

**SEND**

# Education Settings Learning and Development Programme

Updated December 2023



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## Introducing the SEND Educational Settings Learning and Development Offer

As an organisation, Middlesbrough Council is committed to the professional development of all its staff.

In partnership with colleagues working in Health and with Parents4Change, we have created our SEND Workforce Development Offer which encompasses a wide variety of training opportunities to ensure that school-based colleagues and colleagues from partner agencies outside of the council are equipped with the skills and knowledge they need to meet the needs of our children and young people from birth to 25 years who have special educational needs and/or disabilities. These children and young people are particularly vulnerable and it is imperative that we have a workforce that is well equipped to help them to overcome barriers to their educational progress, enable them to achieve improved outcomes and thus maximise their life chances.

The offer itself has been written within the context of the priorities listed in our SEND Strategy. It is designed to cater for colleagues in all roles, at all levels. As an organisation we promote a learning culture with the ambition of continually improving our practice. We encourage colleagues to engage with the offer and in return promise to support them in their development.

To ensure the offer meets the needs of all staff, there is a range of training delivery methods including e-learning, short educational videos, interactive face to face seminars and virtual training.

**We are committed to supporting the continuing professional development of all colleagues whose roles are likely to bring them into contact with children and young people with SEND.** Engagement with this offer will help to ensure that here in Middlesbrough, we are fully equipped to meet the needs of these children, young people and their families.

Joe Tynan	Rob Brown	Caroline Cannon
Executive Director Children's Services	Director of Education	Strategic Lead for Inclusion and Specialist Support Services

**We are committed to continuing professional development.**

**Engagement with this offer will help to build the necessary knowledge and skills to meet the needs of children and families in Middlesbrough.**

## The Offer Explained

### The Induction Offer

It is recommended that you complete your induction modules on both SEND and Autism Awareness within six months of taking up your post.

### The Core Offer

Our Core Offer is tailored to the needs of Middlesbrough children and young people. It has been developed with a focus on both national and local learning and supports the delivery of the SEND Strategic Plan, compliance with the Children and Families Act 2014 and the SEND Code of Practice 2015, as well as some of the developments proposed in the March 2023 SEND and Alternative Provision Improvement Plan. The courses within this section are those that you are recommended to prioritise.

### The Development Offer

Supporting your career progression is important to us. The Development Offer is comprised of a range of optional courses available to those who either wish to widen their repertoire of skills or wish to deepen their knowledge and understanding of a particular area of their practice. Places are subject to availability.

## SEND Strategic Priorities 2021 - 2024

Our strategic priorities are listed below. Although one of them is to ensure that we have a trained and competent SEND workforce, our SEND workforce development offer will help us to achieve all these priorities.

- To implement the areas for development from the recent Local Area SEND Inspection (October 2023).
- To further develop strategic leadership across Education, Health and Social Care and identify and remove barriers to learning and support which have been a result of COVID.
- To ensure greater involvement of children, young people and families to support coproduction and ensure that their voice is heard regarding the services and support they need.
- To ensure greater analysis and use of information so that there is sufficient local educational provision and to drive improvement in provision through the use of data and improve systems for capturing softer outcomes for children and young people who have special educational needs and/or disabilities.
- To further improve strategic planning to support jointly commissioning services across Education, Health and Social Care.
- To improve processes and opportunities for children and young people in preparation for adulthood.
- To have a trained and competent workforce in understanding how to meet the needs of children and young people with SEND.

## The SEND Learning and Development Offer

### Induction

You are integral partners of our SEND services and we are providing you with the below induction resources to complement those provided by your employer.

Induction resources can be accessed via Middlesbrough Learns – you will require an account to access these resources which can be set up by emailing [lisa\\_cowley@middlesbrough.gov.uk](mailto:lisa_cowley@middlesbrough.gov.uk) the following details:

- Full name
- Email
- Organisation (School / Setting)

<b>SEND – Induction</b>		
<b>SEND E Learning</b>	<p>An e-learning tool has been developed with the aim of providing a basic introduction to SEND for professionals who may at some point work with children and young people with SEND.</p> <p>It is to provide an entry level insight into many of the procedures, types of intervention and the support available within Middlesbrough to help identify, assess, support and review the needs of children and young people with SEND in Middlesbrough.</p>	E Learning
<b>Understanding Autism</b>	This course for everyone who may come across or make decisions affecting autistic people in their role.	E Learning
<b>TEWV ND Pathway</b>	For further information on the TEWV Neurodevelopmental Pathway please follow this <a href="#">link</a> or contact <a href="mailto:tewv.neurodevelopmentsouthtees@nhs.net">tewv.neurodevelopmentsouthtees@nhs.net</a> .	

