

<b>West Berkshire Schools' Forum</b>	
<b>Title of Report:</b>	<b>De-delegations / Buy Backs 2014-15</b>
<b>Date of Meeting:</b>	<b>15<sup>th</sup> July 2013</b>
<b>Contact Officer(s)</b>	<b>Shannon Coleman Slaughter / Ian Pearson</b>
<b>For Decision</b>	

## **1. Introduction**

1.1 A number of services which with approval from the School's Forum were centrally provided in financial year 13-14 through the pooling of delegations for maintained schools require review to determine if the pooled arrangements will continue for financial year 14-15. The Primary and Secondary school representatives on the Schools' Forum are required to make this decision for their own phase.

## **2. Services to be Delegated**

2.1 **Appendix A** provides the detail of the likely amounts that will be delegated for each service. This will be an **additional delegation over and above the school formula**, and will not be subject to the Minimum Funding Guarantee (for maintained schools) but if the Schools' Forum decides to pool some of these services, funding from the maintained schools will be returned to the local authority (de-delegation) and they will continue to be centrally retained. Academies may be able to choose to buy into such services subject to service provider agreement.

2.2 Suggested methods of delegation are on a per pupil basis, apart from the service for support of schools in financial difficulty to be a fixed sum per school, and ethnic minority support to be based on the number of EAL pupils in their first, second or third year at school (data provided by the DfE).

2.3 For financial year 14-14 the Schools in Financial Difficulty is not offered as a pooled option, the funding will be delegated. Appendix A sets out the proposed delegation on the basis of a fixed sum.

## **3. Pooling of Services**

3.1 The services where maintained schools have the option to pool back the funding to continue to be centrally provided on the basis of economies of scale or pooled risk are detailed below.

- a) Behavioural Support Appendix B  
Includes support for class teachers for individual pupils or groups, and training.
- b) Ethnic Minority Support Appendix C  
Includes assessment, advice, and support for pupils who speak English as an additional language and those from Gypsy, Roma, Traveller heritage.
- c) Trade Union local representation  
This pays for release of staff as TU representatives, including provision of advice to individual members.  
Primary: pool funding  
Secondary: pool funding
- d) Contingency for schools in financial difficulty  
The provision of financial support to schools over and above their formula funding.  
Primary: in principle agree to pooling, but will need new rules around release of funding. Guidelines will be considered and agreed at a future meeting.  
Secondary: not to be pooled

**Action:**

- 1. In respect of pooling Behavioural Support and Ethnic Minority delegations for financial year 14-15, school representatives to canvass colleagues and make a recommendation to the Schools Forum.**
- 2. In respect of Schools in Financial Difficulty Contingency and Trade Union costs, Heads Funding Group recommend that delegations are pooled on the basis set out in Appendix A.**

**Behaviour Support Team: De-delegation 2014/15**

It was previously agreed that schools would pool contributions in order to maintain a 'free at the point of delivery' service and training. This needs to be reviewed annually.

The evaluation of the BST's work is as follows:

**1. Budget**

<b>14 – 15 Requirement</b>	<b>£207k</b>
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**2. The team**

**Primary:** Penny Tripp 0.5fte  
 Janet Norbury 0.5fte  
 Angela Brand 0.5fte

**Secondary:** Dave Glare 0.5fte  
 Manager: Darren Suffolk 0.4fte

**3. Type of work delivered**

<b>Type of work (primary) delivered</b>
<b>Work with class teacher around an individual pupil</b>
<b>Work with teacher around a class or group</b>
<b>Whole school work</b>
<b>Attending network meetings</b>
<b>Training for whole school</b>
<b>Training for cluster of schools</b>
<b>Central training or conference</b>
<b>NQT training</b>
<b>Mid- day supervisor training</b>
<b>TA training</b>
<b>Work with parents</b>
<b>Training for governors</b>
<b>Risk assessments</b>
<b>Secondary work delivered</b>
<b>Work with individual students</b>
<b>Reintegration meetings</b>
<b>Work with parents</b>
<b>Support for Heads of Yr, pastoral staff</b>

<b>Primary support team</b>	<b>School visits approx</b>	<b>Schools receiving a visit</b>	<b>Training sessions delivered</b>	<b>Pupils referred approx</b>	<b>Class teacher contacts</b>	<b>Parent contacts</b>
	<b>367</b>	<b>61</b>	<b>106</b>	<b>195</b>	<b>288</b>	<b>183</b>

#### **4. Preventing exclusions**

##### **Primary permanent exclusions            0**

Primary Fixed term exclusions terms 1-4 = 78, annual total likely to be slightly higher than last year.

