



SEND Workforce Development Strategy

Our aims for this strategy.

We seek to enable a skilled and trained workforce, whose practice is founded on the belief that every child and young person matters and matters equally.

Our workforce will be supported by brave and bold leaders to deliver our vision.

Our aspiration is to work towards a shared culture and ethos for inclusion and SEND in Stockport that sits across all settings, agencies and communities and to support the embedding of this vision into our daily practices.

Our workforce comprises a unique mix of education, social care, health, early intervention and specialist professionals supported by commissioners, business intelligence, participation and business support.

For the purpose of this development strategy our definition of workforce is:

‘colleagues working on behalf of or directly for children, young people 0-25 with SEND and their families from the following services:

- Stockport Family
- Stockport Education
- Stockport Health Services
- Schools in Stockport
- Stockport Adult Services
- Community and Voluntary Services

Additionally, there is a need for awareness raising for Stockport workforces and communities.

Our vision.

In Stockport, our vision is for all children and young people with special educational needs and disabilities (SEND) to have the best start in life. We want all children and young people to be happy, prepared for adulthood and able to achieve their goals. We want families to feel supported, confident, resilient and connected to their community. (Stockport SEND Strategy)

To achieve this we seek to enable a skilled and trained workforce, whose practice is founded on the belief that every child and young person matters and matters equally.

Our workforce will be supported by brave and bold leaders to deliver our vision.

We have worked together with parents, carers, young people and workforce across the local area to co-produce a set of outcomes that we all want to achieve for children and young people.

These outcomes will become embedded in our processes and act as quality assurance guides in measuring the impact of our workforce practice.

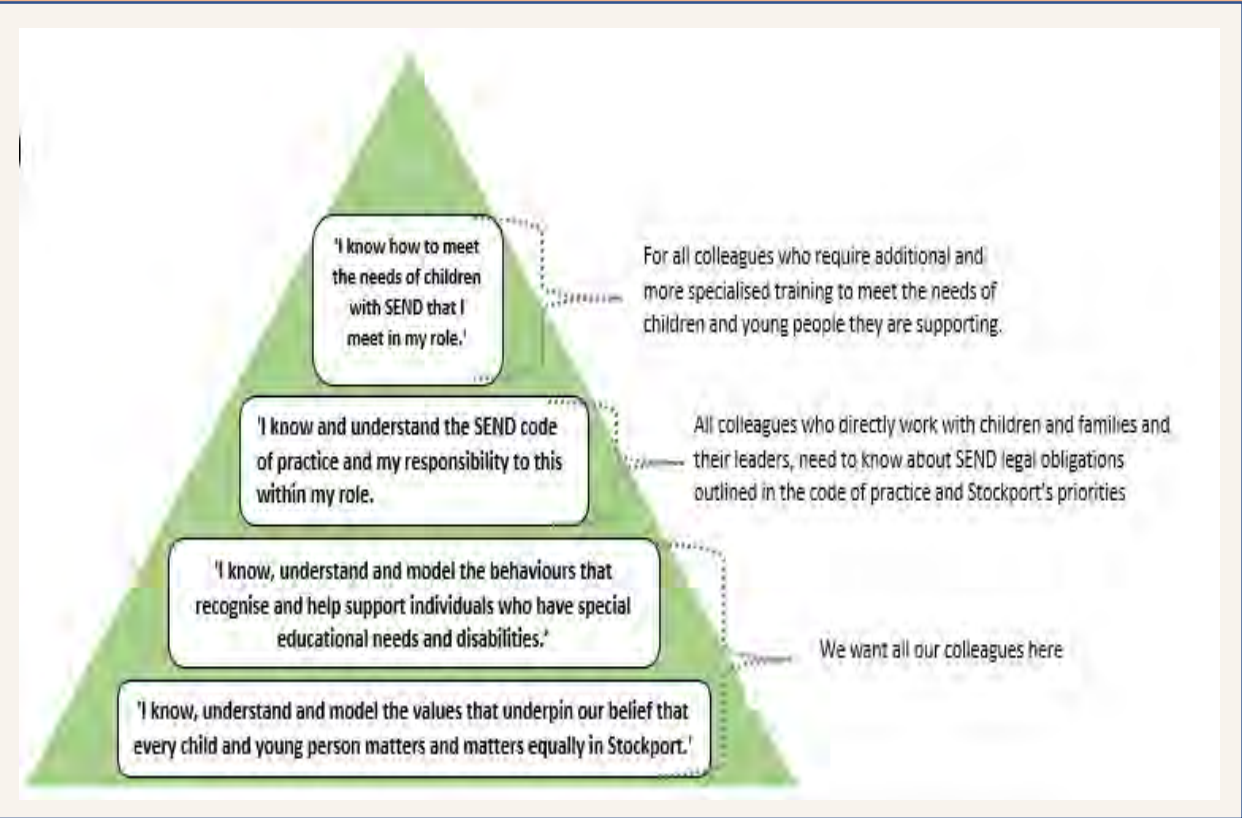
The agreed I statements are:

