



North Somerset Local Area - SEND Improvement Plan

Originally submitted to the DfE January 2022 – final version approved by DfE February 2022
June 2023 update submitted to the Improvement Board on 9th June 2023

November 2022 update submitted to DfE on 17th November 2022 - for June 23 SIB

Met
On track
Partially met
Not on track

November 2022 update submitted to DfE on 17th November 2022 - for June 23 SIB

Area 1

Improvement Plan

Area 1 | A lack of strategic direction and planning by senior leaders across the local area to implement the SEND reforms through an effective SEND strategy

Area Leads – Sheila Smith (NSC) / Pip Hesketh (Education, NSC) / Lisa Manson (CCG) / Mark Hemmings (CCG) / Lorraine McMullen (Sirona)

End Outcome - There is an adopted SEND Strategy which enables implementation of SEND reforms. These reforms are driven by strong leadership across the local area which is well coordinated and effective

	Action	By When	Responsible Officer	Action RAG	Key Performance Indicators - How we will measure progress	Progress vs Action/evidence of impact May 2023
1.1	Refresh, re-launch and ensure all agencies adopt the SEND Strategy to reflect higher aspirations, ambitious targets, stronger partnerships and collaboration, and a committed inclusive culture	Refresh and relaunch by May 22	Sheila Smith Lisa Manson		<p>KPI: More than 90% of agencies can evidence adoption of the strategy</p> <p>KPI: There is a high level of multi-agency attendance at:</p> <ul style="list-style-type: none"> SEND Improvement Board SEND Partnership Board Community of Practice in SEND <p>Evidenced by the meeting minutes and attendance logs.</p>	<p>Met - Refresh and relaunch complete.</p> <p>SEND Strategy is located in Appendix A</p> <p>Attendance logs are located in Appendix A</p>
	All agencies will adopt a refreshed SEND Strategy which is driven by the things that really matter and make a difference to children and their families	90% of agencies adopting the strategy by Nov 2022				<p>MET</p> <p>Documents are located in Appendix A</p>
1.2	Embed the SEND Strategy within each agency's Performance Management Framework	Aug 22	Sheila Smith Lisa Manson		<p>KPI: More than 90% of annual team plans (of education children's, social care and health staff directly involved) include the following as a priority: <i>contribute to delivery of the SEND Strategy and improvement plan</i></p> <p>KPI: More than 80% of annual appraisals (of education children's, social care and health staff directly involved) include the following as a priority: <i>contribute to delivery of the SEND Strategy and improvement plan</i></p>	<p>MET</p> <p>Documents are located in Appendix A</p>
1.3	Recruit to the Permanent Assistant Director Post for Education Partnerships	March 22	Sheila Smith		<p>KPI: A permanent Assistant Director for Education Partnerships is appointed and in post</p>	<p>MET - Completed February 2022</p>
1.4	Establish a Children and Young People's SEND Council to enable young people to influence change	Dec 21	Pip Hesketh Lorraine McMullen Becky Hopkins Jess Aston		<p>KPI: A monthly meeting of the Children and Young People's SEND Council is held with senior leaders during 2022 evidenced by the meeting minutes and 'You Said We Did'</p>	<p>MET - Completed January 2022</p> <p>Minutes from SEND Council meetings are located in Appendix A</p> <p>SEND Council attended the SEND Improvement Board on 14th October 2022.</p> <p>Board Members and attendees all felt that the first ever attendance of the Children and Young People's SEND Council at the Improvement Board was not only a huge success but a very powerful illustration of the passion, determination, intelligence and articulation of our SEND young people.</p> <p>One of our DfE Advisors commented that it was 'fantastic' to see and hear the Children and Young People at the Board and it was the first time he'd been present in a Board where children and young people had joined and been part of the discussion. He congratulated the Board as it is a reminder of what we are working to and trying to achieve.</p>

	Action	By When	Responsible Officer	Action RAG	Key Performance Indicators - How we will measure progress	Progress vs Action/evidence of impact May 2023
1.5	Development of an integrated SEND data dashboard	Jan 22	Mark Hemmings		KPI: A monthly data and performance dashboard is produced and presented to the SEND Partnership Board during 2022 evidenced by the meeting minutes	MET significant progress made
1.6	Establish clear, regular and meaningful communication between partner agencies and parents and carers Capacity in a new Local Offer role. The post holder will develop and produce a communications and engagement plan	Apr 22	Pip Hesketh Mark Hemmings		KPI: A quarterly meeting with parent and carer representatives is held during 2022 evidenced by the meeting minutes	MET SEND Local Offer Project Brief located in Appendix A

Impact Score Card - This is a summary of all the ways we are going to measure the overall effectiveness

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months – November	Actual progress June 23	Expected progress Nov 22
1.1	KPI: More than 90% of agencies can evidence adoption of the strategy	The Strategy is viewed as a document for the centre and is not widely owned across the Partnership	SEND Strategy agenda Item for Partnership Board	The Send Strategy was a key Agenda Item at the February SEND Partnership Board A subset of Personal Development Reviews (PDRs) from health, Children's Social Care and Education/Early Years colleagues have been provided as evidence	KPI: Over 60% of agencies can evidence adoption of the strategy	Revised and updated SEND Strategy which includes the updated SEND Action Plan has been summarised and made more accessible. This will be presented to the May SEND Partnership Board for sign off. Health providers have an annual cycle of Personal Development Reviews that take place in October/November of each year. In the next PDR cycle, all relevant staff will have delivery of the SEND strategy in their PDR targets.	KPI: 80% of agencies can evidence adoption of the strategy. This is confirmed by either a Stakeholder survey or a Peer Review	MET MET	Survey to be undertaken in Autumn term to check adoption of SEND Strategy October/November Health PDR targets will include SEND Improvement Plan objectives
			Monthly highlight reports reviewed by the SEND Improvement Board	The SEND Improvement Board receives reports each month (written	Monthly highlight reports reviewed by the SEND	The SEND Improvement Board receives reports each month (written and verbal)	12 Month review by DfE and NHS England Inspectors	MET Reports have been consistently provided each month by area leads. Agreement reached with DfE to now provide ONLY the	

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months – November	Actual progress June 23	Expected progress Nov 22
				and verbal) by the six area leads	Improvement Board	by the six area leads		<p>SEND Improvement Plan (Whole Plan) each month and copies for version control maintained. Format slightly altered by signed off with DfE</p> <p>Analysis of PC Survey shows improvement in some areas but reduction in others.</p> <p>SEND Council attended the SEND Improvement Board on 14th October 2022.</p> <p>Board Members and attendees all felt that the first ever attendance of the Children and Young People's SEND Council at the Improvement Board was not only a huge success but a very powerful illustration of the passion, determination, intelligence and articulation of our SEND young people.</p> <p>One of our DfE Advisors commented that it was 'fantastic' to see and hear the Children and Young People at the Board and it was the first time he'd been present in a Board where children and young people had joined and been part of the discussion. He congratulated the Board as it is a reminder of what we are working to and trying to achieve.</p>	
	<p>KPI: At least 90% of expected attendance from partners at:</p> <ul style="list-style-type: none"> SEND Improvement Board SEND Partnership Board Community of Practice in SEND 	At least 90% of expected attendance from partners at every board and Community of Practice (CoP) evidenced by the meeting minutes	At least 90% of expected attendance from partners at every board and Community of Practice (CoP) evidenced by the meeting minutes	<p>The SEND Improvement Board attendance log show more than 90% attendance by Members and attendance by Advisers to the Board as (82%-91%)</p> <p>The SEND Partnership Board is well attended by key partners. (64 – 79%)</p>	At least 90% of expected attendance from partners at every board and Community of Practice (CoP) evidenced by the meeting minutes	<p>The SEND Improvement Board is well attended by partners</p> <p>New Terms of Reference will review invite list at Partnership Board as invite list is slightly out of date. Attendance is good and expected to increase</p>	At least 90% of expected attendance from partners at every board and Community of Practice (CoP) evidenced by the meeting minutes	<p>MET - Over 90% attendance at SIBs (including representatives covering AL)</p> <p>Attendance documents located in Appendix A</p> <p>SEND Partnership Board has now become Community of Practice – usually 80% plus at SEND Partnership Board – closer to 60% at first CoP in new format – summer holidays and schools on final week of term</p>	<p>Continued high attendance rates</p> <p>CoP attendance rises to 90%</p>

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months – November	Actual progress June 23	Expected progress Nov 22
	Evidenced by the meeting minutes and attendance logs			Community of Practice meetings have been well attended from colleagues across the partnership		Community of Practice focuses on different areas of work as required. Attendance at meetings is therefore reflective of who from across the partnership is needed to complete the identified improvement work.		Minutes and attendance documents located in Appendix A	
1.2	KPI: More than 90% of annual team plans (of education children's, social care and health staff directly involved) include the following as a priority: <i>contribute to delivery of the SEND Strategy and improvement plan</i>	Shared Strategy SEND Improvement Plan, Governance arrangements but these need to follow through into individual performance targets	Training on setting performance objectives in each agency	All relevant teams have been directed to include targets that support SEND	KPI: Greater than 90% of annual team plans (of education children's, social care and health staff directly involved) include the following as a priority: <i>contribute to delivery of the SEND Strategy and improvement plan</i>	Team Plans have been checked to ensure they include priorities that contribute towards the SEND improvement plan	KPI: Greater than 90% of annual team plans (of education children's, social care and health staff directly involved) include the following as a priority: <i>contribute to delivery of the SEND Strategy and improvement plan</i> 6 monthly staff Appraisal Reviews	MET Team plans can be located in Appendix A	ON TRACK
1.2	KPI: More than 80% of annual appraisals (of education children's, social care and health staff directly involved) include the following as a priority: <i>contribute to delivery of the SEND Strategy and improvement plan</i>				Staff SEND performance objectives agreed at Annual Performance Reviews	All Appraisals will be complete by end of May. Team Managers have been directed to ensure objectives contribute towards SEND strategy and Improvement Plan	KPI: More than 80% of annual appraisals (of education children's, social care and health staff directly involved) include the following as a priority: <i>contribute to delivery of the SEND Strategy and improvement plan</i>	MET Team plans can be located in Appendix A	ON TRACK
1.3	KPI: Permanent Assistant Director for Education Partnerships appointed and in post	Interim Assistant Director in post who is committed to stay until appointment of permanent Assistant Director joins North Somerset	Assistant Director appointed	Completed Assistant Director in Post	Assistant Director in post	Completed	6-month probation appraisal of Assistant Director	MET – in post since 4 th July 2022. Head of SEND now in post. Principal EP now in post. Head of Learning & Achievement joining in Jan 2023	ON TRACK!
1.4	KPI: A monthly meeting of the Children and Young Peoples SEND	Recruitment to SEND Council underway and monthly meetings of	Terms of Reference agreed	Completed Terms of Reference will be	Report to SEND Improvement Board	Terms of Reference will be reviewed and	Report to Improvement Board	MET Minutes and Terms of Reference can be located in Appendix A	ON TRACK

