

Report to CABINET

Change Partnership Programme delivery – Early Language Support for every child/Alternative Provision Specialist Taskforce: grant requirements

Portfolio Holder: Councillor Mohon Ali - Cabinet Member for
Education and Skills

Officer Contact: Julie Daniels – Executive Director Children and
Young People

Report Author: Paula Green, Head of SEND and Inclusion

17th November 2025

Reason for Decision

This paper seeks approval to appoint/extend posts relating to grant funding allocated to Oldham in relation to the Change Partnership Programme (CPP) and associated ELSEC (Early Language Support for every child) and the APST (Alternative Provision Specialist Taskforce). The funding is ringfenced and can only be used for the purpose set out in this report.

Recommendations

Recommendations are requested for the progression of the CPP proposed model, which sees a significant investment in Oldham's SEND Team, Specialist Services and statutory responsibilities which, in turn, will provide better support and opportunities for building a sustainable system for children and young people with SEND. Therefore, approval is sought to implement **option one** below only, to draw on the CPP grant funding to enable creation of the required posts and dependencies to work alongside the SEND Team and wider SEND & Inclusion Service.

CPP delivery grant requirements

1 Background

- 1.1 Since the reforms to the special educational needs and/or disabilities (SEND) system, set out in the Children and Families Act 2014 in 2014, there has been a consistent rise in demand for education, health and care plans (EHCPs) and associated support and provision, including that across education, health and care.

Placing children and young people at the centre of the SEND system was right, as were many other aspects of the reforms, but the reforms set out in the Act were not supported by sufficient powers or funding to allow councils to meet the needs of children with SEND. This has meant that the reforms have failed to achieve the goal of improving provision (early intervention and prevention) for children and young people with SEND as a result.

As a result of the reforms, there has been growing numbers of education, health and care plans (EHCPs) supporting young people with special educational needs and disability (SEND), rising rates of exclusions and placements in alternative provision (AP), and rising pressure on resources for young people with additional and high needs. Therefore, the government are planning to further reform the system, as set out in the Special Educational Needs and Disabilities (SEND) and Alternative Provision (AP) Improvement Plan Right Support, Right Place, Right Time, March 2023.¹

Oldham were successful in a bid to be part of the North West Change Partnership Programme, explicitly to focus on testing proposed reforms with the aim of creating greater sustainability within the system. This was initially for a period of two years and has now been extended for a final third year with further funding until the end of 2025/2026. This bid has been analysed and considered by the DfE and the areas of activity, including several posts to support the year 3 delivery programme.

2 Current Position

- 2.1 The proposal under the CPP will contribute to the creation of effective processes and routines related to SEND, early intervention/prevention and alternative provision, at a national level.

Given the multi-faceted nature of local SEND systems, consistent practice in identifying needs, putting in place support, carrying out annual reviews and planning for young people's transition is crucial.

This is how we young people with SEND will be enabled to make the most of their education and childhood and pursue their aspirations as they move into adulthood.

This is not about having the same approach for everyone, but rather, established mechanisms that enable professionals to be pro-active to create person centred plans when working with young people with SEND and their families.

There needs to be a joined-up, coherent approach to preparing young people for adulthood from their earliest years and the potential reforms, will go some way towards that.

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https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1139561/SEND_and_alternative_provision_improvement_plan.pdf

This paper relates to posts and dependencies and seeks approval to implement these on a fixed term basis for a period of one year, to be fully funded by the CPP grant which has been agreed.

These posts focus particularly around increasing the current SEND Team and Specialist Services and associated activities related to the council's statutory responsibilities. The full list of posts is outlined in the appendix with associated financial information. All costs will be covered by the CPP grant.

The proposal outlines the creation of several fixed terms posts which will be fully funded by the CPP grant and which will allow the objectives set out in our bid to the DfE to be realised.

It will achieve this through increased capacity for a fixed term period to test the reforms that all local authorities will have to implement.

These posts have already been agreed as part of the bid process and outcomes measures will be in place to ensure an understanding of their impact over the fixed term period.

3 Options/Alternatives

3.1 **Option 1:** Approve progression of the staffing model outlined in appendix A so that the CPP can be implemented in full.

The CPP funding is ring-fenced for the projects identified in this paper. Therefore, there is no other viable option. Carrying out the projects will provide the local area with much needed early identification and specialist support for our most vulnerable children and young people.

Option 2: Do nothing.

If we take no action, funding will not be utilised and may, as a result, need to be returned to the DfE, which would significantly limit the support available to identify needs and support our most disadvantaged children and young people.

4 Preferred Option

4.1 The recommended option is option one. This allows for progression of the CPP proposed model, which sees a significant investment in Oldham's SEND Team, Specialist Services and statutory responsibilities which, in turn, will provide better support and opportunities for building a sustainable system for children and young people with SEND.

Therefore, approval is sought to implement **option one** above, to draw on the CPP grant funding to enable creation of the required posts and dependencies to work alongside the SEND Team and wider SEND & Inclusion Service.

5 Consultation

5.1 Oldham Parent/Carer Forum, parents/carers and partners have been involved in the development of the grant bid throughout the duration of the project.

6 Financial Implications

6.1 **Staffing Model Approval Request – NW CPP Funding**

This report seeks approval to implement the staffing model outlined in Appendix A, which includes the appointment and extension of posts funded by the Northwest Change Partnership Programme (NW CPP) grant allocated to Oldham.