- I feel safe
- I feel part of my local community
- My voice is heard and acted upon
- I enjoy good health and wellbeing
- I am happy and have people I can trust
- I am confident and able to reach my goals

The common thread that links this wider workforce together is that we all seek to work relationally. This belief acts as the foundation for our working. It encourages us to connect with each other as fellow human beings, guiding us with our interactions.

Our belief is that early help is key to enabling our desired outcomes to ensure every child and young person with SEND feels they matter and matter equally. It is important to us that our workforce is supported to have the values, skills and knowledge to facilitate this through their practice.

Our training model for our vision.



This plan above outlines the tiered approach to enabling our workforce to have the values, depth of knowledge and breadth of skills that will enable them to deliver on our vision for inclusion and SEND in Stockport.

Our workforce development priorities.

1 Recruitment: Ensuring we are recruiting individuals with the right values, skills and knowledge.

Why To ensure we have a confident and motivated workforce, supported by brave and bold leaders, to support and deliver on our vision for inclusion and SEND.

What We need to establish recruitment processes that ensure we are recruiting individuals who reflect our vision for inclusion and SEND and have the right knowledge, skills and attitude to deliver our 'I statements'.

How By establishing co-produced recruitment practice, with common principles, skills and knowledge around our inclusion and SEND vision, with some shared and some sector specific processes.

2 Induction: Ensuring that all colleague induction includes appropriate elements around inclusion and SEND.

Why To ensure our workforce has a shared value base and strong understanding of our aspirational and inclusive ethos for our SEND community and to be clear of their role in our vision for inclusion and SEND.

What We need to offer a tiered induction that provides relevant information at appropriate levels for each new colleague that enables them to deliver our inclusion and SEND vision.

How By establishing shared values, principles of practice and knowledge of inclusion and SEND that we require our colleagues to know, understand and practice with some shared delivery and some sector specific delivery.

Our workforce development priorities.

3

Awareness raising of SEND: Ensuring that the Stockport workforce and community have the right knowledge of inclusion and SEND for their role.

Why

To ensure our workforce has a shared value base, skill set and knowledge to support them to facilitate our aspirational and inclusive ethos for our SEND community with an emphasis on early help.

What

We need to raise awareness of inclusion and SEND within our workforce, and our communities, to enable a shared culture and ethos that reflects our vision for SEND.

How

By establishing shared principles of practice and knowledge of inclusion and SEND that we require our workforce and communities to know, understand and practice and to developing a range of methods to facilitate.

4

Preparation for Adulthood: Ensuring our workforce can ably support preparation for adulthood within the inclusion and SEND community.

Why

To ensure we have a confident workforce, who recognise their role in how to appropriately support our children with inclusion and SEND and their families with transition to adulthood.