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months – November	Actual progress June 23	Expected progress Nov 22
	council is held with senior leaders during 2022 evidenced by the meeting minutes and 'You Said We Did'	Young People's SEND Council are in place A monthly meeting of the Children and Young Peoples SEND council is held with senior leaders during 2022 evidenced by the meeting minutes	Membership established A monthly meeting of the Children and Young Peoples SEND council is held with senior leaders during 2022 evidenced by the meeting minutes Priorities identified by Children & Young People's SEND Council You Said We Did in development	signed off at the next Council. Membership has been established. SEND Council meets monthly and is well attended by young people from a range of primary, secondary and special schools.	Newsletter for all children and young people with SEND Improvements to Local Offer More than 60% of actions of You Said We Did have been actioned (rolling action list)	signed off at the next Council. SEND Council continues to meet monthly and is well attended by young people from a range of primary, secondary and special schools. Newsletter for children and young people with SEND will be distributed before end May 2022. Actions are collated on a 'you said, we will' document. Some have been completed and other actions will be tracked by the SEND Improvement Board.	More than 60% of actions of You Said We Did have been actioned (rolling action list)		
1.5	KPI: A monthly data and performance dashboard is produced and presented to the SEND Partnership Board during 2022 evidenced by the meeting minutes	Performance Dashboard is in Place	More than 60% of indicators show improvement Joint SEND data dashboard developed SEND dashboard standing agenda item on SEND Partnership Board and SEND Improvement Board agendas	See Data Dashboard Data dashboard shared with the SEND partnership Board and SEND Improvement Board and has since been made a standing item on both agenda's and includes community children's health performance data which is refreshed monthly.	More than 80% of indicators show improvement SEND dashboard being interrogated by SEND Partnership Board and escalated to Improvement Board as necessary SEND Partnership Board agenda and minutes	See Data Dashboard Work is ongoing to show the data within the Power BI system and used as a tool for monitoring performance. This will be complete in April 2022. Ongoing improvement work to integrate health data into Power BI alongside NSC	More than 80% of indicators show improvement Review suitability and usefulness of SEND dashboard Evidence that decisions about sufficiency and demand-capacity planning are using SEND data to inform decisions	MET Dashboard discussed at Board meetings. Improvements suggested by Board and Advisors in SEND Improvement Board meetings.	ON TRACK – IMPROVEMENTS TO BE INTEGRATED
1.6	KPI: A quarterly meeting with parent and carer representatives is	Communication is variable and sometimes very strong but frequently not	Regular meetings are in place between the Parent Carer Forum	PCF meets fortnightly with the AD for Education Partnerships		Quarterly meetings being held between NS PCF-WT, SAY,	Communications plan reviewed to reflect feedback from parents and carers	MET 14 July – Green Paper consultation, Pip/Kenton	

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months – November	Actual progress June 23	Expected progress Nov 22
	held during 2022 evidenced by the meeting minutes	joined up or aligned with agreed priorities				<p>Community Children’s Head of Service and Commissioners exploring emerging themes. Minutes provided by NS PCF-WT.</p> <p>A fortnightly meeting is in place between the AD, Education Partnerships and the Parent/Carer Forum</p> <p>Meetings have been reviewed to include AD for Support and Safeguarding</p>		<p>22 July – Catch up, Pip/Kenton 17 November – consultation Top Up Funding and Safety Valve project, Kenton/parent carers/Pip 17 November – development of an Education Strategy, Kenton/parent carers/Pip 25 November - NSPCWT/LA termly meeting – Kenton/Sheila/Cllr Gibbons</p> <p>Sheila also attended:</p> <p>8 September – NSPCWT Parent Carer Resource Hub official opening 23 November – NSPCWT transitions fayre</p>	
	Capacity in a new Customer Service Role. The post holder will develop and produce a communications and engagement plan		Permanent Customer Services Officer agreed by full Council	This post is in the recruitment process	<p>Permanent Customer Services Officer in post</p> <p>A monthly newsletter is in place which includes updates from the SEND Improvement Board, the SEND Partnership Board, the Engine Room and the Young People’s SEND Panel and Progress data</p> <p>A communication plan is in place. Local Offer pages are kept up to date.</p>	<p>A Partnership SEND Newsletter has been shared, with the first edition published in April 2022.</p> <p>A new post is currently being advertised for an Information Support Officer role within the Strategy and Policy Development Team</p> <p>The Local Offer is up to date</p>		<p>ON TRACK</p> <p>Support Officer in post since summer 2022:</p> <ul style="list-style-type: none"> SEND Partnership Newsletters go out bi-monthly Work underway to ensure all docs are accessible Review of outward facing info part of ongoing work of this post Local Offer is being transferred onto North Somerset Council pages 	Local Offer in place

November 2022 update

November 2022 - for

Area 2

Improvement Plan

Area 2	A lack of capacity within the local area to implement the SEND reforms effectively
---------------	---

Area Leads - Sheila Smith (NSC) / Lisa Manson (CCG) / **Pip Hesketh (Education NSC) / Mark Hemmings (CCG)**

Project Team - Sarah Bishop / Karen Jarvis / Wendy Packer / Emma Whitehead / Anthony Webster / Shaun Cheeseman / Guy Clayton / Paul Cox / Matt Lenny / Anna Clark / Heather Kapeluch / Gerry Bates / Kenton Mee

End Outcome – There is enough capacity within the local area to understand, meet and provide support, implementing the SEND reforms effectively
--

	Action	By When	Responsible Officer	Action RAG	Key Performance Indicators - How we will measure progress	Progress vs Action/evidence of impact June 2023 (and check Action RAG)
2.1	Improve the Early Identification of Need by revising, adopting and re-launching the Graduated Response	April 22	Karen Jarvis/Guy Clayton/Pip Hesketh		<p>KPI: 30 schools and settings including post 16 participating in relaunch of Graduated Response and number of schools and settings who confirm active adoption of the policy.</p> <p>KPI: SENDIAS and Parent Carer Forum survey of Parents to confirm understanding and use of Graduated Response</p>	<p>On track - 22nd March - North Somerset launched graduated response document and the Profile of Need documents that sit alongside it: Education Health and Care Plans in North Somerset North Somerset Online Directory (northsomerset.gov.uk)</p> <p>The Graduated response details the Assess, plan, do, review expectations and the Profile of Need for each of early years, school age and post 16 are a more detailed look at what is expected at Universal, Targeted and Specialist support but crucially also within the assess, plan, do review stages. At the end of each section there are useful links for families and professionals to services such as therapies, out of school provision, AP, Council services and parent carers all of which could be helpful for parents to look through and then take to school meetings to agree what could be put in place for their child.</p>
2.2	Launch one Resource Hub for KS1 pupils with trauma at Bournville School (based on Nurture Group principles)	Sept 22	Sally Varley		KPI: One Resource Hub commissioned, and children start placement September 2022	This Resource Hub is now a Nurture Hub instead
2.3	Launch 4 school-based Nurture Hubs	Sept 22	Guy Clayton/Sally Varley		KPI: Four Nurture Groups have been commissioned and children start placement September 2022 (two in primary and two in secondary schools)	<p>Delivered - 5 Nurture Hubs including the one referenced in 2.2 above.</p> <p>All hubs have opened, and schools are working with children and young people using the Nurture principles of support.</p>
2.4	Embed a whole school/college approach to mental health wellbeing	Jul 22	Shaun Cheeseman		<p>KPI: The Mental Health Support Teams are in school and operational.</p> <p>KPI: More than 90% of schools have an identified Senior Mental Health Lead</p>	<p>On track – Phase 1 and 2 have now been completed for both MHST teams (The Placement schools and remaining identified secondary schools are engaged) The two teams are now in phase 3, which involves engaging with the remaining primary schools</p> <p>All primary and secondary schools now engaged. Feb 2023</p> <p>25th January 2023 has been identified for a School Leads Mental Health Network meeting. Meeting held 14.12.22 about involvement of Westhaven, Ravenswood and VLC, to begin phase 4. It have agreed to be part of MHST. The initial offer is 1 or 2 Reflective Spaces per term for each provision, which will enable staff to come together to discuss mental health themes and create actions, building on their existing training and knowledge. It will allow MHST staff to start to understand these settings more. EMHPs/Supervisors have already been assigned.</p> <p>2nd February 2023 has been identified for a School Leads Mental Health Network meeting. 36 staff have applied. Agenda items include local Mental Health Leads training provided by OTR.</p> <p>The council Education team have received a grant from Public Health of £40,000 to support Mental health in schools.</p> <p>In the training year for the Education Mental Health Practitioners, 244 children and young people were seen, in addition to the many others who benefited from whole school approach activity.</p>

	Action	By When	Responsible Officer	Action RAG	Key Performance Indicators - How we will measure progress	Progress vs Action/evidence of impact June 2023 (and check Action RAG)
						May 2023 2 teams are in place with a further 0.5 team on track for 2024 at which point they will be supporting 20,000 c&yp and cover 58% of school population, the highest coverage in BNSSG
2.5	Ensure alignment of community children's health partnership services with those in Bristol and South Gloucestershire ensuring improved service quality and timeliness	Mar 23	Anna Clark/Tony Page		<p>KPI: 92% within 18-week referral to treatment target for:</p> <ul style="list-style-type: none"> • Therapies • School Nursing • Community paediatrics <p>KPI: Health Visitor checks 90% within 2.5 years</p> <p>KPI: Workforce– substantive recruitment data and vacancy rates</p>	<p>Therapies</p> <ul style="list-style-type: none"> • Performance in all Therapy Services has improved. • The children's therapy services have reviewed, standardised and updated their core offers, which have now been published and ensure services provided in North Somerset have been "levelled up" and aligned to those provided in Bristol and South Glos. Now reaching more children offering services in line with iThrive • Increased access for children, families and education partners at a pre-referral level (drop in's, telephone advice lines, liaison meetings, training, online information/training video's) • March 2023, children's therapists undertook 454 contacts with 254 children and 60 telephone consultations took place with parent/carers, education staff and other professions. • Physiotherapy and Occupational Therapy migrated onto electronic patient records on 20th March will impact on data gathered during the month of March <p>Additional substantive therapy staff are now in post and operational but vacancies remain due to maternity leave.</p> <p>Community Paediatrics Performance has remained steady – 23.5% of children were seen for an initial assessment within 18 weeks in Feb 23.</p> <p>Public Health Nursing Health Visitor 2 year reviews are now on target – 90.3 % of children were seen for a 2 year review within the mandated timeframe in Q3.</p> <p>EHCNA returns: 90.5% of EHCNA requests were returned within 6 weeks in Feb 23Additional therapy staff are now in post and operational.</p> <p>All C&YP paper records have been transferred to electronic records</p>

Impact Scorecard

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months – November	Actual progress June 23	Expected progress November 22
2.1	KPI: An increased number of schools and settings including post 16 participating in relaunch of	Graduated Response is drafted but Community of Practice want to improve and re-launch this	Updated Graduated Response Models agreed	Models agreed	All senior leaders, middle leaders, and practitioners to receive Graduated Response Training	Work has commenced on all three phases. Working groups are working to	Graduated Response Model linked to Education, Health and Care Plan Portal	MET All three versions have now been drafted. Meetings planned for September to improve links between local offer and the graduated	