##### **Secondary exclusions    13 (reduced from 24 in 2010/11, 18 in 2011/12 )**

Secondary fixed term exclusions likely to be slightly higher than last year.

n.b. None of the pupils worked with by the Secondary Outreach Teacher have been permanently excluded subsequently.

#### **5. Training**

**All training evaluated as good or excellent.**

The following sessions were delivered:

- Attachment theory
- Low level disruption
- Positive behaviour strategies
- NQT modules
- SEN TA modules
- Positive parenting
- Draw and talk
- SDQ
- High End challenging behaviours
- Emotional development
- SEAL
- ADHD
- R time
- Behaviour 'tasters'
- Managing Feelings
- Making Lunchtimes Work
- Self Harm
- Peer mediation

#### **6. National Policy Context and Legislation**

- The **Ofsted Report on SEN** (2010) highlighted the wide variation in quality of provision for those with challenging behaviour, with some schools lacking the skills to identify, assess and make provision for these pupils. The *SEN draft legislation* picks up this theme.
- The BST plays an important role in improving standards and can focus support to schools where the behaviour of some children is challenging and to schools who have some inexperienced teachers or NQTs.
- Under the **1996 Education Act and SEN Code of Practice** the team helps to reduce the need for expensive out of area placements.
- The publication of the suite of DfE guidance documents on **Behaviour & Discipline (2011)** requires additional training and support for schools in meeting these new requirements.

- **'Statutory guidance on Exclusions' (2012), Preventing and Tackling Bullying (2011), Ensuring Good Behaviour in our schools (2012), Use of Reasonable Force (2011)** are all documents which may require additional support and training for schools.

## Summary

The Behaviour Support Team offer experienced, evidence-based advice and support on a wide range of topics.

The number of requests for support and referrals are increasing.

A great deal of work this year has been supporting class teachers to develop effective behaviour strategies.

The vast majority of school Ofsted inspections report behaviour as good.'

Head teachers say they particularly appreciate the open referral system that allows quick and easy access.

## **Funding Implications**

The 2014/15 anticipated delegations on a school by school basis using the EAL DFE data set are:

<b>School Details</b>	<b>Delegation</b>	<b>Pupil Numbers Oct 12 Census</b>
<b>CUSTOMERS:</b>		
<b>Primary Schools</b>		
Aldermaston CE Primary	<b>2,373</b>	169
Basildon CE Primary	<b>1,882</b>	134
Beedon CE (Controlled) Primary	<b>548</b>	39
Beenham Primary	<b>1,222</b>	87
Birch Copse Primary	<b>5,786</b>	412
Bradfield CE Primary	<b>2,457</b>	175
Brightwalton CE Primary	<b>1,404</b>	100
Brimpton CE Primary	<b>520</b>	37
Bucklebury CE Primary	<b>1,755</b>	125
Burghfield St Mary's CE Primary	<b>2,415</b>	172
Calcot Infant	<b>2,921</b>	208
Calcot Junior	<b>3,033</b>	216
Chaddleworth St Andrew's CE Primary	<b>435</b>	31
Chieveley Primary	<b>2,514</b>	179
Cold Ash St Mark's CE Primary	<b>2,654</b>	189
Compton CE Primary	<b>1,826</b>	130
Curridge Primary	<b>1,489</b>	106
Downsway Primary	<b>2,935</b>	209
Enborne CE Primary	<b>843</b>	60
Englefield CE Primary	<b>1,503</b>	107
Falkland Primary	<b>5,996</b>	427

