

**1. Behaviour for Learning and Inclusion Service Additional Details**

- Supports students with Education Health Care Plans where Social Emotional and Mental Health is a priority need
- Provides six day cover for Primary excluded pupils
- Provides support for Key Stage 1 pupils at risk of a permanent exclusion/permanently excluded
- Supports the identification of pupils with Social Emotional and Mental Health issues, adopting offering an overview of need through a comprehensive in depth assessment process ensuring a multi-agency approach response and building capacity in school
- Offers advice, support and training to schools, their pupils, parent/carers and governors in the promotion of positive behavioural, emotional and social development and the effective management of behaviour.
- Supports through training, advice and sharing of good practice the promotion of an ethos which encourages and facilitates positive social emotional and mental health including the recognition of the link between good teaching and learning and an emotionally healthy school where pupils are able to achieve
- Where appropriate acts as a critical friend in terms of identifying and supporting the needs of children and young people and monitoring and evaluating school interventions
- Facilitates, where appropriate, referral for further assessment/involvement of other professionals and access to support through a multi-agency approach
- Supports identification of pupils at risk of exclusion and support for reintegration of those who have been excluded

**2. Equality Multicultural Access Team Service Additional Details**

- Support in the early stages of identifying bilingual pupils who may have learning difficulties.
- Classroom Partnership - A form of coaching in which, for a limited time, practitioners plan, teach and evaluate together, with a focus on language and inclusion.
- Training for teachers and Teaching Assistants including:
  - Reading and Writing in an Additional language
  - Early stage bilingual learners in EYFS/KS1
  - Early stage bilingual learners in KS1/2
  - Early stage bilingual learners in Secondary Schools
  - Co-ordinating EAL
  - Bespoke training by arrangement.

- Pupil observation and advice to practitioners - Classroom observations and discussion, followed by written notes for reference. For staff anxious about progress or any other issues related to development of spoken and written English.

### **3. Trade Union Support**

#### General Support Services

- Union representatives provide expertise in employment relations matters that are vital not just to employees, but also the employer and its managers in schools and colleges. Paid time off allows union representatives to access union provided training in equal opportunities, health and safety and many other areas that impact on the organisation. The presence of union representatives assists management in employment relations matters and in the implementation of agreements to ensure the smoother running of the workplace.
- Local Professional Association representatives can help to resolve problems before they become too serious. Representatives with sufficient time will be more able to tackle issues and grievances at a local level before they escalate. They can save time and money by preventing the need for cases to go to a higher level an employment tribunal. Local secretaries reduce the need for intervention by full-time paid union officials and over-reliance on costly, time consuming formal procedures.
- Local Professional Association representatives can make a significant contribution to the management of change. Large scale reorganisation, new national agreements and new legislation can place huge burdens on managers and Human Resources departments. Working with a team of skilled and knowledgeable union representatives can ease the workload and improve results. Representatives can facilitate change through supporting members, explaining procedures and ensuring that the process is carried out correctly.
- Local Professional Association representatives have access to a large pool of resources that may be beyond the capacity of any one employer. Unions at regional and national level, along with the Trades Union Congress (TUC), provide information on industrial relations practices, national legislation, standards, equal opportunities, health and safety, learning opportunities, policy and economic trends and pensions.

#### Local Support Services

- At Local Authority / Governing Body level - participation in the formulation of policies for adoption by Governing Bodies.
- At school / college level - timely representation of members at disciplinary, grievance, competency and sickness absence meetings with Headteachers at informal and formal levels and with governors at a formal level.