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months – November	Actual progress June 23	Expected progress November 22
	Graduated Response and number of schools and settings who confirm active adoption of the policy.	Pilot for special educational needs support began in September 2021			30 schools are using the Graduated Response model	make versions more accessible to practitioners and parents	60 schools are using the Graduated Response model	response doc. Following this the launch will be planned	
	KPI: SENDIAS and Parent Carer Forum survey of Parents to confirm understanding and use of Graduated Response	SENDIAS are running a Pilot to support Parents understanding and use of a graduated response	Recommission SENDIAS to work with parents to use the Graduated Response	Clear evidence that SENDIAS pilot work is making a difference to the lives of the families being supported. Parents report feeling more knowledgeable and confident. Communication between the school and home is better.	32 families have received high level Information, advice and support around SEN Support issues. Understanding of the GA has increased from a self-reported mean score of 2.3/10 to 6.7/10.	SENDIAS has been recommissioned to work with parents on a Graduated Response.		Met: May KPI: 32 families had received high level information, advice and support around SEN Support issues. Understanding of the GR has increased from a self-reported mean score of 2.3/10 to 6.7/10 August KPI: Final data for first year. 48 families have received high level IAS around SEN Support issues. Understanding of the GR has increased from a self-reported mean score of 2.8/10 to 6.5/10. Actual Progress September: Recommissioned SENDIAS SEN Support Service started on 1 July 2022 with new data being drawn from Sept 1 st .	
2.2	KPI: One Resource Hub commissioned, and children start placement September 2022	Some children referred for SEN Needs assessment rather than identifying trauma led behaviour and supporting child and family with appropriate services	Model agreed, Steering Group Established	Model has been agreed and a steering group established	In development with Bournville School and Nurture UK. Amber RAG rating due to time delivery scales	In discussion with CLF and Cabot model based on established nurture groups. Working towards September 2022 start	Set up of KS1 provision including completion of capital works	MET See 2.3 below	
2.3	KPI: Four Nurture Groups have been commissioned and children start placement September 2022 (two in primary and two in secondary schools)	In discussion with School and MAT Leaders	Model agreed, Steering Group Established	Model has been agreed and a steering group established	Model agreed and five schools selected (Priory, Broadoak, Hans Price, St Peters and Yeo Moor) Amber RAG rating due to time delivery scales	In discussion with CLF and Cabot model based on established nurture groups. Working towards September 2022 start	Capital works complete and preparation for first intake	MET SLAs received and initial training is complete. MATs are delivering 4 of the 5-unit capital changes. The remaining Council-delivery scheme is awaiting the creation of updated outside space upgrades only. All are working with C&YP and the first reviews are in progress 50 places started in Sep 2022	

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months – November	Actual progress June 23	Expected progress November 22
2.4	KPI: The Mental Health Support Teams are in school and operational.	<p>Staff who are running the MHST have been employed</p> <p>Placement schools have been finalised for the Mental Health Support Teams.</p> <p>A mental health award audit has been drafted for comparison with MHST audit.</p> <p>Senior Mental Health Leads' training has started.</p> <p>Mental Health network meetings in place across NS</p>	<p>Placement Schools have been identified.</p> <p>MHST trainees have started their training and are preparing to meet placement schools.</p>	<p>A base for the two MHSTs has been found,</p> <p>11 schools have agreed to be placement schools.</p> <p>The Education Mental Health Practitioners have started their training and are working in 3 secondaries.</p>	<p>All schools who are in the first two mental Health support teams are agreed (37 schools)</p> <p>Audit tool agreed and disseminated</p> <p>Further training for Senior Mental Health Leads to access accessing training (dependent on DfE roll-out); MHST trainees started in placement schools.</p>	<p>Good progress is being made to recruit the remaining 26 schools for the MHSTs</p> <p>An audit tool has been prepared and circulated to our MHST provider</p> <p>It is unknown how many schools have taken up the senior mental health leads training, but the government has announced its intention to publish data showing attendance in each LA.</p>	<p>MHST teams are fully operational (Dec 22)</p> <p>Audits in MHST schools completed.</p>	<p>On track</p> <p>36 of the identified schools has agreed to be part of a MHST initiative</p> <p>A Meeting has been arranged with the one primary school that had not responded</p> <p>244 Children and young people were seen between May 22 and Feb 23, in the EMHP training year.</p>	
	KPI: More than 90% of schools have an identified a Senior Mental Health Lead	Schools invited to nominate Senior Mental Health Leads	<p>First Senior Mental Health Leads' training completed</p> <p>Confirm with schools how many have taken up the government offer</p> <p>Mental Health network meetings in place across NS and attended by approx. 50% of schools</p>	<p>The School Mental Health Network Meeting in January was cancelled because it clashed with a BNSSG Mental Health event.</p> <p>The previous meeting in October 21 had applicants from 49.3% of schools</p>	<p>Mental Health network meetings in place across NS and attended by approx. 65% of schools (Meetings in June)</p>	<p>The next meeting is on 18 May and there are currently 33% of schools booked on with 5 weeks to go.</p>	<p>More than 90% of schools have senior mental health leads</p> <p>Mental Health network meetings in place across NS and attended by approx. 75% of schools (Meetings in June)</p>	<p>Partially Met</p> <p>Mental Health Leads Network meeting agreed for 25 January. Number of school Mental Health Leads unknown.</p> <p>Number of school Mental Health Leads unknown, but likely to be more than 85%.</p> <p>33% of mental health leads had accessed DfE Mental Health Leads training by Feb 23 and there has been a big push since then to increase this number, with a local provider now offering the training.</p>	

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months – November	Actual progress June 23	Expected progress November 22
2.5	KPI: 92% within 18-week referral to treatment target for Paediatrics & Therapies	Nov 21			Monitored through monthly contract data		Monitored through monthly contract data	NOT MET	
	KPI: Paediatric 92%	Paediatric 6%	Paediatric 15%	9.4%	Paediatric 25%	15%	Paediatric 30%	23.5% (Mar 23) – met predicted trajectory	
	KPI: Speech and Language 92%	Speech & Language 56%	Speech & Language 92%	60%	Speech & Language 92%	80%	Speech & Language 80%	100% (March 23) – exceeded predicted trajectory	
	KPI: Physiotherapy 92%	Physiotherapy 88%	Physiotherapy 80%	46%	Physiotherapy 50%	60%	Physiotherapy 45%	100% (March 23) – exceeded predicted trajectory	
	KPI: Occupational Therapy 92%	Occupational Therapy 8%	Occupational Therapy 50%	8.3%	Occupational Therapy 50%	15%	Occupational Therapy 35%	10% (March 23) – did not reach predicted trajectory	
	KPI: Health Visitor checks 90% within 2.5 year	Health Visitor 2-2.5year checks 79%	Health Visitor 2-2.5year checks 90%	87%	Health Visitor 2-2.5year checks 90%	80%	Health Visitor 2-2.5year checks 90%	90.73% (Q 4 22/23) – met November predicted trajectory	
	KPI: Child & Adult Mental Health Service emergency within 24 hours 100%	Specialised CAMHS Emergency Service 100%	Specialised CAMHS Emergency Service 100%	100%	Specialised CAMHS Emergency Service 100%	100%	Specialised CAMHS Emergency Service 100%	MET 100% met target	
	Autistic Spectrum Disorder (see 5.3)								
	Workforce–substantive and vacancy rate KPI: ?		Substantive Consultant Paediatrician recruited	Completed - 1 x 1wte locum doctor and 2.10wte substantive doctors		Completed		MET	
			SEND lead Consultant Paediatrician redeployed permanently in North Somerset	Completed		Completed		MET	
			Child & Adult Mental Health Service Consultant Psychiatrist recruited	Consultant Psychiatrist in post		Consultant Psychiatrist in post		Consultant Psychiatrist in post	

November 2022 update

Area 3

Improvement Plan

Area 3 - The standards achieved, and the progress made by the children and young people with SEND were not good enough.

Area Leads – Secondary Heads in North Somerset (SHINS) / Primary Heads Across North Somerset (PHANS) / Special Education Needs Schools (SENS) / Lisa Manson (CCG) / Mark Hemmings (CCG) / Pip Hesketh (Education NSC)

Project Group - School Head Teachers and SENCOs / Jaida Aldred / Strategic Schools Forum

End Outcome - The standards achieved by CYP with SEND are in line with statistical neighbours. Increased parental confidence of parents and carers that mainstream school will meet their children's needs

	Action	By When	Responsible Officer	Action RAG	Key Performance Indicators - How we will measure progress	Progress against action (column 2) – June 2023
3.1	Create Education /School Standards Strategy for closing the gap that is owned by all school staff and Governors	May 22	Pip Hesketh Secondary Heads in North Somerset Primary Heads Across North Somerset Special Education Needs Schools		KPI: A quarterly meeting of the School Standards Board is held during 2022 evidenced by the meeting minutes KPI: More than 90% of schools have school Information reports KPI: More than 90% of schools participate in Quality First Teaching Training KPI: More than 90% of schools include the SEND Strategy in their School Improvement Plan KPI: More than 90% of schools set Progress Improvement Targets KPI: More than 90% of schools set Attainment Targets for Children with SEND	<p>MET</p> <p>The Education Strategy (2023-28) is complete in draft and has been shared widely with stakeholders. The six pillars have been agreed and focus on the following: trusted relationships / trauma-informed practice / teaching and learning (raising outcomes) / partnerships across agencies / acceptance and understanding / community wellbeing. Implicit in all of these pillars (and particularly 2 and 4) is a keen focus on the outcomes for SEND CYP as well as the partnership working with strengthens the provision in schools.</p> <p>EEPB (Education Excellence Partnership Board) – meets termly. This has carried on into 2023, with a key focus on data across the LA. Endorsed by the chair:</p> <p>"As Independent Chair of the North Somerset Education Excellence Partnership Board and School Standards Board, I can confirm that we have recently re-vitalised the Schools Standard Board to ensure a strategic, system-wide focus on our shared priorities including the achievement of vulnerable pupils including those with Special Educational Needs and Disabilities. In recent meetings, we have received information on and discussed the outcomes of pupils with SEND in 2022 compared to previous years, National and South West averages. We also considered the CPD available both through our local Teaching School Alliance Hub and Local Authority in support of effective provision for pupils with SEND. The outcomes for pupils with SEND in North Somerset remains a key priority for School Standards Board. Paul Jacobs, Independent Chair of EEPB & SSB. November 2022</p> <p>On track. We believe we are over 90% on the first five KPIs below and are undertaking a full audit to confirm this.</p> <p>Examples located in Appendix C.</p> <p>MET – websites sampled.</p> <p>MET – slides from AFF Training can be located in Appendix C - Training</p> <p>MET – all schools have received analysis on their progress and training on how to set targets</p> <p>MET - all schools have received analysis on their progress and training on how to set targets</p> <p>MET – all schools have received analysis on their attainment and training on how to set targets</p> <p>SEND Training documents are located in Appendix C – Training</p>