## Core Learning

Our core offer is comprised of a range of training and resources to help all undertaking it meet the needs of their role.

This package has been carefully considered in line with the priorities in the Council Plan, Children's Services Improvement Plan, Children's Services Workforce Development Strategy and SEND Strategic Priorities.

Further information on how to access the training opportunities listed below will be sent out via email on a monthly basis. Those opportunities not hosted by Middlesbrough Council have details of how to access.

<b>Core Training – local and national processes, procedures and roles</b>	
<b>Safeguarding Level 3 Training</b>	<p>The aim of Core Level 3 training is to help you to understand your role and responsibility in safeguarding children within a multi-agency context, in order to achieve better outcomes for children and young people.</p> <p><a href="http://stscp.co.uk">Training   South Tees Safeguarding Children Partnership (stscp.co.uk)</a> or <a href="mailto:stscptraining@middlesbrough.gov.uk">stscptraining@middlesbrough.gov.uk</a></p>
<b>SEND legislation, Code of Practice, local and national SEND processes</b>	<p>Delivered by Assessment, Inclusion and Review Team, covering:</p> <ul style="list-style-type: none"> <li>• <b>Early identification and intervention</b></li> <li>• <b>Graduated response to meeting needs</b></li> <li>• <b>Effective multi- agency working</b></li> <li>• EHC assessment process</li> <li>• Annual EHCP Reviews</li> <li>• High quality advice for EHCNAs and ARs</li> <li>• SEND Funding/High Needs Funding</li> <li>• Preventing exclusions</li> <li>• SEND tribunals</li> <li>• Successful transitions</li> <li>• Preparing for Adulthood</li> <li>• SEMH</li> <li>• SENDCo drop-ins</li> </ul> <p>This is virtual training, delivered via TEAMS. To access please contact <a href="mailto:sen@middlesbrough.gov.uk">sen@middlesbrough.gov.uk</a></p> <p><b>Please note:</b></p> <ul style="list-style-type: none"> <li>• Topics in bold have been highlighted by the recent Delivering Better Value review and are priorities this year. There will be an additional training programme for SENDCos, including five days of rapid improvement sessions on these topics, plus a programme for all other staff working with pupils with SEND. Details to follow.</li> <li>• Training on SEND National Standards and on the Digitised EHC assessment process will be available in due course, when the standards and the assessment process are published.</li> </ul>

<p><b>Role of Designated Clinical Officer (DCO)</b></p>	<p>This session is facilitated by the DCO. The aims of this session are to:</p> <ul style="list-style-type: none"> <li>• Understand the role of the DCO</li> <li>• Understand how this role supports in the coordination of information and support for CYP with SEND</li> <li>• Identify who the SEND Health Champions are across Health</li> <li>• Understand the impact of these roles</li> </ul>
<p><b>Role of Designated Social Care Officer (DSCO)</b></p>	<p>This session is facilitated by the DSCO. The aims of this session are to:</p> <ul style="list-style-type: none"> <li>• Understand the role of the DSCO</li> <li>• Understand how this role supports the coordination of information and support for CYP with SEND</li> <li>• Identify who the SEND Champions within Social Care are and understand the impact of these roles</li> </ul> <p>The DSCO's training offer also includes sessions on:</p> <ul style="list-style-type: none"> <li>• Effective multi-agency working</li> <li>• VEMT, exploitation and exclusions</li> </ul>
<p><b>Co-production</b></p>	<p>This session is facilitated by the Voice and Influence Manager. The aim of this session is to understand what real coproduction is and how you can fully embed coproduction when working with CYP and their families</p>
<p><b>Voice of the child/young person</b></p>	<p>This session is facilitated by the Voice and Influence Manager. The aim of this session is to understand how to ensure that the voice of the child is fully heard and embedded within your work. Alongside this you will identify the impact of support provided in meeting the outcomes for CYP.</p>
<p><b>Home to school transport</b></p>	<p>This session is facilitated by the Integrated Transport Unit Manager. The aims of the session are to:</p> <ul style="list-style-type: none"> <li>• Understand statutory and non-statutory home-to-school transport provision</li> <li>• Understand how systems work, including commissioning arrangements and demand management</li> </ul>
<p><b>Core Information and Training – Generic</b></p>	
<p><b>SEND Hub</b>  <b>To be launched in March 2024</b></p>	<p>This will be the Middlesbrough platform for a wide range of SEND training materials and resources, including a recorded training and video clips.</p> <p>Further details to follow.</p>
<p><b>SENDCO Mentoring Scheme, delivered by Whole Education, in partnership with Discovery Special Academy</b></p>	<p>This entails a mixture of virtual and face-to-face learning and sharing of good practice. There will be a huge range of online support that SENDCOs can access.</p> <p>The aims of the scheme are to:</p> <ul style="list-style-type: none"> <li>• Enable schools to develop self-sustaining SEND improvement programmes,</li> <li>• Support SENDCOs to deliver sustained good practice,</li> <li>• Provide new SENDCOs with the support they need,</li> </ul>