What

We need to establish a process that equips our workforce with the values, skills, knowledge and tools to support our SEND community with transitioning to adulthood.

How

By establishing shared principles of practice and knowledge of preparation for adulthood within our SEND community that we require our colleagues to know, understand and practice with some shared delivery and some sector specific delivery.

5

Continuing Professional Development: Ensuring the knowledge and skill of the workforce are maintained and enhanced.

Why

To ensure our workforce have access to the right training opportunities, are kept up to date with the latest knowledge and skills relevant to their role, to enable inclusive practice and support the implementation of our vision of inclusion and SEND.

What

We need to offer a tiered, consistent CPD that provides relevant information at appropriate levels for each colleague, working in a WITH way (high challenge/high support) to enable them to continually deliver on our inclusion and SEND vision.

How

By establishing shared principles of CPD for inclusion and SEND that we require our colleagues to access, with some shared delivery and some sector specific delivery. To ensure that this CPD reflects Stockport priorities for children and young people with SEND.

6

Supervision and Professional Development Reviews: Ensuring we are regularly reflecting and evaluating our inclusion and SEND practice.

Why

To ensure we share responsibility for maintaining a confident and motivated workforce, whose practice is consistently delivering on our vision for inclusion and SEND.

What

We need to embed a quality assurance process that recognises the importance of working in a WITH way (high challenge/high support) to ensure we are delivering on our vision for inclusion and SEND, achieving consistency and are continuously improving practice.

How

By establishing shared principles of practice for inclusion and SEND that we embed in our supervision/CPD processes across all sectors. To find agreed ways to amend/develop recording that reflects/evaluates against our inclusion and SEND vision.

Our way of working.

Co-production is at the heart of our implementation of our workforce development plans. The Co-Production charter describes the behaviours that enable our shared ethos.

There is also a recognition that all agencies, settings and families share the vision and aims outlined in the SEND Strategy and will work collaborative to achieve them.

How we will make this happen.

The workforce development workstream is responsible for

- co-producing the workforce development strategy and associated delivery plan
- monitoring the progress and implementation of the delivery plan
- supporting and challenging agencies and settings on their implementation of the workforce development delivery plan to reflect on impact, attitude and culture change
- All workforce facilitators consciously and consistently applying values through their practice and consultations – “on purpose all of the time”
- collecting information on how agencies or settings feel they have made a difference.
- reporting into the SEND board.

Workforce leads in each agency or setting are responsible for implementing the workforce development delivery plan and evidencing impact.

How this will look.

Each agency and setting will have their own implementation plans and will be supported by their workforce lead.

Each workforce lead will be supported by the workstream to develop a process to identify ongoing learning needs and provide appropriate training for them.

This strategy will interlink and support other workstreams and strategies within Stockport's children's services (see below) which seek to deliver a cohesive, common offer that supports our vision for inclusion and SEND.

- Lived Experience - the voices of parents / carers, children and young people.
- Learning from case studies.
- The 2020 - 2023 SEND strategy
- The 2020 - 2023 SEND Joint Commissioning plan
- The Coproduction Charter
- The Entitlement Framework
- The Outcomes Framework
- The revision of EHCPs and SEN support plans.
- The Designated Schools Grant review
- The Children and Young People's Strategy 2019-2023.
- Stockport's Early Help Strategy 2020-2023

This strategy sits alongside the overarching workforce development strategies for Stockport

and other sector-specific workforce strategies" as a cover-all? & maybe a request for their owners to contact us?



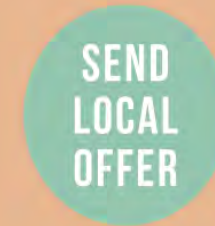
**IF YOU WANT TO FIND OUT MORE ABOUT THE SEND IMPROVEMENT JOURNEY IN STOCKPORT
AND HOW YOU CAN BE INVOLVED, PLEASE CONTACT SEND-IP@STOCKPORT.GOV.UK**



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