November 2022 update

June 23 SIB

	Action	By When	Responsible Officer	Action RAG	Key Performance Indicators - How we will measure progress	Progress against action (column 2) – June 2023
					<p>KPI: More than 90% of Progress targets are achieved for children with SEND at end year</p> <p>KPI: Over 75% of children with SEND are attending educational provision for more than 25 hours a week</p> <p>KPI: Exclusions for children with SEND are reduced by 50%</p> <p>KPI: Warning Notices are issued for all unlawful exclusions (maintained schools) RSC notified for all Academies</p> <p>KPI: There are fewer children with SEND leaving to become EHE</p> <p>KPI: There is a reduction of children with SEND who are not in education, employment or training, with a target of less than 65%</p> <p>KPI: Increase the number of children with EHCP's attending mainstream school</p>	<p>On track – EEPB / SHINs / Primary Heads all aware of data targets. Interim data is being collected from schools for the first time. Collecting indicative data will become standard practice going forward. This data will be collected three times a year which will provide an early indication of any SEND issues.</p> <p>MET – only 29 children with an EHCP and 11 children on SEN Support (that we know of) receive less than 25 hours of educational provision a week. Further work to proactively seek information and assurance from schools.</p> <p>Suspensions have come down in primary between 2021/22 and 2022/23. The number of children with an EHCP who are suspended has come down from 48 to 29 and K coded from 70 to 57. This is at the end of April 2023. It is anticipated that this number will have dropped to the 50% target by the end of the year.</p> <p>In secondary, although we are not yet at the 50% reduction as a local authority, individual schools have met this target. To speed up the reduction of suspensions in all schools, we have set up a group of secondary heads who are looking at the data and will make recommendations regarding the suspension of SEND children.</p> <p>MET – none issued</p> <p>Since June 2022, the overall cohort of children and young people EHE has decreased by 31. There has been an increase by 2 children with EHCPs who are EHE and 4 children who have SEN Support needs.</p> <p>As of November 2022, there are 24 young people who are recorded as EHE with an EHCP (7% of the EHE cohort) and 86 young people with SEN support (23% of EHE cohort).</p> <p>Information to follow</p> <p>The number of children with an EHCP attending a North Somerset mainstream school has risen from 28% in 2021 to 36% in 2022 (measured Nov 2022). By January 2023, this number was at 37.3%. It is expected that this number will be at 40% in September 2023 at the start of the next academic year.</p>
3.2	Implement high quality training across North Somerset schools for all staff and governors	Nov 22	Pip Hesketh Secondary Heads in North Somerset Primary Heads Across North Somerset		<p>KPI: More than 90% of schools have participated in Quality First SEND training</p> <p>KPI: More than 90% of schools have participated in Governor SEND Responsibilities training</p>	<p>MET: All schools have participated in the LA training or put on their own SEND QF training.</p> <p>MET: 89% of schools participated in Governor SEND Training on 7 Nov 2022</p> <p>On Track: SEND in a Nutshell Training and briefings for headteachers for C&YP with SEND has been rolled out in two sessions – targets are set, but we need GCSE results</p>

	Action	By When	Responsible Officer	Action RAG	Key Performance Indicators - How we will measure progress	Progress against action (column 2) – June 2023
			Special Education Needs Schools		KPI: More than 90% of Progress targets are achieved for children with SEND at end year	
3.3	Ensure there is a SEND School Organisational Plan in place to address the issues raised by parents and partners to reduce the number of children in independent placements	Nov 22	Pip Hesketh Strategic Schools Forum		KPI: There is a 15% increase in children with SEND in mainstream schools by August 2022	On track – an 12.3% increase in children with SEND in mainstream schools. 37.3% of children with EHCPs in mainstream in January 2023 (with a prediction to rise to 40% by September 2023). This would represent the 15% increase.

November 2022 update submitted to DfE on 17th November 2022 - for June 23 SIA

Impact Scorecard

Area 3	The standards achieved, and the progress made by the children and young people with SEND were not good enough.
--------	--

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months – November	Actual progress June 23	Expected progress Nov 2022
3.1	KPI: A quarterly meeting of the School Standards Board is held during 2022 evidenced by the meeting minutes	<p>Education Excellence Partnership Board has agreed to restart School Standards Board, to regularly focus on SEND and sharing of data sets</p> <p>Schools now have membership at Improvement Board with lead responsibility for Area 3</p>	<p>Monthly data set in circulation</p> <p>Draft Education/School Standards Strategy</p> <p>Each school produced SEND Information Report on Website</p>	<p>All schools have received an individual data report</p> <p>The School Standards Board has been set up and regular meeting have been organised</p>	Every school to integrate targets and standards	School standards board meeting regularly	<p>Increased cohort of children with SEND in mainstream schools by 15%</p> <p>MET 12.3% increase in CYP with EHCP in January 2023.</p> <p>Education Strategy agreed at EEPB. Consultation Meetings have happened, and the strategy is ready in draft. It will be live in schools from September 2023. It will be reviewed for impact termly and updated annually. It comprises of the context with 6 pillars. Each pillar generates up to three actions which will be monitored.</p> <p>All Schools have ASP for SEND Performance. The LA will continue to provide this data for schools / support them to use this data effectively if needed and offer challenge as appropriate.</p> <p>"As Independent Chair of the North Somerset Education Excellence Partnership Board and School Standards Board, I can confirm that we have recently re-vitalised the Schools Standard Board to ensure a strategic, system-wide focus on our shared priorities including the achievement of vulnerable pupils including those with Special Educational Needs and Disabilities In recent meetings, we have received information on and discussed the outcomes of pupils with SEND in 2022 compared to previous years, National and South West averages. We also considered the CPD available both through our local Teaching School Alliance Hub and Local Authority in support of effective provision for pupils with SEND. The outcomes</p>	On track	

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months – November	Actual progress June 23	Expected progress Nov 2022
								for pupils with SEND in North Somerset remains a key priority for School Standards Board. Paul Jacobs, Independent Chair of EEPB & SSB. November 2022 Schools Standard Board meeting regularly, SEND high priority etc. children in mainstream has increased by 11 percentage points	
	KPI: More than 90% of schools have school Information reports	Mystery shop required		See May Milestone	50% of schools have produced SEND Information Report on Website	Of the 15 school websites sampled 10 had a full SEND Information Report, 2 had an inclusion policy, and no policy or SEND Information Report was found on the remaining 3 websites	80% of schools have produced SEND Information Report on Website	MET – more than 90% achieved	On track
	KPI: More than 90% of schools participate in Quality First Training		Quality First Training dates set	Quality First Training was delivered and rebooked for May 2022	More than 60% of schools participate in Quality First Training	Feedback on training shows 62.5% of participants said this would improve their practice. 12.5% said this would improve the practice of others. 12.5% also said this would improve policy and leadership in SEND.	More than 80% of schools participate in Quality First Training	MET – over 80% of schools have participated in QFT Training High sign-up rates to LA-sponsored QFT Training. Sessions booked for end Nov. Repeat sessions were run on request, at the end of November Some MATs delivering QFT Training in-house. TSA delivering similar training as CPD Training module this year.	On Track
	KPI: More than 90% of schools include the SEND Strategy in their School Improvement Plan	An audit is required to establish baseline	SEND Strategy to be summarised and made more accessible	Met	KPI: More than 60% of schools include the SEND Strategy in their School Improvement Plan	Will spot check whether SEND Strategy is embedded in Improvement Plans	KPI: More than 80% of schools include the SEND Strategy in their School Improvement Plan	Met Sampling of school improvement plans (where available on websites) shows that SEND is a priority area. The language of the SEND strategy is not used consistently, but the intent of the strategy is explicit	
	KPI: More than 90% of schools set Progress Improvement Targets		Approaches vary between schools	Presentation to EEPB to secure agreement to	KPI: More than 60% of schools set Progress	All schools provided with an ASP to show their educational performance of	KPI: More than 80% of schools set Progress	MET EEPB / SHINs / Primary Heads meetings corroborate this.	ON TRACK

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months – November	Actual progress June 23	Expected progress Nov 2022
				undertake analysis for all schools	Improvement Targets	children with SEND and training to help them understand this and set targets. Training has been provided to ensure all schools are confident setting targets	Improvement Targets		
	KPI: More than 90% of schools set Attainment Targets for Children with SEND			As above	KPI: More than 60% of schools set Attainment Targets for Children with SEND	As above	KPI: More than 80% of schools set Attainment Targets for Children with SEND	Met As above	ON TRACK
	KPI: More than 90% of Progress targets are achieved for children with SEND at end year						60% of children achieve their progress targets	Partially Met The overall Progress 8 score for students with an EHCP in North Somerset is the same as in 2018/19 but national has dropped by 0.16% so the gap between North Somerset and national has reduced. Need 2023 data to confirm this trend	NOT KNOWN
	KPI: Over 75% of children with SEND are attending educational provision for more than 25 hours a week	Active work to identify children not yet known to have 25 hours per week 47 children with less than 25 hours with an EHCP or SEN support	To approach all secondary schools to share information about children on part time timetables	Met	Baseline – 20% Rolling total subject to change as more children identified	An additional 23 children now have full timetables	Rolling total subject to change as more children identified	MET There are currently 20 children and young people with EHCPs receiving fewer than 25 hours a week of education provision. Overall, we have reduced the number of children receiving fewer than 25 hours by almost 50% in the last year. 20 children with an EHCP currently receive less than 25 hours a week educational provision which is 1.1% of total current EHCP cohort of 1779 (Nov 2022)	ON TRACK
	KPI: Permanent Exclusions for children with SEND are reduced by 50%	4 Permanent Exclusions for children with EHCP or send support 1 x EHCP 3 x SEN Support	Baseline 4 (1 x EHCP 3 x SEN support)		Fewer than 2	There have been 3 permanent exclusions of children with EHCP's of which 1 was quashed and 1 was rescinded.	Fewer than 2	MET Down to 1 child with an EHCP	

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months – November	Actual progress June 23	Expected progress Nov 2022
								Not Met SEN Support = INCREASE by 0.2% (marginal increase, effectively no movement)	
	KPI: Temporary Exclusions for children with SEND are reduced by 50%	240 Suspensions for children with EHCP or send support			February minus 20%	The rate of fixed term exclusions of children with SEND remains high	Fewer than 50%	Not Met FTE EHCP = NOT MET = INCREASE BY 0.1% (marginal increase, effectively no movement) 58 (9 EHCP, 49 SEN Support) – Total of suspension for Oct : 111 52% of total suspensions FTE SEN SUPPORT = NOT MET = INCREASE BY 0.1% (marginal increase, effectively no movement)	
	KPI: Warning Notices are issued for all unlawful exclusions (maintained schools) RSC notified for all Academies		Report of numbers	None issued	Report of numbers	None issued	Report of numbers	MET – none issued. 3 Permanent Exclusions of which two were successfully rescinded following intervention from the LA.	
	KPI: There are fewer children with SEND leaving to become EHE	21 children with EHCP's currently EHE	Two in January 22	23 Children with EHCP currently EHE	Report of numbers	As at 21 April no additional children with EHCP became EHE	Report of numbers	MET Since June 2022, the overall cohort of children and young people EHE has decreased by 31. There has been an increase by 2 children with EHCPs who are EHE and 4 children who have SEN Support needs. As of November 2022, there are 24 young people who are recorded as EHE with an EHCP (7% of the EHE cohort) and 86 young people with SEN support (23% of EHE cohort).	
	KPI: There is a reduction of children with SEND who are not in education, employment or training, with a target of less than 65%	13 young people with EHCP who are NEET	13 young people with EHCP who are NEET		Fewer than 5 young people with EHCP who are NEET	There are 14 young people aged between 16 and 18 with EHCP's who are NEET as at 4 April 22	Fewer than 5 young people with EHCP who are NEET	MET Information to follow	