Francis Baily Primary	7,330	522
Garland Junior	2,780	198
Hampstead Norreys CE Primary	1,460	104
Hermitage Primary	2,780	198
Hungerford Primary	5,645	402
Ilseleys' Primary	871	62
Inkpen Primary	899	64
John Rankin Infant	2,823	201
John Rankin Junior	3,160	225
Kennet Valley Primary	2,794	199
Kintbury St Mary's CE Primary	2,303	164
Lambourn CE Primary	2,373	169
Long Lane Primary	3,848	274
Mortimer St Johns CE Infant	2,556	182
Mortimer St Mary's CE Junior	3,230	230
Mrs. Bland's Infant	2,542	181
Pangbourne Primary	2,752	196
Parsons Down Infant	3,595	256
Parsons Down Junior	3,567	254
Purley CE Infants	814	58
Robert Sandilands Primary	2,977	212
Shaw-cum-Donnington CE Primary	1,137	81
Shefford CE Primary	309	22
Speenhamland Primary	3,735	266
Springfield Primary	4,016	286
Spurcroft Primary	4,887	348
St. Finian's Catholic Primary	2,668	190
St. John the Evangelist CE Infant	2,528	180
St. Joseph's Catholic Primary	2,766	197
St Nicholas CE Junior School	3,595	256
St. Paul's Catholic Primary	4,592	327
Stockcross CE Primary	1,503	107
Streatley CE Primary	1,320	94
Sulhamstead and Ufton Nervet CE Primary	1,531	109
Thatcham Park CE Primary	4,957	353
Theale CE Primary	3,061	218
Welford and Wickham CE Primary	1,208	86
Westwood Farm Infant	2,472	176
Westwood Farm Junior	3,160	225
Whitelands Park Primary	4,578	326
Willows Primary School	2,710	193
Winchcombe School	3,777	269
Woolhampton CE Primary	1,250	89
Yattendon CE Primary	1,095	78
<b>Primary Total</b>	<b>170,464</b>	<b>12,139</b>
<b>Secondary Schools</b>		
Downs. The	3,247	896
John O'Gaunt	1,370	378
Little Heath	4,710	1,300
Willink, The	3,029	836
<b>Secondary Total</b>	<b>12,356</b>	<b>3,410</b>

<b>Academy Schools</b>		
Denefield	<b>3,051</b>	842
Fir Tree Primary	<b>2,064</b>	147
Kennet	<b>5,058</b>	1,396
Park House	<b>3,033</b>	837
St. Bartholomew's	<b>4,529</b>	1,250
Theale Green Community	<b>3,747</b>	1,034
Trinity	<b>2,515</b>	694
<b>Academy Total</b>	<b>23,997</b>	<b>6,200</b>
<b>All Schools Total</b>	<b>206,816</b>	<b>21,749</b>
<b>Cost</b>	<b>0</b>	
<b>Total Delegation</b>	<b>206,816</b>	

**Cathy Burnham**

**Principle Education Psychologist**

## Ethnic Minority and Traveller Achievement Service (EMTAS)

### Context

Since April 2012, the EMTAS service has been funded through a de-delegation process as agreed with the Heads Funding Group. Historically the Ethnic Minority Achievement Service was provided to West Berkshire Schools through a consortium arrangement hosted through Reading Borough Council and the Gypsy, Roma and Traveller Service was through a consortium hosted through Wokingham District Council. The EMA service was brought in house several years ago and the GRT service became a West Berkshire Service in 2009. All of the support for Black Minority Ethnic pupils and Gypsy Roma Traveller pupils is provided by the EMTAS Service.

<b>2014/15 Requirement</b>	<b>£218k</b>
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### Current Structure

The current service is led by a Team Manager (0.8FTE). They are supported by a Learning Support Adviser (a qualified teacher) for 0.6 FTE. There are 5 part time Pupil Support Officers (Teaching Assistant level posts) who are employed for a total of 2.5FTE. The service has administrative support for 1 day per week.

The Team Manager is responsible for the day to day management of the service. This includes:

- Organisation of English language assessments of new arrivals and advanced bilingual speakers;
- arranging advice and support for individual pupils including those with EaL and SEN and staff
- Arranging support for first language GCSE/AS/A2 papers;
- Arranging in- house school INSET linked to teaching and learning, equality and diversity and community cohesion;
- LA wide INSET around issues such as the Equality Act 2010.
- Organisation of tailored packages of support to schools meets the needs of ethnic minority pupils, pupils who speak English as an additional language and those from Gypsy, Roma, Traveller heritage.
- Advice and guidance papers to schools.

The Learning Support Adviser is responsible for providing support to schools. This includes:

- Carrying out the English language assessments for new arrivals. West Berkshire assessment requests have remained steady at approximately 100 per academic year.
- Providing assessment reports are with recommendations and guidance for classroom teachers
- Leading training for teachers and teaching assistants on EaL/BME issues.
- Support and guidance to schools with GRT pupils and managing the GRea121T project which trains teaching assistants to work on short term intensive programmes of learning to enable GRT pupils to narrow the gap in attainment with their peers.

