

What are the key challenges?

SENCo deployment

- SENCo being used for 'on-the-ground' stuff i.e. class cover, SEMH situations, parental incidents which could be covered by class teachers.
- Also too much admin (Referrals / EHCPs / Early help / Consultations)

External services

- External services esp NHS / Training from them/ Lack of staff in EP team / Social care feedback. Other services telling schools to apply for an EHCP when SENCo disagrees
- Assessment co-ordinator comms to schools

Cohort

- More complex needs esp SEMH in mainstream schools
- EYFS numbers below PAN
- Getting involvement and pupil voice in EYFS and KS1

Parental expectations

- multiple emails in a day / parents with needs / being a social worker / 1:1 is the answer for child

Other ideas for next year...

- TA recruitment drive
- School based p/c reps
- Training
- Conference speakers and workshops
- **Workshop on mentalisation**
- Inclusion week - **don't mind when but need lots of notice.**
- SENCo succession planning