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months – November	Actual progress June 23	Expected progress Nov 2022
	KPI: Increase the number of children with EHCP's attending mainstream school	28% of children with EHCP's are in mainstream school (Nov 21)		33.6%		34%	Increase by 10%	<p>On Track to have an increase of 10% by September 2022.</p> <p>5 Nurture Hubs are now up and running. These started from November 2022 and are being overseen by Educational Psychologists to ensure that the nurture requirements are met. There have been regular meetings with the Head of Learning and Achievement and the Principal EP. There is a written report available which shows that this provision has been extremely successful. The success has been such that there is a will from both LA and MAT leads to roll nurture principles out across all schools. The success has prompted an EYFS pilot to ensure early intervention for some of the youngest SEND learners.</p>	On track
3.2	KPI: More than 90% of schools have participated in Quality First SEND training	Schools, Academies, MATs and Single Academy Trusts (SATs) are in agreement with making SEND a focus this year and to share data sets. ASP training for all schools scheduled for Feb and March 20	School Leaders and SEND Co-ordinator (SENCO) sharing Graduated Response to support all children with SEND	Training date set for March 22	Greater than 50% of schools have participated in Quality First SEND training	Feedback on training shows 62.5% of participants said this would improve their practice. 12.5% said this would improve the practice of others. 12.5% also said this would improve policy and leadership in SEND.	Greater than 70% of schools have participated in Quality First SEND training	<p>MET</p> <p>We believe 72 schools (89%) have participated in Quality First Teaching Training. We are verifying this during November.</p>	Expected to be on Track
	KPI: More than 90% of schools have participated in Governor SEND Responsibilities training	Governor training scheduled for 1 March		Governor training was held	Greater than 50% of schools have participated in Governor training.	Governor training has been delivered in March and will be rerun in May 2022	Greater than 70% of schools have participated in Governor training.	<p>MET</p> <p>89% of schools have participated in Governor SEND Training on 7 Nov 2022</p>	Expected to be on track

November 2022 update

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months – November	Actual progress June 23	Expected progress Nov 2022
	KPI: More than 90% of Progress targets are achieved for children with SEND at end year				Reduction in exclusions and managed moves and increase in attendance	There has been a reduction in the number of permanent exclusions	Increase in SEND attendance by 15%	On Track	
3.3	KPI: There is a 15% increase in children with EHCP's in mainstream schools by August 2022	Work underway on SEND Organisational Plan Awareness of which independent placements have been commissioned and why, to ensure there is an understanding of the gaps in local provision	Parent/ carer /pupil questionnaire in each school to get understanding of improvements needed School clarity around support to meet young people's needs		Each MAT/SAT to have SEND Strategy / Implementation Plan in place informed by training analysis, Inspections, Self-Evaluation and Parent/Carer/Pupil feedback SEND Information Report on every school website	SEND Demand Forecasts are being reviewed by July 22 Capacity in existing schools under review with planned expansion of Baytree School – additional 10 interim places by September 2022 and additional 48 places when new school is built. New capacity through Social, Emotional & Mental Health Free School in Sept 2022 (22 additional interim places and 65 new places by September 2022) Places are currently being allocated to children with EHCP's	Parent Carer Meetings in schools An increase of 15% of children with EHCP's in mainstream schools	On track to increase CYP with EHCP by September by >11% EHCPs gone up by 267 since 2021	On track

Area 4

Improvement Plan

Area 4 There were weaknesses in the variability of education, health and care plans (EHC plans), including the variable contributions from health and social care, and a lack of processes to check and review the quality of EHC plans

Area Leads - Pip Hesketh (Education NSC) / **Wendy Packer (Inclusion, NSC)** / Lisa Manson (CCG) / Lorraine McMullen (Sirona)
Project Leads - Anthony Webster / Mandy Plumridge / Mark Hemmings / Guy Clayton / Shelley Caldwell/ Sarah Bishop / Mark Hemmings / Gerry Bates

End Outcome - All agencies contribute fully and in a timely way to Education Health & Care Plans which are High Quality and Aspirational, with processes in place for monitoring the quality of plans.

	Action	By When	Responsible Officer	Action RAG	Key Performance Indicators - How we will measure progress	Progress vs Action/evidence of impact June 2023 (and check Action RAG)																																				
4.1	<p>All Partners contribute to the Online Portal enabling systematic monitoring and quality assurance of plans</p> <p>DCO & CCHP staff active members of EHCP QA process</p>	May 22	Anthony Webster		<p>KPI: Increase in the number of EHCPs on the Portal</p> <p>KPI: 60% of all EHCPs on the Portal are being Quality Assured each month - this is a rolling target</p>	<p>On Track:</p> <table border="1" data-bbox="1795 241 2881 537"> <thead> <tr> <th>Month</th> <th>New plans issued</th> <th>Went through QA</th> <th>Looked at by Panel</th> </tr> </thead> <tbody> <tr> <td>September</td> <td>17</td> <td>29%</td> <td>0%</td> </tr> <tr> <td>October</td> <td>22</td> <td>64%</td> <td>5 (23%)</td> </tr> <tr> <td>November</td> <td>19</td> <td>84%</td> <td>7 (37%)</td> </tr> <tr> <td>December</td> <td>23</td> <td>91%</td> <td>8 (35%)</td> </tr> <tr> <td>January</td> <td>26</td> <td>100%</td> <td>8 (32%)</td> </tr> <tr> <td>February</td> <td>24</td> <td>100%</td> <td>8 (34%)</td> </tr> <tr> <td>March</td> <td>22</td> <td>100%</td> <td>8 (36%)</td> </tr> <tr> <td>April</td> <td>22</td> <td>100%</td> <td>6 (27%)</td> </tr> </tbody> </table> <p>So far this month:</p> <p>New Plans issued since January 94. 4 consecutive months all plans have been Q/A. 100% (94 plans) have been through QA process. Of the 94 plans that went through the QA process 28.2% (30 plans) were looked at by a multi professional panel.</p> <p>Health representative (DCO) attending weekly Panel since January 2022. DCO providing QA including interface with specialist staff in CCHP since October 2022. 22 February the Designated Clinical Officer provided health advice training for the SEND team around advice and wording for EHC plans.</p>	Month	New plans issued	Went through QA	Looked at by Panel	September	17	29%	0%	October	22	64%	5 (23%)	November	19	84%	7 (37%)	December	23	91%	8 (35%)	January	26	100%	8 (32%)	February	24	100%	8 (34%)	March	22	100%	8 (36%)	April	22	100%	6 (27%)
Month	New plans issued	Went through QA	Looked at by Panel																																							
September	17	29%	0%																																							
October	22	64%	5 (23%)																																							
November	19	84%	7 (37%)																																							
December	23	91%	8 (35%)																																							
January	26	100%	8 (32%)																																							
February	24	100%	8 (34%)																																							
March	22	100%	8 (36%)																																							
April	22	100%	6 (27%)																																							
4.2	<p>Parents, carers and professionals have a good understanding of the EHCP Process including use of the Education, Health & Care Plan online Portal. Parents are clear how they can voice their views</p>	Aug 22	Anthony Webster		<p>KPI: More than 90% of parents on the EHCP Portal know how to voice their views</p>	<p>On track: parents/ carers/ professionals are using the Portal. Some issue with</p> <p>On the launch of the portal IDOX the developers provided training to the parent carer forum and SENDIAS service. Sept 2021. This training was repeated again in April 2022. Out of 474 EHC requests 282 of them came directly from parents and young people themselves. 100% of plans Q/A since September have clear evidence of parents voice and views in section A of the plan which has come from the portal.</p> <p>Parent carer forum survey 2022 highlighted that one of strengths was that the portal made the process easier for them</p> <p>Since April 2022 317 new EHC requests have been made, with 14 responses returned in that time period. 4.4% response rate.</p> <p>The quality of Section A is improving. Overall, section A did contain information about the child/young person, some further work is needed to smarten this up ensuring both short and long-term aspirations are captured, and for those students who are non-verbal, an attempt to get their views by those who know them best is included..</p> <p>Parent/carer contributions to EHC plans have significantly increased over the last 4 months. In October, the percentage of parents fully contributing to their child/young person's EHC plan was 53% compared with 82% in April. The trend shows that short term aspirations are more clearly articulated than long term goals and aspirations. Those who aren't contributing the SEND team are exploring options to see how we can reach these families so that their views are captured.</p>																																				

	Action	By When	Responsible Officer	Action RAG	Key Performance Indicators - How we will measure progress	Progress vs Action/evidence of impact June 2023 (and check Action RAG)
	Easy read for Education, Health & Care assessment and social story for what Education Health & Care assessment is. Build on the current easy read. Work with Children with Disabilities	Aug 22	Anthony Webster		KPI: More than 90% of parents on the EHCP Portal know how to voice their views	MET: Guidance for Parents, Children and Young People is on the Local Offer: https://www.n-somerset.gov.uk/ehcp Joint working with SEND and new Social Care Head of Service Improvement progressing this further. Updated web guidance to support parents developed awaiting for it to be added to the local offer webpage.
4.3	All agencies to participate in development of Education, Health & Care Needs Assessment in a timely way	May 22	Anthony Webster		KPI: 90% of agencies respond to requests for Education, Health & Care Needs Assessments within 6 weeks	Partially met: Lack of regular participation in the assessments by social care Health are prioritising EHC needs assessment requests. 96% of health contributions for EHC needs assessments have been returned within 6 weeks for November up from 56% in September. Educational Psychology reports 77% have been returned within the 6 weeks for the last quarter. Social care contributions for November 2022 is at 53% returned within 6 weeks. This is up from 40% in previous months this academic year. For April 2023 – Social care returned at 52% and health are at 84%. Educational Psychology reports of those requested is at 42% due to the unallocated EP cases which means a child isn't being seen by an EP within 6 weeks. Work is being undertaken to resolve this and extra funding given to support the recruitment of extra EP's to support the number of EHC requests we are currently getting., A plan is being drawn up to address the waiting list.
	Good standard for advice givers drawn up on what is expected with advice.		Anthony Webster		KPI: 90% of agencies respond to requests for Education, Health & Care Needs Assessments within 6 weeks	MET: Template and training provided by the SEND Team regarding expected advice... EP and SENCO guides also available The new Guidance for social workers will be completed by the end of November. The Guidance will then be shared with social work colleagues and will be followed up with: Article in the Children's Social Work Newsletter Briefings for Teams as required – End of January timeline https://www.n-somerset.gov.uk/ehcp - Education advice Documents can be located in Appendix D
	Guidance created for preparation for adulthood including use of resources (Direct Payments)		Anthony Webster		KPI: 90% of agencies respond to requests for Education, Health & Care Needs Assessments within 6 weeks	MET: Project Officer appointed to undertake this work (end of August start). Direct payments and personal budgets North Somerset Council (n-somerset.gov.uk) Personal budgets in North Somerset North Somerset Online Directory (n-somerset.gov.uk)
4.4	Quality assurance process of new plans is implemented which ensures all plans have SMARTER outcomes	May 22	Anthony Webster		KPI: 65% of new EHCP's on the Portal are being Quality Assured each month See 4.1 KPI: Following Quality Assurance, more than 90% new plans have confirmed SMART Outcomes	MET: QA process on new plans implemented 100% of the plan's had SMART outcomes covering education, health and social care
4.5	A customer satisfaction questionnaire is added to Education, Health & Care Plan Portal letters (See 6.4)	May 22	Anthony Webster Mandy Plumridge		KPI: More than 90% of parents on the Education, Health & Care Plan Portal are satisfied with the process	MET: In use (attach document). Since April 2022 317 new EHC requests have been made, with 14 responses returned in that time period. 4.6% response rate. Parent carer forum survey 2022 highlighted that one of strengths for EHC assessments was that the portal made the process easier for them