The Pupil Support Officers all work in schools supporting individual and small groups of pupils.



- Support is provided for Polish, Bengali, Hindi and a small group of Unaccompanied Asylum Seeking young people.
- Support is focused on helping pupils to access the curriculum and can be pre-teaching of concepts; support for written work; translations; support for external examinations and translation work.
- Support schools with parent meetings and have also enabled Common Assessment Forms to be completed by family members in first languages.
- The Pupil Support Officer for GRT pupils has a wider brief involving intensive liaison between families and staff as well as supporting pupils in schools. Work is focused on attendance, achievement and attainment.

### **Number of EAL assessments completed in the last three years**

In the academic year of 2010/11, 106 assessments were carried out in 47 schools and in 2011/12 this was 82 assessments in 53 primary schools, all of the secondary schools, both nurseries and both special schools. So far in this academic year 105 assessments have been carried out in 41 primary schools and 6 secondary schools. This number will continue to rise during the rest of the term to approximately 120. This means that the current academic year has seen the highest number of new arrivals since the service provision came into West Berkshire.

### **Number of BME children supported by Pupil Support Officers (PSOs)**

#### **PSO (Bengali/Hindi)**

8 pupils in the following schools this year.

Lambourn	St Nicolas Juniors
Victoria Park Nursery	Speenhamland
St. John the Evangelist	

Schools have also received assistance with first language assessments, CAF completion, SEN issues and parental interviews in many other settings. Support has been placed in these schools for longer periods of time as a number of the children receiving this level of targeted support have also had SEN issues.

#### **PSO (Polish/Spanish)**

19 pupils in the following schools have received regular Polish bilingual PSO support in this academic year. (No. of pupils in brackets)

John Rankin Infant (2)	St. Joseph's (2)
Long Lane Primary (1)	The Winchcombe (1)
Parsons Down Infant (1)	Kennet (2)
Parsons Down Junior (1)	John O'Gaunt (1)
Purley Infants (2)	Little Heath (1)
Robert Sandilands (1)	The Downs (1)
St. John the Evangelist (1)	Trinity School (2)

EMTAS has provided support for 3 GCSE Polish examinations this year: 2 students at Kennet School and 1 pupil at John O'Gaunt. Trinity and The Downs have students who will be taking this qualification in 2014.

## PSO (UASC)

4 students from Eritrea, SE Asia and Afghanistan who are all Looked After Children being educated in Park House, The Key and St. Bart's. Support is provided in lessons and in tutoring time. This PSO also attends Personal Education Planning meetings, liaising with SENCOs, Heads of Year, Connexions and LACES members.

## Summary of PSO work

Total number of schools receiving (or have received) bilingual or UASC PSO support:  
23

## Number of TA funded hours given to schools hours

2010/11	2011/12	2012/13
1,170 hours	660 hours <i>This number is lower because we do not support to the secondaries that have become academies. 19 pupils were supported in transition from FS2 to Y1 with 380 hours of TA support</i>	735 hours <i>This figure is likely to rise further this term. It will also include further transition work from FS2 to Y1 which will be approximately 18 pupils with 360 hours of TA support</i>

## Schools in receipt of GReaT 1 to 1 project funding during 2012/13 (hours included in the figures above)

Garland Junior	Sulhamstead and UN
Kennet Valley	Thatcham Park
Mrs Bland's Infant	Whitelands Park
Mortimer St Mary Junior	(work due to begin with The Willink shortly)

## Number of training sessions (both general and school specific)

### General courses

2010/11	2011/12	2012/13
Collaborative Learning	New Arrivals with EAL	New Arrivals with EAL
New Arrivals with EAL	NQT	NQT
GTP	Equality Act: Heads/SIAs	GTP
Equality Act: Secondary SIPs	GTP	EY Quality team and preschool counsellors
NQT	Global education: Olympic Games	

School INSET (approx. no. of staff in brackets)

