

## Appendix B

### Transformation Proposal

Service Area:	Children's Services
Director:	Julian Wooster
Strategic Manager	Fiona Phur
SAP Node	

#### 1. Description of transformation proposal:

##### **Somerset Special Educational Needs and Disabilities Information Advice and Support (SENDIAS) Team Restructure**

On the 1st September 2014 the Children and Families Act came into effect and with it a raft of reforms and new duties on local authorities for how services and support are delivered for disabled children and young people and those with SEND.

The Minimum Standards for Information Advice and Support Services (IASS, sometimes known as SENDIAS/S) were finalised in September 2018. These minimum standards are based on the requirements relating to support that Information, Advice and Support Services must provide, as set out in the Children and Families Act (CFA) 2014, the SEND Code of Practice and on additional legal advice commissioned by the Information, Advice and Support Service Network.

These standards have placed an extra burden on the service, although from their launch, it was evident that Somerset aims to offer a compliant and effective service. In order to achieve this, this requires an investment in capacity in the service, but this will lead to cost avoidance by reducing the number of assessments per annum.

Total cost avoidance = £1,440,000

Minus total pressure of SENDIAS investment=£723,000

Total cost avoidance over 3 years= £717,000.

The getset level 2 service will cease from 31 March 2020, therefore the existing Family Support Worker staff are formally at risk of redundancy. In order to achieve this new SENDIAS structure, there is an opportunity to redeploy getset level 2 staff with a transition period between October 2019 – March 2020 where they undertake the required training and begin working with families and schools, under guidance of area co-ordinators.

#### 2a. Benefits (Non-Financial) and Opportunities

In order to embrace the principles of early intervention, fairness and equitable provision across the county, SENDIAS should be better equipped to be able to support all families, including children on SEND support, in schools. This will mean that schools are better informed to support children with SEND under the SEND

Code of Practice, as required by the Children and Families Act 2014. This may decrease the requests for assessment for EHC Plans and result in fewer mediations and tribunals and, therefore, supporting SEND caseloads to be processed within statutory timescales.

The deployment of experienced Support Workers from the getset level 2 service will enhance the service through having community-based staff who are mobile and flexible to the needs to parents, children and young people with SEND needs. Their established networks and skills will mean that parents have more access to advocacy and support and schools have more guidance as to their responsibilities. For more complex cases, support workers will be able to step-up the case to the more experienced SENDIAS Area Co-ordinators, who will manage cases at Level 3 and 4 need. The outcome of this early intervention will be that the pressure on the SEND Case work team and the capacity of SENDIAS Area Co-ordinators will be reduced, this saving costly fees in mediations and tribunals and allowing the case work team to meet statutory timescales.

### **2b. Financial Benefits - Will be completed by Finance**

*Financial benefits identified should be evidence based and financial analysis should be undertaken which establishes how each future benefit is measured and signed off. Please also include any costs and income including Capital Costs, Capital Receipts, Estimate of Redundancy costs, Estimate of Resource costs to deliver.*

Financial Year	Financial benefits (to the nearest £100)	Income Generated	Cost Involved	Total	Ongoing or One-off?
2020/21	£0	£	-£241,000	-£241,000	On-going
2021/22	£240,000	£	-£0	£240,000	
2022/23	£480,000	£	-£0	£480,000	
<b>Total</b>	<b>£720,000</b>	<b>£</b>	<b>-£241,000</b>	<b>£479,000</b>	

### **3. Transformation investment and Support required**

*Please include information about leverage funding/match funding from external sources as well as any additional resources required e.g. Finance, HR, legal, IT, procurement, project management.*

Investment Type	Yes/no	Amount of Investment Needed	Year	Or any Additional support needed at no cost.
Financial	Yes	£241,000	2020/21	
HR				
Legal				
ICT				

Procurement				
Change				
Business Support				
other				

**4. Any Risk or Impact on residents, businesses and other organisations & Impact on other services we provide (please include and legal issues identified):**

The risk of this investment not making the desired outcome will mean that the SEND Casework team and supporting services will continue to receive a disproportionately high level of requests to assess for an Education, Health and Care plan (EHCP) and refusals to assess will lead to a higher number of mediations and tribunals. The average cost of a tribunal is around £8000.00.

The risk of these negative actions increasing means that families of children and young people with SEND will have lowered confidence in the local authority being able to support their children

Equalities Impact Assessment- Is the equality duty relevant - No

**5. Timescale to deliver key milestones:**

<b>Milestone</b>	<b>Date</b>
Discussion with getset staff	w/c 23.09.2019
Getset staff to complete expressions of interest	w/c 30.09.2019
Informal conversation with SENDIAS, individual getset staff member and getset manager	w/c 07.10.2019
Getset staff to complete SEND e-learning	w/c 14.10.2019
SENDIAS team plan work shadowing opportunities and assign mentors to getset staff	w/c 21.10.2019
Getset staff begin taking lead roles	w/c 06.01.2020
Getset staff redeploy	w/c 30.03.2020
<i>Quarterly milestones reported to the SEND Improvement Board over 3 years to evidence effectiveness of SEN Support work</i>	w/c 1.4.2020

**6. Confidence level:**

<i>Confidence Level</i>	<i>Please Tick</i>	<i>Confidence Level</i>	<i>Please Tick</i>
25%- Remote		75% - Probable	✓
50%- Unlikely		100%- Certain	

Explanation here:

The confidence that the project will commence from 1.4.2020 is 100% as the process of redeployment has already commenced. The confidence that the project will reduce assessments is rated at 75% ,as there is a risk that the need will increase beyond the investment made.

<b>Financial benefits &amp; investment validated (Y/N)</b>	<b>By whom (Sign)</b>	<b>Date</b>
<b>Sign off from Strategic Manager</b>		
<b>Equalities Sign off</b>		
<b>Finance Sign off</b>		

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**For internal information only:**

<b>Information has been sent to and acknowledge by (Y/N)</b>	<b>By whom</b>	<b>Date</b>
<b>Legal</b>		
<b>Insurance</b>		
<b>HR</b>		