	Action	By When	Responsible Officer	Action RAG	Key Performance Indicators - How we will measure progress	Progress vs Action/evidence of impact June 2023 (and check Action RAG)
4.6	EHCP Annual Reviews – Health contributions	Nov 22	Gerry Bates		KPI: Target is for health partners to contribute to more than 90% but will work towards target of 80% of EHCP annual reviews for CYP known to Community Health Services using graded response in 12 months	<p>Not met: This data is not currently available and therefore not collected but should be available following implementation of the EHCP portal.</p> <p>Therapist attendance at ALL Annual Reviews of Baytree School students planned for Terms 1 & 2 in year 2022/23</p> <p>Since September 2022 – Therapists have turned up to 8 out of 8 Annual reviews where they have involvement. See Health briefing paper – March 2023 SEND improvement board which reviews this project Following the pilot. The recommendations are set out below The therapists would like to retain the ability to combine attending annual reviews and contribute with a report, dependent on individual needs and complexity of the child and family situation.</p> <p>In particular it was felt important to attend when:</p> <ul style="list-style-type: none"> a) the needs of the child/YP have changed and the therapist is recommending a change in provision b) there is a particularly complex issue that requires a multi-disciplinary response c) the child is transitioning out of the school into adult services <p>There would need to be clear communication between the school and therapist as to which reviews the therapist will attend. This can be achieved within the current scheduling arrangements. The expectation from the school wouldn't be for the therapist to always attend every annual review.</p> <p>When it is not deemed necessary to attend the annual review, the therapist will contribute with a report, providing clear recommendations on needs, outcomes and provision to meet needs to be fed into the annual review documentation. The annual review contribution must be sent back to the therapists in draft form in order for them to ensure their recommendations have been interpreted correctly.</p>
4.7	In co-production with parents, the SEND Team and the Integrated Transport Unit (ITU) will develop methods of working which integrate assessment of travel needs with the EHCP process. This process will be trialled.	Nov 22	Huw Thomas		<p>KPI: To be confirmed following process review.</p> <p>Process in place which integrates assessment of travel needs in Education, Health & Care Plan process</p> <p>Trial carried out</p> <p>Full process in place for all families</p>	<p>MET</p> <p>Out of 239 SEND transport applications 21% of SEN/Post 16 SEN applications were not concluded within the 20-day target. However the HTST team have maintained comms with these parents throughout to explain further information was needed and keep families informed. Of these cases 2 SEND based complaints recorded on case tracker which have now been closed.</p> <p>Process this September worked well compared to Sept 2021. Further improvements will be explored to the process between the two teams. This is now complete and can be removed as its business as usual</p>

Area 4 - Impact Scorecard

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months - November	Actual progress June 23	Expected progress November 2022
4.1	KPI: Increase the number of EHCP's on the portal	1500 EHCP's need to be added to the portal The number of EHCP's being quality	Funding secured for staff to update EHCP's onto the portal	Funding has been secured and we are progressing the recruitment of staff	50% of old EHCP's are on the portal	On track	95% number of EHCP's are on the portal	MET - A case file for all children with EHCP's has been opened on the Portal. The outcomes from hard copy/Word document EHCP's have been added in every case.	

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months - November	Actual progress June 23	Expected progress November 2022
		assured each month is random and doesn't follow a systematic process Quality Assurance Framework guidance in place. Module for automatic QA process is being commissioned						The Word version of the EHCP has been uploaded into the case file. Portal versions of the EHCPs will be achieved through the Annual Review cycle which will pull outcomes through to the Annual Review. Scheduled EHCP Annual Review portal training for the SEND team, schools, early year providers in May roll out	
	KPI: 60% of all EHCP's on the Portal are being Quality Assured each month - this is a rolling target	Issues of variability of quality of advice	Sign off for new Quality Assurance post in SEND in the LA	Job adverts close on Friday 22 April 22. Interviews 3 May for SEND Quality Assurance posts 10 plans per week will be multi agency quality assured by the SEND panel starting May. Once new Q/A post in place they will look at the other EHC plans to check them before they go out	40% of new EHCP's are quality assured each month More than 60% of plans audited are agreed as good or better. New Quality Assurance person in post. In LA Data will be available on how many plans have been Quality Assured	Recruitment process in place	60% of EHCP's being quality assured each month Increase the number of good plans to 80%	New Plans issued since January 94. 4 consecutive months all plans have been Q/A. 100% (94 plans) have been through QA process. Of the 94 plans that went through the QA process 28.2% (30 plans) were looked at by a multi professional panel. New Plans issued in April is 22 . Of which 100% (22 plans) have been through QA process. Of the 22 plans that went through the QA process 27% (6 plans) were looked at by a multi professional panel. 73% were deemed as good, up from 65% in December Of the 6 Amber plans, 5 of these were due to missing social care advice. This is being followed up with social care lead to close this gap. The number of plans RAG-rated as green have increased from 9% in September to 73% average between Jan and April. Following the QA process, plans are amended and actions taken to improve the quality. Any plans rated as amber or red are looked at again after 4 weeks to check against recommendations and improvements made. –	
4.2	KPI: More than 90% of parents on the EHCP Portal, know how to voice their views	Basic understanding but need to build on the new product with more support One Page Profile Guidance development.	Customer Service Questionnaire has been added to portal Portal training has been organised	Survey in place. Returns low so actively pursuing Training has been delivered to the Parent Reference Group and SENDIAS	More than 60% of parents are voicing their views via the portal Spot check 20 plans a month for evidence of child's	See above for QA process. These checks have been incorporated	More than 80% of parents are voicing their views via the portal 12th month review of participation	Since April 2022 317 new EHC requests have been made, with 14 responses returned in that time period. 4.6% response rate. Parent carer forum survey 2022 highlighted that one of strengths for EHC assessments was that the	

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months - November	Actual progress June 23	Expected progress November 2022
		Customer Service Questionnaire has been added to portal Portal training has been organised		(9 February 22) Selection of Portal informed by ease of access for all parents https://ehcp.n-somerset.gov.uk/about/	voice – 75% of checked plans compliant Measure the use of SENDIAS by children		rates with using the Portal Officer not linked to the case will phone parents to support them to complete the survey.	portal made the process easier for them Emails with individual parents report that the portal is easy to use and log into. Parent/carer contributions to EHC plans have significantly increased over the last 2 months. In October, the percentage of parents fully contributing to their child/young person's EHC plan was 53% compared with 82% in April. In these cases, both short and long-term aspirations were clearly articulated. The percentage of parent/carers not contributing to the plan at all, has remained constant at 18% (4 family's.) More work is being done on how we can reach these family's Parent/carer contributions to EHC plans is 82% in January. The trend shows that short term aspirations are more clearly articulated than long term goals and aspirations.	
4.3	KPI: 90% of agencies respond to requests for Education Health and Care Needs Assessments within 6-weeks	Not all agencies consistently contribute towards EHCP's in a timely way	More than 65% of agencies respond to requests for Education Health and Care Needs Assessments within 6-weeks <ul style="list-style-type: none"> • EP • CAMHS • SALT • OT • Community Paediatrics • Children's Social Care 	Working with the EHC portal to capture this data. Resolving early teething problems with how advice from social care is requested. 87.5% of EHC needs assessment requests for health community services were returned within 6 weeks in the reporting month of March. (Internal reporting by CCG to be validated through Portal – teething troubles with Portal reporting)	More than 75% of agencies respond to requests for Education Health and Care Needs Assessments within 6-weeks <ul style="list-style-type: none"> • EP • CAMHS • SALT • OT • Community Paediatrics • Children's Social Care 	Portal Issues resolved and reports demonstrating targets are met.	More than 85% of agencies respond to requests for Education Health and Care Needs Assessments within 6-weeks <ul style="list-style-type: none"> • EP • CAMHS • SALT • OT • Community Paediatrics • Children's Social Care 	Not met. For April 2023 – Social care returned at 52% and health are at 84%. Educational Psychology reports of those requested is at 42% due to the unallocated EP cases which means a child isn't being seen by an EP within 6 weeks. Work is being undertaken to resolve this and extra funding given to support the recruitment of extra EP's to support the number of EHC requests we are currently getting. A plan is being drawn up to address the waiting list with timescales	
4.4	KPI: 65% of new EHCPs on the	Unable to report on progress of outcomes	Plan to add old EHCP's to the Portal and a	We have not met target.	120 of annual reviews due will	On track to meet target – see 4.1	More than 90% EHCP's / Annual	Met	

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months - November	Actual progress June 23	Expected progress November 2022
	Portal are being Quality Assured each month See 4.1		training plan rolled out to schools on using Portal to conduct annual review process		have been added to the Portal		Reviews will be managed by the Portal	Training package being designed and will be rolled out to schools during May. 100% of new EHC plans have been Q/A for 4 consecutive months	
	KPI: Following Quality Assurance, more than 90% new plans have confirmed SMART Outcomes			An additional XX (46) have completed Outcomes training	More than 75% of plans have smart targets	On track to meet target See 4.1	N	<p>Since September 58 new plans have been issued and 35 plans have been through the QA process.</p> <p>New Plans issued in September was 17. Of which 29% went through the QA process. None were taken to panel in September.</p> <p>New Plans issued in October was 22. Of which 64% went through the QA process. Of the plans that went through the QA process, 29% were looked at by panel.</p> <p>New Plans issued in November was 19. Of which 84% went through the QA process. Of the plans that went through the QA process 38% were looked at by panel.</p> <p>57% of the plan's had good outcomes covering education, health and social care with 38% deemed as partly meeting the standard. Those that didn't fully meet the standard was due to the outcomes not being SMART. Long term outcomes were not always specific or measurable with no specific time scale to be achieved by. Once the plans had been updated before they were issued, over 90% of plans had smart outcomes.</p> <p>Since January 2023, 94 plans have been issued and 100% of plans have been through the QA process. 32% of these plans have been looked at by the multi professional panel.</p>	

November 2022 update

to DfE on 17

October 2022 - f

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months - November	Actual progress June 23	Expected progress November 2022
								100% of new plans in April had good or partly good outcomes covering education, health and social care. The development of SMART long and medium term outcomes has shown a considerable improvement over time and discussions through the multi professional panel continue to develop this further with Educational Psychology taking a key role in this area.	
4.5	KPI: More than 80% of parents on the Education, Health & Care Plan Portal are satisfied with the process	It is unknown number of parents on the portal are satisfied with the process	Questionnaire added to letters on EHC Portal	See 4.2	40% number of parents on the portal are satisfied with the process Questionnaire data reported on via Business Intelligence	See 4.2	70% number of parents on the portal are satisfied with the process The number of good or better plans is maintained or increased	Not known – low response to the survey. Officers to support parents/young people with this. SEND team is being expanded. Working on addressing the portal questionnaire to get more updates. Since April 2022 317 new EHC requests have been made, with 14 responses returned in that time period. 4.6% response rate. Parent carer forum survey 2022 highlighted that one of strengths for EHC assessments was that the portal made the process easier for them Emails with individual parents report that the portal is easy to use and log into.	
4.6	KPI: Target is for health partners to contribute to more than 90% but will work towards target of 80% of EHCP annual reviews for CYP known to Community Health Services using graded response in 12 months	Jan 21 = 70%	70%	Internal reporting by Health will be validated by Portal	80%	Pilot agreed (Terms 5 and 6) where therapists will attend all annual reviews that are open to their services in lieu of submitting an annual report for students at Baytree School	90%	On track See health report to SEND board 6 March Since September 2022 – Therapists have turned up to 8 out of 8 Annual reviews where they have involvement. Following the pilot. The recommendations are set out below The therapists would like to retain the ability to combine attending annual reviews and contribute with a report, dependent on individual needs and complexity of the child and family situation. In particular it was felt important to attend when:	

