

7. How are the adults in school helped to work with children with SEND and what training do they have?

Inclusion Manager:

- The Inclusion Manager's job is to support the class teacher in planning for children with SEND. The Inclusion Manager, Sallie Falvey, is a qualified teacher with over 25 years of teaching experience and a background in SEND. She has the Advanced Diploma in Education (preceding the National SENCO Award). She is a respected, knowledgeable and highly experienced SENCO and a member of the school's Senior Leadership Team, who plays a key role in the life of the school, regularly meeting with senior staff, teachers, LSAs, parents and other professionals. She monitors the quality and impact of interventions. With the HT and Finance Manager she is responsible for managing the SEND budget and deployment of LSA staff and with the HT and governors determining the strategic development of SEND policy and provision.

Learning Support Assistants:

- LSAs have NVQ level 2 or equivalent qualifications, most have NVQ 3 and some are working towards degree qualifications. All LSAs receive comprehensive in-school training from the Inclusion Manager, focusing on specific SEND topics such as speech and language, fine and gross motor skills, autistic spectrum disorders, SEMH needs, and the importance of quality interactions. This training is usually linked to Performance Management Appraisal.

All staff:

- The school has a school development plan, including identified training needs for all staff to improve the teaching and learning of children including those with SEND. This may include whole school training on SEND issues or to support identified groups of learners in school, such as ASD, dyslexia, etc.
- Whole staff training to disseminate knowledge, strategies and experience, to ensure consistency of the school's approach for children with an SEND.
- Individual teachers and support staff attend training courses run by outside agencies that are relevant to the needs of specific children in their class