Posts Within Scope (Funded by NW CPP)

| Job Title | Period | Cost (£) |
|--------------------------------------|---------------|-----------------|
| Quality Assurance Lead | 12 months | 78,330 |
| SEND Support Officer * | 12 months | 38,020 |
| SEND Team Manager | Honorarium | 5,000 |
| Advisory Teacher | TLR | 3,500 |
| SEND Improvement Officer | 12 months | 47,930 |
| Advisory Teacher | 9 months | 58,748 |
| Advisory Teacher | 9 months | 58,748 |
| SEMH Advisory Teacher | 6 months | 39,165 |
| SEMH Advisory Teacher | 6 months | 39,165 |
| Advisory Teacher | 6 months | 39,165 |
| Assistant Educational Psychologist * | 12 months | 51,210 |
| LISO Coordinator LA * | 12 months | 46,690 |
| POINT Commission | 12 months | 60,000 |
| Total | | £565,670 |

* Denotes **New** posts

Confirmed Grant Funding

| Grant Source | FY2025/26 (£) |
|---|-------------------|
| NW CPP | 562,229 |
| ELSEC | 251,653 |
| ELSEC (NHSE) | 133,000 |
| Alternative Provision Specialist Taskforce (APST) | 229,758 |
| Total Grant Funding | £1,176,640 |

Key Points for Approval

- The total cost of the proposed staffing model is in the region of **£565,670** including oncosts, which will be covered by the **NW CPP** grant allocation.
- Additional funding from **ELSEC**, **ELSEC (NHSE)**, and **APST** provides further financial flexibility and support for related initiatives.
- The roles outlined are critical to delivering the objectives of the NW CPP and improving SEND services in Oldham.

Vicki Hayes – Senior Accountant

7 Legal Implications

- 7.1 Assuming all proper procurement process has been followed legal have nothing further to add – Mike Grocott

8. Procurement Implications

- 8.1 There are no Procurement implications however the Council policies and procedures should be followed when employment decisions are made to avert any unlawful claims. It is important the consultation has been taken with all the parties in the council concerned. It is also recommended that should the service foresee these roles being required in the longer term then the service structure is carried out with a view to establishing the post accordingly.

9 Equality Impact, including implications for Children and Young People

- 9.1 No [delete as appropriate] Ctrl and click to follow link to complete <https://app.powerbi.com/home?experience=power-bi>

10 Key Decision

- 10.1 Yes

11 Key Decision Reference

11.1 EDS-11-25

12 Background Papers

12.1 N/A

13 Appendices

13.1

Appendix I: Details of proposed use of grant for the Change Partnership Programme

| A: Change Partnership Programme posts | | | | | | |
|---------------------------------------|----------------------|------------|---------------|---------------------------|---|--------------------|
| Post | Grade | FTE | Period | Location | Further details (linked to project bid) | Cost |
| SEND Support Officer | 3 | 1 | 1 year | SEND Team | <ul style="list-style-type: none"> All aspects of support for the below | 36,290 |
| QA Lead | STPC: UPS | 1 | 1 year | Advisory Teaching Service | <ul style="list-style-type: none"> Quality assurance of ARP, Special Schools, Tier 2, APST QA of ordinarily available provision/GR/Notional SEND budget | 78,760 |
| SEND Team Manager | SM3 | 1 | 1 year | SEND Team | Honorarium, Lead of APST and Tier 2 | 5000 |
| Senior Advisory Teacher | UPS3 + TLR2 | 1 | 1 year | SEND - ACNS | Honorarium, Lead LISO team, increased TLR 2 payments | 3500 |
| SEND Improvement Lead | STPC: UPS | 1 | 1 FTE | SEND - ACNS | Currently 0.5 FTE, can increase to 1 FTE. 0.5 FTE increase | 40,120 |
| 2 x Early Years for 2 terms | UPS3 +TLR2 | 2 | 2 terms | SEND - ACNS | PINS and LISO; 2 x Early Years - £118,139.40 2 x SEMH - £78,759.60 1 x ASC – £39,379.80 2 x assistant EP - £45,530 | 281,808.80 |
| 2 x SEMH for 1 term | UPS3 +TLR2 | 2 | 1 term | | | |
| 1 x Advisory Teacher ASC 1 term | UPS3 +TLR2 | 1 | 1 term | | | |
| 1 x Assistant EP | S'bury AEP scale 2-4 | 1 | 1 year | | | |
| POINT | N/A | N/A | 1 year | POINT | Coordination and implementation support (general, LISO, PINS). Co-ordinate parent voice, engagement, and impact. | 60,000 |
| LISO Coordinator LA | G5 | 1 | 1 year | SEND - ACNS | 1 x FTE coordinator | 41,240 |
| ELSEC | N/A | N/A | 1 year | SEND - ACNS | ELSEC/Salt Navigator post within POINT including creation of padlets and blogs to support parents - £50,000 Short Breaks award to gather pupil voice in 10 existing ELSC schools - £10,000 Specialist workforce extension - Extension of the Advisory Teacher post through an amended secondment agreement with the Harmony Trust – £42,502 Specialist workforce - Extension to current SLA with Harmony Trust for specialist posts (SaLT and/or SaLT assistants subject to availability) up to the value of £130,000 Providing universal access to key tools and licenses for all schools in Oldham, including recommissioning of Language Link for all secondaries - £150,000 | 382,502 |
| APST | TBC | 5 | 1 year | SEND - Kingsland | This is a separate grant and will increase existing capacity of the APST | 229,758 |
| Total exc. ELSEC and APST | | | | | | £546,718.80 |

DELETE THE SIGNATURE BOX IF THE REPORT IS A CABINET DECISION

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| Signed _____ Cabinet Member (specify whom) | Dated _____ |
| Signed _____ Executive Director/Deputy Chief Executive | Dated _____ |