	<ul style="list-style-type: none"> <li>• Reduce suspension and exclusion rates, Will begin in January 2024. Details to follow.</li> </ul> <p>For further information please contact <a href="mailto:sen@middlesbrough.gov.uk">sen@middlesbrough.gov.uk</a></p>
<p><b>Middlesbrough Educational Psychology Service training offer: a range of training available to schools that are users of the traded, non-statutory arm of the service, tailored to the individual requirements of each school</b></p>	<p>Delivered by Middlesbrough Council (Educational Psychology Service)</p> <p>The team can offer training on a wide range of topics relating to children’s social, emotional and cognitive development, to the barriers to educational progress that they may face, and to ways of removing those barriers to maximise their achievement and wellbeing. The following are examples of topics on which our EPs have recently delivered training:</p> <ul style="list-style-type: none"> <li>• ADHD</li> <li>• Autism</li> <li>• Bereavement and Loss</li> <li>• Circle of Friends</li> <li>• Circle of Adults</li> <li>• Emotionally Based School Avoidance (EBSA)</li> <li>• Emotion Coaching</li> <li>• Restorative approaches</li> <li>• Sleep</li> <li>• Therapeutic communication skills</li> <li>• Trauma-informed and attachment-aware practice</li> <li>• Wellbeing</li> </ul> <p>Please note that this is not an exhaustive list.</p> <p>To arrange training, please discuss your requirements with the named educational psychologist for your school.</p>
<p><b>Middlesbrough Virtual School Training and Support Network Programme 2024</b></p>	<p>This programme, primarily aimed at designated teachers of children looked after, includes a number of sessions that focus on meeting the needs of children who, as well as being vulnerable, may have special educational needs. Examples are:</p> <ul style="list-style-type: none"> <li>• How to improve the reading ages of primary school children</li> <li>• Attachment theory and children’s learning in school</li> <li>• Emotionally based school avoidance (EBSA)</li> </ul> <p>For further information please contact <a href="mailto:Mark_Middlemiss@middlesbrough.gov.uk">Mark_Middlemiss@middlesbrough.gov.uk</a></p>
<p><b>Core Training – Communication and Interaction</b></p>	
<p><b>A range of training on the development of speech, language and communication</b></p>	<p><u>Tees Valley Speech, Language and Communication (SLC) Offer</u>, which is about to be published, is a comprehensive offer of virtual and face-to-face training, some of which is free. Each element of the</p>

	<p>training has been placed in one of four categories (Aware, Confident, Enhanced or Specialist) to match the developmental needs of different groups of professionals.</p> <p>For further information, please call 01642 944488 or email <a href="mailto:stees.youngpeoplespeechtherapy@nhs.net">stees.youngpeoplespeechtherapy@nhs.net</a></p>
<b>Autism</b>	<p><u>Autism Education Trust training and materials:</u> Delivered through partnership between Beverley School and Inclusion, Assessment and Review Service. For further information please contact <a href="mailto:sen@middlesbrough.gov.uk">sen@middlesbrough.gov.uk</a></p> <p>Within its offer, CAMHS offers training free of charge to children's workforce from all schools and not for profit organisations within Teesside, covering autism and ADHD. Please visit the CAMHS webpage for more details</p>
<b>Core Training – Cognition and learning</b>	
<b>Understanding and supporting children's thinking and learning</b>	<p>Through its traded arm, the Educational Psychology Service can offer training on a range of topics within the area of cognition and learning. Examples include:</p> <ul style="list-style-type: none"> <li>• Precision teaching</li> <li>• Executive functioning/ working memory/ cognitive load</li> <li>• Pedagogy and learning difficulties</li> <li>• Supporting children and young people with literacy difficulties</li> </ul> <p>This is not an exhaustive list.</p> <p>To arrange training, please discuss your requirements with the named educational psychologist for your school.</p>
<b>Core Training – Sensory and/or physical needs</b>	
<b>Sensory needs</b>	The Occupational Therapy Service can offer training on this issue, as can the Speech and Language Therapy Service.
<b>Eating, drinking and swallowing</b>	<p>The Speech and Language Therapy Service can offer training on these issues.</p> <p>For further information, please call 01642 944488 or email <a href="mailto:stees.youngpeoplespeechtherapy@nhs.net">stees.youngpeoplespeechtherapy@nhs.net</a></p>
<b>Range of training on sensory loss, including annual whole school Deaf Awareness training</b>	<p>Delivered by Middlesbrough Council (STARS)</p> <p>Content:</p> <ul style="list-style-type: none"> <li>• Background information about hearing/ deafness and sight loss</li> <li>• Legislation, reasonable adjustments, teaching strategies,</li> </ul>

