



SHENFIELD HIGH SCHOOL

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BY EMAIL

19th June 2019

Dear Cathy

RE: EHCP and SEND numbers across Brentwood School

Today, I have received another EHCP Consult for admission into our school in September 2019; I have responded to 18 Consults for placement into Year 7 and at least one more for entry into a different year group. In order to process each consult correctly, it takes around three hours per consultation to read, digest and respond. This means that I have spent 57 hours simply responding to Consults since January 2019 – the equivalent of 11.5 teaching days - over two weeks. When placing this into monetary terms, it has cost our school £2729.16p simply to respond to Consults –this does not include the time and monetary cost to deal with the transition of the 13 young people with EHC Plans we will be admitting in September. To our knowledge, other local schools have a maximum of two EHCPs in the incoming Y7. In real terms, most of this work has been completed in my own time meaning an addition to my already high work load and meaning that the students in our school have been seriously disadvantaged by this as my attentions have been taken elsewhere.

From September, based on current SEN Support projections and those with an EHCP, we will have 17.5% of our cohort as registered as having SEND. This number is much higher than national and Essex averages.

This is not sustainable now, nor in the future. It is not just the time taken to respond to consults, but the time it will take over the next five years to maintain the education and support for these young people. This has meant that I have had to reduce my teaching hours – again having a detrimental effect on our school – in order to be able to deal with these SEND levels.

There is also a massive financial implication to this. In order to meet the basic needs of these 13 EHC Plans will cost my school an additional £78,000.00 (£6000.00 per plan) and when

L E A R N I N G F O R L I F E

Headteacher: Carole Herman MA

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factoring in SEN Support students, an extra £300,000 (£6000 per student), we will have to find £378,000.00 from our existing budget. Although our notational SEN budget has been increased, this has been taken from the overall school budget meaning that we are receiving no extra funding. This is a serious financial commitment by our school and one which schools around us simply do not have. This is unfair and is to the detriment of all of the other students in our school. Funding, as you are aware, is a pinch point for everyone in education. Following the request for funding to be taken from schools for the High Needs Block last year, we are being unfairly squeezed from all angles by these SEND levels.

This will also place heightened demand on our teaching staff moving forward as their workload increases as they make lessons accessible for more students with SEND. High quality teaching is at the heart of every school and this is placing a massive burden on our staff.

This is simply unfair.

The restructuring document states that all schools should take their "fair share" and that there should be a level playing field for all schools. This is simply not the case in the Brentwood area. All schools within the area must take their fair share and not leave our school to be the one that accepts the largest chunk of vulnerable and disadvantaged young people. Regardless of a school's status as an Academy or Free School, or of their curriculum status, something must be done to ensure that we do not continue to be disadvantaged in this manner.

I have been the SENCo at Shenfield High School for ten years and I have built excellent relationships with my colleagues in the Local Authority. At this point, I would like to thank many of my colleagues for their help and support. These include Paula Brown, Lisa Blackmore, Jude Stanbury, Jess Fairman, KJ Dalley, Tanya Coitier, Jane Bryant and other colleagues whose support and understanding has been invaluable. This will need to continue as we navigate our way through the next five years with this high level of vulnerable young people. I do not want to change the relationships that I have with these colleagues, and the Local Authority in general, but we are now in a situation where we have to do something to ensure that our school continues to have the ethos and practice that we are so proud of.

Shenfield High School is proud to be a truly comprehensive school that strives at all times to meet the needs of all of our young people. However, these SEND numbers are limiting our ability to do this and are having a negative impact on the students in our school. We have also always done things in the right way. We work with our young people and outside agencies to follow procedures, protocols and statutory guidance. We feel that we are being unfairly shackled and other schools seems to take far fewer SEND and EHCP students and are not held to account.

I have copied in Paula Brown as my LCM, Ralph Holloway as the lead for SEND and Kerry Howard as the School Improvement lead as this situation requires close working with the Local Authority and its highest officials to move forward.

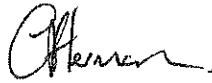
I look forward to discussing this with yourself and other colleagues to find a way forward that means our school is no longer disadvantaged in this way. As you can

see, this letter is endorsed by the Headteacher and Chair of Governors of Shenfield High School.

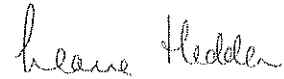
Yours sincerely



Anthony Taylor
Assistant Headteacher



Carole Herman
Headteacher



Leanne Hedden, OBE
Chair of Governors

CC:

Paula Brown, LCM

Ralph Holloway, Head of SEND Strategy and Innovation

Kerry Howard, SEND Quadrant Manager - South

Clare Kershaw, Director of Education

Simon Thompson, ASHE