

SPECIAL EDUCATIONAL NEEDS AND DISABILITY (SEND)

COMPETENCIES FRAMEWORK FOR HEALTH PROFESSIONALS WORKING IN CROYDON

All Staff Corporate Induction

Levels	Cohort of Staff	Requirements for CPD	Competencies	Training, Activities and Resources	Evidence/ Tracking record
Level 1	All Community Health Staff who come into contact with children/young people with SEND and their families	<p>A mandatory session of minimum of 90-minute (Which can be broken down into shorter session as required/needed) duration should be included in the general staff induction programme or within two weeks of taking up post within a new organisation.</p> <p>Over a three-year period should receive level 1 refresher session</p>	<p>Awareness of and increase in understanding of:</p> <ul style="list-style-type: none"> • What SEND means • Legislation and duties around SEND • The challenges faced by CYP and their families, and how they can be supported • Where do find more information about SEND in your local area • Key principles for working with CYP with SEND, with a focus on Inclusion, Co-production/ personalisation and Advocacy. • Key processes which support CYP with SEND, with a focus on Education, Health and Care Plans (EHCPs) • Roles and responsibilities in a multidisciplinary team 	<p>Induction training:</p> <p>Statutory and Mandatory Training Compliance</p> <p>SEND Basic Awareness training, Council for Disabled Children:</p> <p>Level 1: SEND Basic Awareness Council for Disabled Children</p> <p>Level 2: SEND Basic Awareness Council for Disabled Children</p> <p>Croydon Local Offer Page</p> <p>EHCP process Booklet</p>	

		equivalent to a minimum of 1 hour.	<ul style="list-style-type: none"> The Croydon Local Offer 	SEND Strategy 2023-26 Croydon Locality SEND Support Staff SEND Contact List	
Level 2	<p>All health professionals who contribute to assessing, planning, intervening and/ or evaluating the needs of a CYP with SEND: i.e. Paediatricians, Therapists (physiotherapy, occupational therapy, speech and language therapy), school/specialist nurses, continuing care assessors, CAMHS professionals. Commissioners within SEND areas.</p>	<p>Over a three-year period, professionals should be able to demonstrate education, training, reflection, and learning equivalent to a minimum of 4 hours for those requiring Level 3 core knowledge, skills and competencies (to be included in staff annual appraisal).</p> <p>A mandatory session of at least 60 minutes duration should be included in the general staff induction programme or completed within six weeks of taking up post within a new organisation.</p>	<p>Understanding of:</p> <ul style="list-style-type: none"> EHC needs assessment and the process including statutory timelines. Children and Families Act 2014 graduated approach Annual reviews Ordinarily available provision SEND Tribunals Preparing for adulthood outcomes and the transition stages into adult services <p>Meaningful awareness of:</p> <ul style="list-style-type: none"> Co-production and the complexity of the health economy. 	<p>Attendance at specialist SEND Training/Workshops delivered by the Croydon DCO /SEND Team/ IPSEA</p> <p>School Visits to various specialist placements in Croydon (Special schools, ELPs, Alternative provisions)</p> <p>Attendance to SAG panel at least once/year (observation of processes).</p> <p>Or</p> <p>Use a combination of Online resources (below), learning reflections including appraisals, safeguarding or clinical supervision, peer-to-peer learning, personal development plans.</p> <p>Training sources: Croydon SEND Learning Page Learning & Development Hub</p> <p>Council for Disabled Children (CDC): https://rb.gy/eccvvh (Option 3)</p>	

				<p>NDTi: https://www.ndti.org.uk/resources</p> <p>IPSEA: https://www.ipsea.org.uk/Pages/Catagory/get-support</p> <p>Single MDT Report template for Health Professionals contributions to EHCPs</p>	
Level 3	<p>Senior Roles: DCO/DMO, SEND Transformation Leads, ICB Executive Lead for SEND, Senior Responsible Officers for SEND, Senior Children's Commissioners, GPs with clinical leadership in SEND, Senior Managers/Leads in Health providers teams, DCO</p>	<p>Over a three year period, a minimum of 12 hours of education, training, learning and reflection.</p>	<p>Understanding of:</p> <ul style="list-style-type: none"> • Joint commissioning and integrated services • Personal Health Budgets and Personal Budgets • Strategic framework for SEND • SEND inspections • Learning from SEND tribunals: single route of redress <ul style="list-style-type: none"> • Role of the DMO / DCO • Regional and National changes in SEND guidance and legislation 	<p>Specialist training, conferences and events organised by Council for Disabled Children (CDC), NDTi, IPSEA, DfE, NHSE, LIIA and other National / Regional/ Local Groups on SEND issues and Government updates, guidelines and legislation.</p> <p>Sign up for updates from these agencies to keep up to date with latest events, guidance, legislation and training.</p>	

We value your input! Please take a few moments to provide feedback on the SEND Induction and Competencies Framework via the Google Form linked below. Your feedback is essential in helping us review and adapt the framework to ensure it meets the needs of our partners



across the Croydon SEND local area. Together, we can continue to improve and deliver the best outcomes for children and young people with SEND. Thank you for your support!

[Induction and Competencies Framework Feedback Form](#)