	<ul style="list-style-type: none"> <li>• What support should look like in the home for learners with hearing loss,</li> <li>• Supporting children with hearing loss in the Early Years</li> <li>• Whole school deaf awareness</li> <li>• STARS Hearing Training for Professionals (Primary School),</li> <li>• Deaf Champion Training</li> <li>• Strategies to support children with visual impairment in the Early Years,</li> <li>• Strategies to support learners with a visual impairment in the classroom,</li> <li>• Awareness of and supporting strategies for learners with cerebral vision impairment (CVI)</li> <li>• Habilitation – independence skills for learners with a visual impairment.</li> <li>• The importance of good room acoustics for all learners – especially for those with SEND</li> <li>• Supporting learners with auditory processing difficulties</li> <li>• The prevalence of Glue Ear and how to support in settings,</li> <li>• Equipment training, hearing aids and all assistive devices,</li> </ul> <p>For further information please contact <a href="mailto:admin_stars@middlesbrough.gov.uk">admin_stars@middlesbrough.gov.uk</a></p>
<p><b>Training on Dynamic Support Register (DSR) and Community Education Treatment Review (CETRs)</b></p>	<p>This training is facilitated by the Designated Medical Officer (DMO). The aims of are:</p> <ul style="list-style-type: none"> <li>• To understand what a DSR is and why it is important,</li> <li>• To understand which children can access help and support,</li> <li>• To understand these legal processes and your roles within them</li> </ul>
<p><b>Core Training – Social, Emotional and Mental Health needs</b></p>	
<p><b>PROCLAIM project</b></p>	<ul style="list-style-type: none"> <li>• Comprehensive training and support in trauma-informed and attachment-aware practice, available to all Middlesbrough schools between now and 2025.</li> <li>• Phase 1 is completed and Phase 2 is fully booked, but interested schools can sign up for Phase 3 which will begin in the autumn term 2024. Details to follow.</li> </ul>
<p><b>Emotional Literacy Support Assistant (ELSA) programme</b></p>	<ul style="list-style-type: none"> <li>• This is a training package for support staff working in schools which equips them to deliver a range of interventions to children with emerging social, emotional and mental health needs. Trained ELSAs are</li> </ul>

	<p>required to engage in regular supervision, provided by educational psychologists, to retain their ELSA status.</p> <p>Information about when the next ELSA course will be delivered, and the availability of places, can be obtained by emailing:</p> <p><a href="mailto:psychologyserviceenquiries@middlesbrough.gov.uk">psychologyserviceenquiries@middlesbrough.gov.uk</a></p>
<p><b>Headstart programme</b></p>	<p>HeadStart South Tees supports children and young people’s emotional wellbeing in schools, at home, in the community and online. Working with partners, HeadStart improves resilience and provides support at an early stage which enables children and young people to cope better in difficult circumstances. The offer from Headstart includes a wide variety of training and support for staff in schools, including:</p> <ul style="list-style-type: none"> <li>• Mental Health Leads Network</li> <li>• Mental Health Leads drop-in sessions</li> <li>• Regular newsletters to schools and partners containing details of upcoming training and events</li> </ul> <p>For further details, please visit website: <a href="http://headstartsouthtees.co.uk">headstartsouthtees.co.uk</a></p>
<p><b>CAMHS training offer</b></p>	<p>CAMHS offers a range of free training about social, emotional and mental health needs free of charge to children's workforce from all schools and not for profit organisations within Teesside. Topics include:</p> <ul style="list-style-type: none"> <li>• Attachment</li> <li>• Adverse childhood experiences (ACES)</li> <li>• Understanding attention deficit hyperactivity disorder (ADHD)</li> <li>• Understanding anxiety</li> <li>• Understanding low mood</li> <li>• Understanding self-harm</li> <li>• Understanding eating disorders</li> </ul> <p>This is not an exhaustive list. Please visit CAMHS website for more details.</p>
<p><b>Core Training – Preparing for Adulthood</b></p>	
<p><b>SEND Preparing for Adulthood (PfA) Training (E-Learning)</b></p>	<p>This e-learning module is designed to give you information about what the SEND Code of Practice says regarding preparation for adulthood.</p> <p>It considers the four different PfA themes, which are employment, independence, community inclusion and health.</p> <p>For further information please contact <a href="mailto:sen@middlesbrough.gov.uk">sen@middlesbrough.gov.uk</a></p>

