

# Changes to the Inclusion Team

February 2021

# Overview .....

## The Inclusion team had two responsibilities:-

- The Local Authority statutory responsibility for the Fair Access Protocol (The School Admissions Code, 2014)
- Managing the Local Authority statutory responsibilities for exclusions from school (Exclusion from maintained schools, academies and pupil referral units in England, 2017)

# In September 2020, the Inclusion Team was formed

**Incorporating: -**

**Inclusion Gateway Team** and **Inclusion Preventative Team.**

**The key aims of the newly formed Inclusion Team were:**

- To enable new pathways to be developed within ISL to support schools.
- To ensure that partnership working between education settings, parents and the LA becomes more integrated, robust and effective
- Protect, champion and safeguard the entitlement of children who are at risk of being out of education due to their poor emotional wellbeing and behaviour.
- Coordination of integrated approaches in order to secure early, targeted interventions which lead to sustained quality outcomes for children and families

# The Current Model:

- **5 Gateway officers (Primary and Secondary blended)** – responsible for fulfilling the admission of children and young people who fall within the fair access team
- **2 preventative officers (East and West Split)** – responsible for fulfilling the counties statutory responsibilities and exclusion prevention and admissions

# Issues identified:

- The 2 functions of the Gateway and exclusion prevention teams are more interlinked than our current structures allow.
- The split in roles does not lead to effective accountability delivery of the inclusion agenda and risks running in two siloes
- Due to the large amount of movement in Secondary Schools with children at risk and fair access work means area officers are stretched
- Primary and secondary at-risk meetings in local areas means officers have reduced capacity to complete the functions across both phases
- Primary and secondary schools have very different processes and as such we are stretching officers by trying to get them to be experts in both phases

# The New Model:

- 5 Secondary Inclusion Officers
- 2 Primary Inclusion Officers\*

**This redesigned team are jointly responsible for:**

- Fulfilling the admission of children and young people who fall within the fair access team
- Fulfilling the counties statutory responsibilities and exclusion prevention and admissions

\*Primary team will retain responsibility for year 6/7 transition for pupil at risk or recently laced under FAP

# Strengths:

- The team can begin to build specialisms, relationships and structures within the Primary and Secondary phases.
- The team can work in a more responsive less stretched way ensuring they can develop local area or phase ownership
- The team can more effectively quality assure and share good practice across the primary and secondary phases, leading to a greater understating of local services and thresholds for support
- The service can develop more robust succession planning and increase service/staff skill set to avoid siloed working
- Aim to provide a seamless and joined up approach for schools and families

Name	Area
<p><b>Anjana Walia</b> (Secondary DSPL 9)</p>	<p><b>Inclusion Lead Officer – Fair access</b> Watford &amp; Three Rivers</p>
<p><b>Florence Adigun</b> (Secondary DSPL 3 &amp; 4 )</p>	<p><b>Inclusion Officer</b> Broxbourne and East Herts</p>
<p><b>Fatma Abdurahman</b> (Secondary DSPL 5 &amp; 6)</p>	<p><b>Inclusion Officer</b> Welwyn, Hatfield and Hertsmere</p>
<p><b>Lorraine Clancy</b> (Secondary DSPL 1 &amp; 2)</p>	<p><b>Inclusion Lead Officer - Exclusions</b> Stevenage and North Herts</p>
<p><b>Jacqui Elliss</b> (Secondary DSPL 7 &amp; 8)</p>	<p><b>Inclusion Officer</b> St Albans and Dacorum</p>
<p><b>Victoria Blackford</b> (Primary DSPL 1,2,3,4)</p>	<p><b>Inclusion Officer</b> East Hertfordshire</p>
<p><b>Danielle Hewson</b> (Primary DSPL 5,6,7,8,9)</p>	<p><b>Inclusion Officer</b> West Hertfordshire</p>
<p><b>Atlanta Nolan</b> (All DSPL's)</p>	<p><b>Inclusion Information Officer</b> Across Hertfordshire</p>



# Access and Inclusion organisational Chart

**Richard Woodard**  
ISL Area manager -Access and  
Inclusion Professional lead

**Adam Hayes**  
Inclusion Lead

**Silvia Hundal**  
Access Lead

**Lorraine Clancy**  
Inclusion Lead  
Officer -  
Exclusion

**Anjana Walia**  
Inclusion Lead  
Officer - FAP

**Philippa Garn**  
Hertfordshire  
Steps Co-  
Ordinator

**Outreach**

**Sue Bramley**  
ESMA Lead  
Teacher

**Ann Hals**  
Access to  
Education  
Manager

Inclusion  
Officers

**Chris Thomas**  
Senior Attendance &  
Employment Support  
Team Manager

**Kim Claridge Taylor**  
Senior Attendance &  
Employment Support  
Team Manager

Local Authority  
Attendance  
Officers

Elective Home  
Education  
(EHE)

Children Missing  
Education  
(CME)

Children in  
Employment/  
employment