2010/11	2011/12	2012/13
St. Joseph's (5) EAL	Long Lane (9) TAs	Curridge (all staff)
Winchcombe (16) Culturally Inclusive Curriculum	Lambourn (7) TAs	St Joseph's (all staff)
Joint Mrs Bland's/ Garland Junior (40) GRT	MSJ: group (7) TAs	The Willows (TAs)
Willows (18) Talk for Writing	Winchcombe Foundation stage (6) EAL	Chieveley (TAs)
Kennet School (25) EAL	SUN School (6) GRT	
Willows (12) TAs	The Downs School GRT Q & A (16)	
St. John's (8) TAs	Brookfields EAL & Diversity (48)	
St. Bart's (10) TAs	St. Joseph's Teachers (12) EAL	
St. Paul's (13) TAs	St. Joseph's TAs (10)	
Little Heath (30) EAL		
Willink (80) Race Equality		

**Number of families supported by PSO (GRT)**

Approximately 28 families 10/11 and 11/12 and work has continued this year with new families being ascribed to GRT status. As a result, the service has provided support for nearly 40 families. Transition support has been provided between schools and also when pupils have been transferring from out of West Berkshire into our schools. This work is in year changes as well as end of Key Stage transitions. Children from Circus families have been supported in accessing education whilst in the LA

Number of families supported in Early Years settings or Children's Centres: Approx. 14 +

**Number of schools supported with GRT pupils**

(64 GRT pupils have been supported at some point over the last year. Many of the pupils/schools are receiving ongoing support from EMTAS)

Aldermaston	Sulhamstead and UN
Calcot Infants	St Joseph's

Garland Junior	Thatcham Park
Hermitage	Whitelands Park
Hungerford	Brookfields
Kennet Valley	Lighthouse Project
Mortimer St Mary's Junior	Denefield
Mortimer St John's Infants	The Willink
Mrs Bland's Infants	Trinity

**Total number of schools receiving (or have received) GRT, bilingual or UASC PSO support: 36 schools**

### **Number of pupils who have attended the GRT site activities in the holidays**

Adventure Dolphin Project 2012 – This was a cross generational project with approx 15 boys and girls from 7 years up to 15 yrs. Parents and grandparents attended which enabled the team to develop positive relationships with the community. The project included 3 days of activities including a day linked to the Health Activist work.

Plans are in place to develop the project further in Summer 2103 to include children from the housed Traveller community. These numbers will include resident West Berks children and families travelling; staying on the transit part of the site.

### **Number of pupils attending the Autumn 2012 Michaelmas Fair School**

23 pupils over three days ranging from 4 to 14 years (including one child on the autistic spectrum and 2 profoundly deaf) attended the school and carried out a project on the local area alongside receiving support with their long distance learning packs. Feedback from parents and Northcroft Leisure Centre staff was 100% positive. This is booked to be repeated using the facilities at Northcroft this autumn.

### **Number of sessions run by the Learning Bus**

11 sessions have been delivered from April 2012 to March 2013 on the Learning Bus that has been situated on the 2 GRT sites in West Berkshire. These sessions have enabled schools to make contact with hard to reach families through working alongside EMTAS. As a result of this work, more families have taken up early years provision and have developed better working relationships with local school staff. This is enabling parents to feel confident in approaching the schools and attending education drop in sessions etc.

### **Funding Implications**

The 2014/15 anticipated delegations on a school by school basis using the EAL DFE data set are:

School Details	Delegation amount (£)	EAL Data Set (DfE)

