorporated.

- 3.3 The Business Case has been developed with input from a number of colleagues and sets out the challenges impacting on the effective delivery of ASN Services, and the scale of the change that is required. It incorporates an action plan that includes actions previously agreed, but also sets out an agile, iterative approach to further improvement and change, with change tested initially at a small scale using a 'test of change' approach, before scaling up when a positive impact is proven.
- 3.4 The Business Case acknowledges that while a temporary ASN service structure has been agreed at Committee for the next two years (included in Appendix 2 of the business case) further work is required to determine how the service should be structured to perform effectively into the future. This will require review of:
- Moray Social Emotional Behavioural Needs Service (SEBN)
 - Moray Autism Service (MAS)
 - English as an Additional Language Service (EAL)
 - Sensory Education Service (SES)
 - ASN and Support for Learning provisions in primary and secondary schools (ASN, SFL)
 - ASN Education Support Officer role
- 3.5 The aim of the Business Case is to create a flexible, responsive ASN service rooted in GIRFEC principles and the ASN strategy, with actions taken forward under three main strands of work:

Partnership: developing multi-agency models of support to meet the needs of children, young people and their families, with a focus on early intervention and prevention. Models of support are flexible enough to respond to changing needs and demand.

Policy: policies are reviewed for currency and consistent application.

Resourcing: Streamlining, repurposing and refreshing ASN/Support for learning delivery within central teams and schools, including our enhanced provisions, to ensure there is the necessary capacity, skills and knowledge to successfully include all children and young people with a diversity of additional support needs in our schools. Ensure additional funding is allocated consistently and effectively to support the delivery of inclusive outcomes.

- 3.6 The Business Case sets out the Critical Success Factors for the review of ASN services as follows:
- **Inclusive Policy and Practice** – policies and practice in place to empower all our children and young people through curricular differentiation and flexible skills-based learning.
 - **Curriculum Offers** – a range of differentiated, health and wellbeing, skills based and academic learning opportunities are in place for, but not exclusive to, children and young people with additional support needs.

- **Meeting Needs in the Community** – buildings, equipment and resources are appropriate for the delivery of ASN support and curricula (link to Learning Estate Strategy).
- **Managing and Responding to Demand** – there is flexibility and capacity in the system to respond to changing demand over time.
- **Culture and Workforce** – there is a commitment to inclusive practice across our workforce, with training and development opportunities available for staff in all Moray early learning centres and schools.
- **Staff recruitment and retention** – ASN posts within our structure are attractive, achievable and appropriately remunerated, with career progression and training and development opportunities.
- **Quality assurance** – ASN resources are aligned to service responsibilities and agreed service delivery outcomes.

3.7 The Business Case sets out a number of ‘test of change’ proposals, with some proposals more advanced than others. It proposes a single ASG approach to taking forward ‘tests of change’ to demonstrate positive impact quickly, but with other schools included where there is a clear rationale for doing so. The intention would be to start in Forres due to a number of factors including deprivation indicators, the high numbers of children with ASN, and poorer outcomes for children and young people with ASN relative to other ASG areas.

3.8 The Business Case also highlights that additional resource will be required to take forward some of the actions described within the initial action plan. The Raising Attainment: Well-being investment project, agreed in principle by the Council on 12 May 2021, will offer increased support over a transition period. The proposals for additional resource developed within that Education investment proposal workstream include:

- Research/Data Analysis support to develop structured test of change plans, including measurement of impact;
- Training and Development resource to develop and deliver workforce training.
- Resource (ASN Teacher and Pupil Support Worker) to further develop intensive intervention within schools, with the potential to extend to out of school hours family and community support.
- Budget to develop flexible packages of support to meet individual needs, in partnership with multi-agency and third sector partners.
- Pastoral Care resource in primary schools to facilitate multi-agency working, and links to families and communities.

3.9 As per the Improvement and Modernisation report to Council on 12 May 2021, further scoping work will be required to develop some elements of the investment proposals in line with the ASN Review requirements. Further reports will be brought back to committee and to full Council with more detail once this scoping work is complete.

4. SUMMARY OF IMPLICATIONS

(a) Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP))

This report supports the LOIP outcomes:

Building a better future for children and young people in Moray

- A place where children and young people thrive;
- A place where they have a voice, have opportunities to learn and can get around;
- A place where they are able to reach their full potential

And the Aims of the Corporate Plan to:

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

(b) Policy and Legal

There are no policy or legal implications arising directly from this report. The Council has a statutory duty to make adequate and efficient provision for the additional support required by each child or young person for whose school education it has responsibility for, in terms of the Education (Additional Support for Learning) (Scotland) Act 2004. The ASN review will be taken forward in the context of the legislation and guidance set out in section 3.13 of the Business Case.

(c) Financial implications

There are no specific financial implications arising from this report. It has been noted previously that the review of ASN services is intended to stabilise the service for the future and ensure appropriate processes are in place to manage escalating demand, costs and risks to reduce potential budget pressures.

The additional resource requirements for the transformation actions noted in the initial action plan within the Business Case are included in the investment proposals presented to Council on 12 May 2021.

(d) Risk Implications

There is a risk that we are unable to meet our statutory requirements under Additional Support for Learning legislation if we cannot provide meaningful and effective support for our children and young people with additional support needs. In some cases this can lead to legal challenge.

There is a risk that if we are unable to move towards a more inclusive system for all of children and young people, with their diverse and changing needs, we will continue to see increases in the number of children and young people with additional support needs at a time of reduced resources to support those needs. This will have implications for the escalation of the cost of the service, which could be significant both collectively and in individual cases.

(e) Staffing Implications

There are no staffing implications arising directly from the report, however the Business Case sets out the need to consider how ASN services will be structured in the future. Any proposals for change to team structures and lines of responsibility will be the subject of future reports to Committee.

(f) Property

There are no property implications arising directly from this report. The Business Case notes that spaces for the delivery of ASN support, including flexible curricula, are not consistently available across our schools and early years settings. Further analysis work is required but there may be property and capital investment implications as we move forward with the Review. Any property implications will be the subject of future reports to Committee.

(g) Equalities/Socio Economic Impact

The Review of ASN will help to ensure we can effectively meet the needs of all children and young people with additional support needs in our schools and early years settings both now and into the future.

(h) Consultations

Stewart McLauchlan, Quality Improvement Manager, the Senior Solicitor (Litigation and Social Care), Tracey Sutherland, Committee Services Officer, Paul Connor, Principal Accountant, the Human Resources Manager and the Equal Opportunities Officer have been consulted and the comments received have been incorporated into the report.

5. CONCLUSION

5.1 This report introduces a Business Case for the Review of ASN services, which includes an initial action plan for moving forward. Progress will be monitored by the Transforming Learning Board, with further reports coming to Committee as required.

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Background Papers:

Ref: SPMAN-1315769894-132 and
SPMAN-1315769894-128