<b>SEND Preparing for Adulthood (PfA) Outcomes Training</b>	<p>This session is presented by the PfA Lead. The aims of this session are to enable participants to:</p> <ul style="list-style-type: none"><li>• Identify good quality PfA outcomes for children at a range of different key stages</li><li>• Link good quality PfA outcomes to young person and family aspirations</li><li>• Develop plans for longer term pathways to employment and independence</li><li>•</li></ul> <p>For further information please contact <a href="mailto:sen@middlesbrough.gov.uk">sen@middlesbrough.gov.uk</a></p>
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## Development

Whilst these courses are not mandatory, we encourage staff to engage with the development offer in an effort to continually improve practice standards and outcomes for children and families within Middlesbrough.

<p><b>Inclusion Fridays</b></p>	<p>One-hour sessions, <b>fortnightly on Fridays, 2.00pm to 3.00pm</b>, from a variety of presenters from services and schools, aiming to promote inclusive practice</p> <p>Contact Lisa Cowley to book <a href="mailto:sen@middlesbrough.gov.uk">sen@middlesbrough.gov.uk</a></p>
<p><b>SENDCO Network</b></p>	<p>Half termly meetings facilitated by TVED Trust in partnership with other schools and Middlesbrough Council, providing:</p> <ul style="list-style-type: none"> <li>• Opportunities to catch up on any local/regional and national updates.</li> <li>• A forum for sharing good practice.</li> <li>• Sharing of case studies.</li> <li>• Support and guidance for all in the network.</li> <li>• Specific opportunities as they arise such as representatives from health to cascade information about new developments.</li> </ul> <p>Contact <a href="mailto:DIMAppleyard@tved.org.uk">DIMAppleyard@tved.org.uk</a> to book.</p>
<p><b>Early Years Foundation Stage Network</b></p>	<p>Regular meetings led by the Early Years Development Lead in partnership with all EY Providers and the Early Years and Primary Inclusion Team. This offers:</p> <ul style="list-style-type: none"> <li>• Opportunities to catch up on any local, regional and national updates.</li> <li>• A forum for sharing good practice case studies.</li> <li>• Support and guidance for all in the network</li> </ul> <p style="text-align: center;">Invitations are sent to all registered EY providers.</p> <p>Contact: <a href="mailto:claire_braachi@middlesbrough.gov.uk">claire_braachi@middlesbrough.gov.uk</a></p>
<p><b>SEND Local Area Leadership and Development</b></p>	<p>Delivered via a partnership delivery model, between SEND Specialist Support Service, TVED and Middlesbrough Community Learning, providing:</p> <ul style="list-style-type: none"> <li>• Inclusion and Specialist Support Service (ISSS) SEND briefings for schools</li> <li>• Conferences</li> <li>• SENDCo mentoring programme (see core offer for details)</li> <li>• Project-based Task and Finish groups</li> <li>• Leadership and development opportunities</li> </ul>

## Engaging with Development

### Feedback

Middlesbrough Council's Children's Services directorate prioritises the development of its staff and of staff working in schools to ensure all children and families receive the service they deserve. To ensure that the offer meets the demands of our workforce we continually seek feedback from all involved in the learning and development journey.

### The Voice of Children and Young People

At the heart of our Improvement Plan is our ambition to strengthen the influence and impact of the voice of children, young people and families. This means their voice will increasingly inform the design and delivery of services, and the way that they experience care and support.

### Closing the Learning Loop

Middlesbrough Council strives to provide a wealth of learning opportunities and we are constantly looking to develop and improve our offer. To help us do this, we expect all those undertaking training to actively engage with the feedback process.

With your feedback, as well as key information from providers, partners, performance data and audit outcomes, we will continually develop our offer allowing you to deliver the best possible service for the children and families of Middlesbrough.

### Please get in touch...

For further information in relation to the Learning and Development offer, or for specific training related queries, please contact:

**Email**

[sen@middlesbrough.gov.uk](mailto:sen@middlesbrough.gov.uk)



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