**An update on the Inclusion Review programme**

Following previous communications about the Inclusion Review programme, we want to give you some more information about what’s included in the review, the governance and what we see are the benefits around the review.

This review is just one part of our strategic change programme which will help us achieve our strategic priorities set out in our [Business Plan](https://orb.edinburgh.gov.uk/homepage/86/our-future-council-our-future-city-council-business-plan).

Andrew Kerr, Chief Executive, has spoken before about the financial challenges we’re facing as an organisation. It’s critical we strike the right balance in making sure we continue to deliver the right services for the people of Edinburgh, by working and thinking differently.

A key driver of this review will be to respond to the recommendations from the National ASL Review and make sure they’re aligned to our [strategic priorities](https://orb.edinburgh.gov.uk/future-council/future-council-future-city-council-business-plan/1). We know these recommendations will mean:

* a more skilled, responsive workforce
* learners’ needs will be met locally
* specialist support and key colleague roles will be aligned across learning communities
* learning establishments will be able to build their own capacity, reducing the reliance on central teams of specialists.

**Listening to you**

Your views are important to us, and we want to give you the opportunity to have you say. The best way to do this is to set-up project teams to carry out research - you may be contacted by them. The team will include head teachers, colleagues from finance, human resources and data specialists, who will report their findings to the Inclusion Review Board, chaired by Amanda Hatton, Executive Director of Children, Education and Justice Services. Final proposals will then be presented to the Education Committee for agreement.

Three key workstreams are detailed below. Each of the areas are being reviewed independently with the result being a coherent overarching Inclusion Service for Edinburgh.

1. **Support colleague review**

Colleagues in our support teams play a vital role in our schools helping our children and young people achieve positive outcomes. The drivers for this workstream are to fully understand and recognise the range of responsibilities our support colleagues undertake. We want to provide a way for colleagues to achieve career progression and develop specific skills. As well as have more secure positions.

**Areas to be reviewed**

* Job descriptions
* Training and development
* Pay grades
* Contracts and supervision

**Roles in scope to be reviewed**

* PSOs
* Grade 3 and 4 PSAs
* Early Years Assistants
* Bilingual Support Assistants
* Autism Development Workers
* Nursery Nurses in special schools
* School Support Assistants
1. **Review of the support colleagues model aligned to improving attendance**

Although overall attendance in our schools is good, there has been an increase across all sectors in the number of pupils with less than 85% attendance. Currently families are being supported by a wide range of colleagues across schools, all using different approaches. We want to understand these various roles and agree a staffing model that meets the requirements of our learning establishments to help ensure effectiveness and consistency across our city.

1. **Review of the ASL services**

We’re looking at the scope of this workstream but know it will encompass the reviews of the ASL and Psychological Services. It will also cover the current pathway model for support, recording and inclusive training for all colleagues.

**What’s next?**

We value our colleagues’ opinions and throughout the review will be fully engaging with **all relevant** stakeholders to seek their support and contributions.

All formal review processes will be carried out in line with our Managing Change Policy, including IIAs and consultation. Our Trade Union colleagues will also be part of these discussions on a regular basis.

We know and understand that periods of review and change can be unsettling. We want to assure you that we fully intend to be transparent and keep you fully informed throughout the whole process. Dedicated mailboxes for workstreams will be available next term where you will be able to direct any queries etc. We’ll let you know when it’s set-up.

We’re all working together for the people of Edinburgh and welcome and appreciate your support and engagement. Our aim at the end of this review is to deliver a higher quality and improved approach to Inclusion, which will provide a more secure and consistent environment for all concerned.

**Programme at a glance**

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| Objectives of programme | * a more skilled, responsive workforce
* learners’ needs will be met locally
* specialist support and key colleague roles will be aligned across Learning Communities
* learning establishments will be able to build their own capacity, reducing the reliance on central teams of specialists

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| Who makes up the thematic project teams?  | Groups of:* Headteachers
* Finance
* Human resource
* Data specialists
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| What happens to the findings reported?  | * Reported to the National Inclusion Board which is chaired by Amanda Hatton who will take final proposals to the Education Committee for agreement.
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| Key thematic areas identified | * Support Colleagues Review
* Review of the Support Colleague model who are aligned to improving attendance
* Review of the ASL services.
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| Support colleagues in scope of this review  | * PSOs
* Grade 3 and 4 PSAs
* Early Years Assistants
* Bilingual Support Assistants
* Autism Development Workers
* Nursery Nurses in special schools
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| Review of the Support colleagues model who are aligned to improving attendance.  | * Aim moving forward is to understand these various roles and agree a colleague model that not only meets the requirements of our organisation but will help ensure consistency across our city.
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| Review of the ASL services | * Currently being fully scoped but will include reviewing the service design of the ASL and Psychological Services

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| Formal review process | * All formal review processes will be carried out in line with our Managing Change Policy, including IIAs and consultation. Trade Union colleagues will also be part of these discussions on a regular and ongoing basis.
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| How can you provide feedback, ask questions etc. | * Dedicated mailboxes will be created next term
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| Aim of this review | * To deliver a higher quality and improved approach to Inclusion, which will provide a more secure and consistent environment for all concerned.
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