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months - November	Actual progress June 23	Expected progress November 2022
								<p>a) the needs of the child/YP have changed and the therapist is recommending a change in provision</p> <p>b) there is a particularly complex issue that requires a multi-disciplinary response</p> <p>c) the child is transitioning out of the school into adult services</p> <p>There would need to be clear communication between the school and therapist as to which reviews the therapist will attend. This can be achieved within the current scheduling arrangements. The expectation from the school wouldn't be for the therapist to always attend every annual review.</p> <p>When it is not deemed necessary to attend the annual review, the therapist will contribute with a report, providing clear recommendations on needs, outcomes and provision to meet needs to be fed into the annual review documentation. The annual review contribution must be sent back to the therapists in draft form in order for them to ensure their recommendations have been interpreted correctly.</p>	
4.7	KPI: To be confirmed following Process Review. Process in place which integrates assessment of travel needs in Statutory Assessment process. Trial carried out. Full process in place for all families	Process in discussion with parents	Process has been agreed in consultation with Parents and Carers	A process in place to coordinate transport requests with placement allocations for all children with EHCP's	Trial pilot is completed	Transport Team fully appraised of all changes to transport arrangements for September 22	New process is in place for all children	<p>MET</p> <p>System in place between the two teams and communication occurs to resolve requests in a timely manner. Once SEND recruitment complete, a link SEND transport officer will be identified to help support the process.</p> <p>Out of 239 SEND transport applications 21% of SEN/Post 16 SEN applications were not concluded within the 20-day target. However the HTST team have maintained comms with these</p>	

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months - November	Actual progress June 23	Expected progress November 2022
								<p>parents throughout to explain further information was needed and keep families informed. Of these cases 2 SEND based complaints recorded on case tracker which have now been closed.</p> <p>Process this September worked well compared to Sept 2021. Further improvements will be explored to the process between the two teams. This is now complete and can be removed as its business as usual</p>	

November 2022 update submitted to DfE on 17th November 2022 - f

Area 5

Improvement Plan

Area 5	Underdeveloped arrangements for joint commissioning
---------------	--

Area Leads - Becky Hopkins (Social Care NSC) / Lisa Manson (CCG) / Alison Stone (Commissioning NSC) / Anna Clark (CCG)
 Project Team - Katherine Sokol, Strategic Schools Forum, Mark Hemmings, Kenton Mee, Martin Hawketts, Shelley Caldwell

End Outcome – Arrangements for joint commissioning are well developed
--

	Action	By When	Responsible Officer	Action RAG	Key Performance Indicators - How we will measure progress	Progress vs Action/evidence of impact June 2023 (and check Action RAG)
5.1	Co-production Charter revised and relaunched Embed formal meetings to consistently meet with young people, parents and carers to ensure their views are regularly, consistently and systematically contributing to improvement planning	May 22	Becky Hopkins Pip Hesketh Anna Clark		KPI: A quarterly meeting with parent and carer representatives is held during 2022 evidenced by the meeting minutes – ‘You Said We Did’. KPI: SEND young people’s Council will meet monthly. Their views will be evidenced by meeting minutes and ‘You Said We Did’ reports. KPI: Improvement plan adapted to include parent/carer and young people’s views.	On track to be completed and relaunched after consultation with all stake holder and a use guide produced end of September. Progress on track in regard to consultation with parents, carer’s and young people as a system wide approach. SEND Council minutes located in Appendix A March update-Co-Production Charter to be finalised April 24. No other changes
5.2	Forward plan is co-produced, and priorities agreed for 2022 – 2025 There are evidence-based assessments of commissioning need based on qualitative and quantitative data	May 22	Alison Stone Anna Clark		KPI: There is a decrease of 65% of children placed out of authority KPI: There is a decrease in the number of children in independent placements	On track Forward Plan in pace detailing all joint commissioning. Systems in place that future work is co-produced. All work lead by the commission Team is based on qualitative and quantitative information demonstrated in Commissioning Plans Commissioning priorities for next 12 to 24 months are located in the Joint Commissioning Strategy document in Appendix E. Every commissioned piece of work has an assessment plan. An example of this is located in Appendix E.
5.3	Move to a neurodiversity need led support approach	Sept 22	Mark Hemmings		KPI: there is a reduction in number of children waiting beyond 18 weeks from referral to completion for autism diagnosis assessment. KPI: All young people red on Dynamic Support register are allocated a keyworker KPI: Peer + Professional Autism Diagnosis Pathway Workshop data – 10 workshops held per annum	On track – There are a number of initiatives that are supporting the move to a “needs led” approach including peer & professional workshops, UX digital Project, 16 specific “needs led” projects and our new Keyworker team. Met – Keyworker Team fully operational and all young people red on Dynamic Support Register are allocated a keyworker Met- The PCFs commissioned to deliver workshops across the whole of the BNSSG. Some families from NS have booked to attend the workshops held in Bristol also. 14 workshops in total up to the end of July 2022. Total Parent Carers supported in NS who attended are: 97. If all families who had booked onto the workshops had attended, we would have supported 167 Parent Carers in NS. Running a mixture of themes covering, intro to Autism, Demand avoidance, Autism and Girls, masking, communication, sensory, behaviour and anxiety.
5.4	Joint commissioning of North Somerset Parent Carers Working Together (NSPCWT)	Mar 22	Lisa Manson Alison Stone Kenton Mee		KPI: Formal meetings are in place to ensure that parent carers forum is part of the regular commissioning cycle.	Progress on Track service based at the firs, open day planned. Joint funding in place this year and increased from last year. April ICB funding increased. Discussion in progress around the core offer of the PCF and work with the ICB and NSC
5.5	Co-produce and embed a process that ensures a timely joined up transition from children's services to adult services for all children who are eligible	May 22	Martin Hawketts Shelley Caldwell		KPI: 85% of young people who use transition services are satisfied with their experience	Progress on track Transitions Protocol detailing process in place, consulted on and shared an on The Local Offer. Transitions panel in place operationally between adults and children’s.

	Action	By When	Responsible Officer	Action RAG	Key Performance Indicators - How we will measure progress	Progress vs Action/evidence of impact June 2023 (and check Action RAG)
5.6	North Somerset to identify resource currently committed to independent commissioned Occupational Therapy (OT) and Speech & Language Therapy (S<) reports and this to inform BNSSG Commissioning activity Revisit the contractual position re Sirona and Tribunals	August 22	Anna Clark/ Alison Stone		KPI: More than 90% of spot purchasing commissioned from single community provider	<p>Progress on-going all work to scope out needs and identify activity and volume in SaLT and OT completed. This work has been worked together with the ICB and Sirona and contract activity identified in a draft specification. Agreement on how this will be funded on-going.</p> <p>Sirona provided detailed service specification, workforce model and costings to NSC. Awaiting decision by NSC that they wish to commission Sirona to deliver this contract. Two special schools have approached Sirona to provide above-core SaLT and Physiotherapy at their schools.</p> <p>Discussions between council, ICB and SIP partner Islington underway to help support the conversations around joint commissioning of S&L and OT.</p>

Impact Scorecard

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months – November	Actual progress June 23	Expected progress Nov 2022
5.1	KPI: A quarterly meeting with parent and carer representatives is held during 2022 evidenced by the meeting minutes – ‘You Said we Did’	A quarterly meeting with parents and carers is in place.	Appointment of Education commissioner Series of Commissioning Meetings scheduled	Not yet met	Digital Mental Health system in place Education Commissioner in Place Draft Joint Commissioning and co-production charter in consultation	Mind of My Own Implementation Plan in place Not yet met - risk to meeting target On track	Joint Commissioning Strategy & Co-production Charter operational 2022-2025	<p>MET</p> <p>Education Commissioner in post Spring 2023</p> <p>April co-Production charter agreed Send Joint Commissioning Strategy meeting arranged for discussion with Islington re a review with the new Slip Partner</p>	Consulted on Joint commission strategy and Co-production charter finale drafts December 2022
	KPI: SEND young people’s Council will meet monthly. Their views will be evidenced by meeting minutes and ‘You Said We Did’ reports	SEND young people’s Council established and young people are sharing their priorities for change	Children & Young People’s SEND Council to contribute views.	SEND Young People’s Council has been established and their views have been formalised in a “You Said, We Will” document.	You Said We Did from Parent/Carers Forum and children’s SEND Council are contributing to improvement planning	SEND Young People’s Council has been established and their views have been formalised in a “You Said, We Will” document. Fortnightly meetings between Parent Carer Forum and Assistant Director, Education Partnerships. These meetings are being reviewed to include joint meetings with the AD for Social Care, Education Partnerships and Commissioning as these are currently separate meetings		<p>On track</p> <p>Meetings embedded. Documents located in Appendix A.</p>	

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months – November	Actual progress June 23	Expected progress Nov 2022
5.2	KPI: There is a decrease of children placed out of authority.	Some work planned but other work reactive 30% of children are educated out of North Somerset	First capture of priorities and testing of value using data and feedback Increase capacity in North Somerset by 56 specialist places by September 22	Successful work to secure new provider for SEMH school following withdrawal of Learn@MAT	Evidence based Forward Plan in place Confirm 60 places in Resource Hubs and Nurture Groups Confirm 60 places in Resource Hubs and Nurture Groups	Funding Agreement for SEMH will have been signed	As per Forward Plan Fewer than 20% of children with EHCPs are educated out of North Somerset	Met Since Sept 2021, Independent placements have decreased from 165 to 146. This means that just under 10% of Children with EHCPs are placed out of authority. There are currently 145 children in independent placements, 20 of whom are joint funded. 19 of these are new starters since Sept 22 with one being joint funded.	
	KPI: There is a decrease in the number of children in independent placements	30% of children are educated in Independent Placements	Increase capacity in North Somerset by 56 specialist places by September 22	Successful work to overcome Judicial Review of Baytree School resulting in expansion of existing provision (35 Places)	Capital works on site			Met There are currently 145 children in independent placements; 20 of these are joint funded. 19 of them are new starters since September 2022 with one being joint funded	
5.3	KPI: there is a reduction in number of children waiting beyond 18 weeks from referral to completion for autism diagnosis assessment.	Dec 21	Av wait = 27.2 weeks Number waiting 12 weeks + = 104	Av wait in period – 26.3 weeks Number waiting 12 weeks + = 104	Av wait = 25 weeks (March) Number waiting 12 weeks + = 125	Av wait in period = 26.2 weeks (March) Number waiting 12 weeks + = 138	Av wait in period = 20 weeks Number waiting 12 weeks + = 100	Not Met Av wait in period = 27.9 weeks Number waiting 12 weeks + = 283 (Mar 23)	
	KPI: All young people red on Dynamic Support register are allocated a keyworker	Baseline = 0%	Target = 0% (Keyworker Team operational from 01.04.22)	Funding agreed for permanent team	Target = 0%	Interviews taking place 20 April 2022	Target = 50%	MET Team fully recruited and fully operational from Sept 22 Red cases with allocated Keyworker = 100%	
	KPI: Peer + Professional Autism Diagnosis Pathway Workshop data – 10 workshops held per annum	Baseline = 0	Target = 4 workshops held	Train the trainers on new workshop content x 2 trainers in NS 4 workshops held	Target = 8 workshops	11 workshops in total 4 face to face 7 online	Target = 18 workshops	MET 14 workshops in total 4 face to face 10 online	
5.4	KPI: Formal meetings are in place to ensure that parent carers forum is part of the regular commissioning cycle.	Regular scheduled meetings with parent carer representatives- 1. Parent carers & health commissioners 2. Parent carers and health provider heads of service joint area events e.g. Local Offer Fayre, Transitions Fayre, Meet the Councillors and Meet the Commissioners events	Bi-monthly parent carer meeting with health commissioners Quarterly meeting with community health provider Heads of Service	Quarterly health meetings with parent and carer representatives will be held during 2022 and have been scheduled throughout the year	Bi-monthly parent carer meeting with health commissioners Quarterly meeting with community health provider heads of service	Meeting held 16 March 2022 – agenda and minutes available	Bi-monthly meeting with health commissioners Quarterly meeting with community health provider heads of service	MET	