<b>CUSTOMERS:</b>		
<b>Primary Schools</b>		
Aldermaston CE Primary	<b>3,550</b>	8.3
Basildon CE Primary	<b>0</b>	0.0
Beedon CE (Controlled) Primary	<b>0</b>	0.0
Beenham Primary	<b>545</b>	1.3
Birch Copse Primary	<b>1,509</b>	3.5
Bradfield CE Primary	<b>0</b>	0.0
Brightwalton CE Primary	<b>0</b>	0.0
Brimpton CE Primary	<b>0</b>	0.0
Bucklebury CE Primary	<b>498</b>	1.2
Burghfield St Mary's CE Primary	<b>513</b>	1.2
Calcot Infant	<b>9,546</b>	22.4
Calcot Junior	<b>2,131</b>	5.0
Chaddleworth St Andrew's CE Primary	<b>0</b>	0.0
Chieveley Primary	<b>1,546</b>	3.6
Cold Ash St Mark's CE Primary	<b>494</b>	1.2
Compton CE Primary	<b>513</b>	1.2
Curridge Primary	<b>496</b>	1.2
Downsway Primary	<b>995</b>	2.3
Enborne CE Primary	<b>511</b>	1.2
Englefield CE Primary	<b>512</b>	1.2
Falkland Primary	<b>3,471</b>	8.1
Francis Baily Primary	<b>5,045</b>	11.8
Garland Junior	<b>1,705</b>	4.0
Hampstead Norreys CE Primary	<b>492</b>	1.2
Hermitage Primary	<b>499</b>	1.2
Hungerford Primary	<b>2,077</b>	4.9
Ilseleys' Primary	<b>0</b>	0.0
Inkpen Primary	<b>0</b>	0.0
John Rankin Infant	<b>8,123</b>	19.1
John Rankin Junior	<b>856</b>	2.0
Kennet Valley Primary	<b>8,980</b>	21.1
Kintbury St Mary's CE Primary	<b>522</b>	1.2
Lambourn CE Primary	<b>4,116</b>	9.7
Long Lane Primary	<b>4,307</b>	10.1
Mortimer St Johns CE Infant	<b>3,878</b>	9.1
Mortimer St Mary's CE Junior	<b>426</b>	1.0
Mrs. Bland's Infant	<b>2,593</b>	6.1
Pangbourne Primary	<b>500</b>	1.2
Parsons Down Infant	<b>9,429</b>	22.1
Parsons Down Junior	<b>2,983</b>	7.0
Purley CE Infants	<b>1,951</b>	4.6
Robert Sandilands Primary	<b>5,957</b>	14.0
Shaw-cum-Donnington CE Primary	<b>515</b>	1.2
Shefford CE Primary	<b>469</b>	1.1
Speenhamland Primary	<b>9,244</b>	21.7
Springfield Primary	<b>1,998</b>	4.7
Spurcroft Primary	<b>5,704</b>	13.4
St. Finian's Catholic Primary	<b>0</b>	0.0
St. John the Evangelist CE Infant	<b>7,032</b>	16.5
St. Joseph's Catholic Primary	<b>9,495</b>	22.3
St Nicholas CE Junior School	<b>1,705</b>	4.0

St. Paul's Catholic Primary	22,360	52.5
Stockcross CE Primary	512	1.2
Streatley CE Primary	0	0.0
Sulhamstead and Ufton Nerve CE Primary	499	1.2
Thatcham Park CE Primary	2,567	6.0
Theale CE Primary	3,080	7.2
Welford and Wickham CE Primary	495	1.2
Westwood Farm Infant	4,526	10.6
Westwood Farm Junior	1,668	3.9
Whitelands Park Primary	4,071	9.6
Willows Primary School	8,546	20.1
Winchcombe School	12,978	30.5
Woolhampton CE Primary	0	0.0
Yattendon CE Primary	0	0.0
<b>Primary Total</b>	<b>188,737</b>	<b>442.9</b>
<b>Secondary Schools</b>		
Downs. The	700	2.0
John O'Gaunt	350	1.0
Little Heath	2,450	7.0
Willink, The	700	2.0
<b>Secondary Total</b>	<b>4,199</b>	<b>12.0</b>
<b>Academy Schools</b>		
Denefield	5,247	15.0
Fir Tree Primary	5,791	13.6
Kennet	1,369	3.9
Park House	3,857	11.0
St. Bartholomew's	3,504	10.0
Theale Green Community	345	1.0
Trinity	4,707	13.5
<b>Academy Total</b>	<b>24,820</b>	<b>68.0</b>
<b>All Schools Total</b>	<b>217,757</b>	<b>522.9</b>
<b>Cost</b>	<b>0</b>	
<b>Surplus / (Deficit)</b>	<b>217,757</b>	

Schools receive a high quality level of support in West Berkshire which has been highly valued by those that have used the service. The centrally funded service has allowed all schools to receive the level of support that they need which has not been directly linked to the number of pupils in schools.

If schools did not support a centrally delivered service to meet the needs of English as an additional language learners/Black Minority Ethnic pupils and those from the Gypsy Roma Traveller community they could expect to have to purchase support at the following rates:

An EaL assessment and report	£500-£600
Support for individual pupils by a Pupil Support Officer	£200 a day

Training on Equality and Diversity including Equality Act requirements; cultural awareness; bilingualism, meeting the needs of GRT pupils tailored to schools	
Requirements	£600-£800 a day
Tailored support provided by staff with relevant expertise	£400-£500 a day

Maxine Slade  
Joint Principal Adviser for School Improvement  
25.06.13