Appendix B – Workforce Development Learning Platform Content Summary

Tiered Approach to Workforce Development for Special Educational Needs and Disabilities (SEND)	
Induction Level **Introduction to Inclusion and Special Educational Needs and Disability for everyone within the special school setting, irrespective of their role to ensure a minimum level of competency. Focus on being aware of all aspects of SEND and how to contribute to a supportive school culture. For some staff within the setting this level of training will be all that is required.**	
Audience All new staff. Non-teaching staff including, but not exclusive to: • Estates team • Lunch-time Supervisors • Administrative team • Governors • Catering • Transport Providers	
Identified Areas of Learning	**Learning Methodology**
• What is Inclusion? • Types of SEND • SEND Code of Practice • Quality Teaching and Learning across SEND • Awareness of Trauma Informed Practices • Inclusive Behaviour Support • Signs of Safety • Awareness of Neurotypical Child • Respecting Individuals • Working with Professionals • Transport Training	All Induction Level training will be provided via LSCP Learning Platform (SEND) • Factsheets • E-Learning modules • Resources • Articles • Signposting to additional resources and specialist organisations • Online/Face to Face training utilising already commissioned provision.

Tier 1

SEND Workforce Development intended for members of staff who have more interaction with children and young people and their role allows them increased opportunity, and responsibility, to make adjustments in their practice and/or environment. These competencies incorporate and build upon the core competencies by focussing more on specific SEND issues to meet All Needs.

Audience

Intended to meet staff at their point of need in accordance with role requirements

- Teacher
- Headteacher
- SLT
- HLTAs
- Learning Mentors
- LSA's
- Staff with designated areas of responsibility e.g. pastoral / communication / home-school liaison
- MSA's
- Non-pupil facing staff in accordance with role, e.g. manual handling

SEMH Modules in Tier 1 are also intended for Pastoral Support Team

Identified Areas of Learning	Learning Methodology
- Autism Education Trust – Tier 1 - PECS Overview (Raising Awareness of Communication) - AAC Overview (Raising Awareness of Communication) - Intensive Interaction (Raising Awareness of Communication) - Sensory Integration/Sensory Processing - Feeding – Awareness Raising, information and signposting - Guide to Physiotherapy/Occupational Therapy - Overview of Manual Handling - Personal Care and Dignity	LSCP Learning Platform (SEND) - Factsheets - E-learning modules - Resources - Articles - Signposting to commissioned services - Face to Face Training

- Overview of Team Teach
- Attention Deficit Hyperactivity Disorder
- Cognition
- First Aid
- Awareness of Mental Health
- Trauma and Attachment
- Building a Trauma Informed Environment
- Restorative Approaches
- Nurture Principles
- Awareness of Grief and Loss

Tier 2
SEND Workforce Development intended for members of staff who need a greater depth of knowledge of SEND, specifically how to support individual pupils with complex physical and learning needs, challenging behaviour and emotional wellbeing difficulties.

Audience
Intended to meet staff at their point of need in accordance with role requirements
- SENDCo
- Pastoral team
- Senior Leadership Team
- Higher Level Teaching Assistants
- Learning Support Assistants
- Learning Mentors
- Teachers

Identified Areas of Learning	Learning Methodology
- Autism Education Trust – Tier 2 and 3 - Intensive Interaction - Sensory Circuits - Tac Pac - Feeding Practitioner - Personal Care Practitioner Training	Primarily Online/Face to Face training except where awareness only required. LSCP Learning Platform (SEND) - Factsheets - E-learning modules - Resources

• Emotional Literacy Support Assistant Training • Awareness of Lego Therapy • Friends Programme • Awareness of Theraplay • Solution Focused Coaching • Advanced Restorative Practices • Mental Health First Aid	• Articles • Signposting to commissioned services • Online/Face to Face Training