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months – November	Actual progress June 23	Expected progress Nov 2022
5.5	KPI: 85% of young people who use transition services are satisfied with their experience	<p>Transition's Protocol is in the consultation process</p> <p>Approximately 25 young people transition to adult services each year</p> <p>66% good 34% don't know</p>	<p>Transition's protocol will have been signed off</p> <p>66% of young people who use transition services are satisfied with their experience</p>	<p>Sign off agreed by parent carer forum and SENDIAS</p>	<p>Transition's protocol will be embedded in practice</p> <p>75% of young people who use transition services are satisfied with their experience</p>	<p>Protocol has been completed and signed off by SENDIAS and parent carer forum</p> <p>Quarterly panels have been set up first of which 11 April 2022</p> <p>Parent Carer Survey completed – report due May 2022</p>	<p>Review Transition's protocol</p> <p>80% of young people who use transition services are satisfied with their experience</p>	<p>Partially met</p> <p>Further work planned with Adult Colleagues to support Adult Pathways and capture parents and carer's views.</p> <p>Current satisfaction levels at 64%</p>	
5.6	KPI: <70% of spot purchasing commissioned from single community provider	<p>Baseline - 0%</p> <p>North Somerset currently spot purchasing advice where child's need does not meet Sirona threshold but does exceed Tribunal threshold. Sirona not currently commissioned for Tribunals</p>	<p>Target - 0%</p> <p>Financial envelope determined Commissioning process underway</p>	<p>Review agreed of current EHCPs with SLT and OT to take place to scope out current provision and ability to support / transfer to community contracts.</p>	<p>Target - 50%</p> <p>Contract in place and service being delivered</p>	<p>First meeting with CCG, Local Authority and Sirona has taken place to discuss transfer of spot purchasing to the community provider.</p> <p>Meetings scheduled to agree how service will be delivered</p> <p>North Somerset Council in discussion with CCG and neighbouring authorities about financial responsibilities and thresholds.</p>	<p>Target – 75%</p>	<p>Not on track – funding discussions continue with Islington SIP partner.</p>	

Area 6 - Improvement Plan

Area 6 | A lack of systems to track outcomes, including exclusions, for children and young people with SEND across the partnership.

Area Leads - Amy Webb (Corporate Services NSC) / **Emma Diakou (Business Intelligence, NSC)** / Mark Hemmings (CCG) / Wendy Packer (Inclusion, NSC)

Project Team - Emma Diakou/Gerry Bates/Kate Blackburn/Mark Hemmings/Dave Ostry

End Outcome: there are robust systems to track outcomes for children and young people with SEND across the partnership. These outcomes and associated targets are regularly reviewed by senior leaders

Action	By When	Responsible Officer	Action RAG	Key Performance Indicators - How we will measure progress	Progress vs Action/evidence of impact June 2023 (and check Action RAG)
<p>6.1 A revised and updated JSNA informs a strategic understanding of the needs of children across North Somerset</p>	January 2022	Emma Diakou		<p>KPI: JSNA has been published to include the following:</p> <ul style="list-style-type: none"> Published overview document Published data dashboard Published spotlight reports aligned to the life course Published supporting ward profiles <p>KPI: a bi-monthly meeting of the JSNA advisory group is held in 2022 as evidenced by the meeting minutes</p> <p>KPI: 3 webinars held to raise awareness of the JSNA across the area</p>	<p>MET</p> <p>Joint strategic needs assessment (JSNA) for health and social care North Somerset Council (n-somerset.gov.uk)</p> <ul style="list-style-type: none"> JSNA life course now incorporated into ICP workplan JSNA used to refresh the Joint Health and Wellbeing Strategy JSNA used to refresh NSC Annual Directorate Statements <p>Documents can be found in Appendix F</p>
<p>6.2 All staff complete the Council for Disabled Children (CDC) Outcomes training and are aware of the North Somerset Joint Outcomes Framework (JOINS) and their responsibilities to children with SEND</p>	Sept 22	Pip Hesketh		<p>KPI: CDC SEND Outcome training part of new staff induction and work towards more than 90% completion.</p> <p>KPI: CDC SEND Outcome training part of existing staff work towards more than 90% completion by September 2022</p>	<p>On Track</p>
<p>6.3 An integrated SEND data dashboard will be shared across the partnership including Education Leaders and used to inform future service development and priorities.</p> <p>The board will commit to requesting deep dives on data within the dashboard where performance is poor, or the data indicates an emerging problem</p>	Feb 22	Emma Diakou / Mark Hemmings		<p>KPI: A monthly data and performance dashboard is produced and presented to the SEND Partnership Board during 2022 evidenced by the meeting minutes</p>	<p>MET</p> <p>Minutes of SIB can be located in Appendix A – Improvement Board</p>
<p>6.4 Customer satisfaction questionnaires to accompany key parts of service including health appointments and statutory needs assessment (See 4.5)</p> <p>A review will be undertaken of current mechanisms to gather satisfaction to ensure they are fit for purpose, if they are not new mechanisms will be developed, co-produced with young people and their parents and carers</p>	May 22	Sally Varley / Anthony Webster/ Gerry Bates		<p>KPI: Increased percentage of parents satisfied with their interactions and outcomes (to be confirmed following review)</p>	

Area 6 - Impact Scorecard

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months – November	Actual progress June 23	Expected progress Nov 22
6.1	<p>KPI: JSNA has been published to include the following:</p> <ul style="list-style-type: none"> Published Overview Document Published Data Dashboard Published Spotlight Report aligned to the Life Course Published supporting Ward Profiles 	<p>Completion end Feb 22</p> <p>Published</p> <p>Published</p> <p>Population – complete Starting well – complete Healthy Places – complete Living well, ageing well and mortality - in progress, estimated completion end Feb</p> <p>Published</p> <p>Comms plan developed and being taken to the Health and Wellbeing Board on 17 February for sign off.</p>	<p>JSNA Completion end Feb 22</p> <p>Spotlight reports complete</p>	<p>Completed</p> <p>Completed</p>			Annual Review of JSNA	<p>MET</p> <p>JSNA can be located in Appendix F - JSNA</p>	
	<p>KPI: A bi-monthly meeting of the Joint Strategic Needs Assessment Advisory group is held in 2022 as evidenced by meeting minutes</p>	Dates in Diary	The dashboard will be reviewed at bi-monthly advisory group meetings and reviewed annually at the Health and Wellbeing board in advance of the Health and Wellbeing Strategy refresh	On track and ongoing	The dashboard will be reviewed at bi-monthly advisory group meetings and reviewed annually at the Health and Wellbeing board in advance of the Health and Wellbeing Strategy refresh	Revised dashboard shared at the April Improvement Board	The dashboard will be reviewed at bi-monthly advisory group meetings and reviewed annually at the Health and Wellbeing board in advance of the Health and Wellbeing Strategy refresh	<p>MET</p> <p>Minutes can be located in Appendix F - JSNA</p>	
	<p>KPI: Three Webinars held to raise awareness of the JSNA across the area</p>		At least 10 organisations per webinar taken from the public, voluntary and community sectors.	8 organisations/ groups in first webinar (NSC, VANS, Sirona, Woodspring ICP, Weston/Worle ICP, Healthwatch, BNSSG CCG, GP rep)	At least 10 organisations per webinar taken from the public, voluntary and community sectors	Dates in diary	At least 10 organisations per webinar taken from the public, voluntary and community sectors	<p>MET</p> <p>Minutes can be located in Appendix F - JSNA</p>	

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months – November	Actual progress June 23	Expected progress Nov 22
6.2	KPI: CDC SEND Outcome training part of new staff induction and work towards more than 90% completion.	CDC Outcomes Training included in induction and appraisal for all Sirona and Avon & Wiltshire Partnership operational staff working with children with SEND across the partnership - mandatory for staff involved with SEND	CDC Outcomes Training included as mandatory part on health & care induction	Health providers have worked with their internal Learning and Development Teams to develop a data report showing compliance with SEND training. This will be provided quarterly to the SEND improvement Board from May 2022.	75% of new staff in health and care complete CDC Outcomes training	Data report on training compliance for health staff will be available.	100% of new staff in health and care complete CDC Outcomes training	On track	
	KPI: CDC SEND Outcome training part of existing staff work towards 100% completion by September 2022		Existing children's workforce encouraged to complete CDC outcomes training	A review of who has completed outcomes training has been undertaken and teams directed that all complete by end May 2022.	75% of existing staff completed CDC Outcomes training	An additional 43 staff members have completed the EHC Annual Review Outcome Training and 46 have completed the EHE Outcome Training. This is being monitored closely by the SEND Improvement Board. System for ongoing training is in place for health partners.	More than 80% of existing staff completed CDC Outcomes training	On track	
6.3	KPI: A monthly data and Performance Dashboard is produced and presented to the SEND Partnership Board during 2022 as evidenced by the meeting minutes	Single dataset complete (council only data) with comparators with peers. Exploration of combined datasets with health partners Organisational data	Targets as per baseline - please refer to individual schools for actual targets	Dashboard shared with SEND Improvement Board	Targets as per baseline - please refer to individual schools for actual targets Review dashboard review process	SEND Performance & Data Dashboard now developed and operational and is a standing agenda item at both boards Dashboard now being reviewed to be interactive via PBI and to be published on our website. Ongoing improvement work to integrate health data into Power BI alongside NSC May 2022 SEND Partnership Board: deep dive into Community Children's Health Services – Therapies Health providing a Deep Dive in May	Targets as per baseline - please refer to individual schools for actual targets Review dashboard review process	MET Documents can be found in Appendix A – Improvement Board and Appendix F – Data Dashboard	

KPI Ref	Key Performance Indicators – How we will measure Progress	Baseline	February Key Performance Indicator (3 months)	Actual progress February	May Key Performance Indicator (6 months)	Actual progress May	12 months – November	Actual progress June 23	Expected progress Nov 22
						SEND Improvement Board meeting – focusing on Therapies Core Offer, Community Paediatrics and CAMHS.			
6.4	KPI: Increased percentage of parents satisfied with their interactions and outcomes (to be confirmed following review)	We have an annual parent/carer survey but will now also introduce customer satisfaction questionnaires within North Somerset Council. Community Children's Health Partnership patient feedback	Develop a baseline survey by February 2022 and piloted Agree with PCF the pivotal indicator's we will report on from their Annual Survey	Parent Carer survey completed Spring 2021	Full NSPCWT survey run, and results shared for target setting	Results from the parent carer forum survey are due by end May 2022. This is being collated and shared within the report to the Improvement Board May 2022.	Improvement in baseline scores		

November 2022 update submitted to DfE on 17th Nov