

Implementing the new Education, Health and Care (EHC) Plan for young people aged 14-25yrs

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Early thinking & challenges

- Indicative Draft SEN Code of Practice defines the EHC Plan as an **integrated support plan, focused on achieving outcomes that helps a young person make a positive transition into adulthood, including into paid employment and independent living**
- A Statutory Assessment will not always lead to an EHC Plan
- Education spine is the statutory element of the plan
- 'Age related'? – templates, guidance and workforce
- A plan for all – striking a balance:
 - Accessible for young people and families
 - Meaningful for providers – enabling market facilitation and development of provision
 - Commissioning responsibilities
 - Legally robust
- Health engagement – new duty
- Wider considerations:
 - Culture change – internally & externally
 - Reworking of internal processes and functions
- Outcomes – heavily featured in the indicative draft SEN Code of Practice: **meaningful and measurable**
- The Pareto Principle - 80 percent of your outcomes come from 20 percent of your inputs

The template

Part 1 – About me

- One page profile
- How to support me, now and in the future
- How I communicate and make decisions
- My experiences and achievements
- My history
- How to support my family
- My life aspirations
- My personal information
- Professionals that support me

Part 2 – My needs and how they will be met

- My resources
- My needs and how they will be met
- People who have contributed to my plan
- People who can have access to my plan
- Agreement
- Appendices
- Annual review

The guidance

- A good template does not equate to a good plan
- Skills, knowledge and guidance:
 - Definitions
 - Prompts
 - Accessible – from young people and families to professionals
- Key themes throughout:
 - Young person's voice
 - Long term goals
 - Outcomes
- Partnership approach to developing guidance
 - Young people & families
 - Colleagues writing the plans
 - Providers (Education, Health and Care)
 - Pathfinders, regional and local partners
- Evolving documentation and guidance through implementation phase –
1st draft guidance available end June

Workforce development

- One size doesn't fit all, but close working is critical
- Skills and knowledge - broader than careers guidance
- Bromley Preparing for Adulthood (PfA) Team
 - 3 x PfA Coordinators
 - Supporting young people (and their families) in special schools
 - Planning from Y9
 - Supporting LA planning for need
 - Raising aspirations
 - Exploring the use of personal budgets
 - Building the 'Local Offer'
 - Creative and innovative solutions to meet identified need – statutory and non-statutory (circles of support)
 - Multi agency / provider working – braiding provision, support and funding
- 'Key worker' or 'keyworking'?

Testing and early feedback

- Learning through doing
- Young people and families helping us to shape the plan and guidance
- Feedback so far – key points
 - Part 1 - easy read version
 - Questions young people want to be asked in forming their plan
 - Young person and family led
 - Writing in the 1st or 3rd person
 - 'Can do' statements
 - Minimise repetition
 - Young people communicate differently in different environments
 - Consider emotional communication
 - Include mental health
 - How much information should be included?
 - Concrete choice not abstract choice
 - 'How to support my family' must be focussed on the long-term
 - Robust but flexible - young people change their minds!
 - Focus on sustainable support
 - Statutory and non-statutory support
 - Include a common outcome around healthchecks and maintaining a healthy lifestyle
 - Multi-agency approach to determine outcomes
 - Different ways to input and agree the plan (communication aids, video, recording)
- Transition from Statements of SEN remains unclear

Critical success factors

- A shared vision:

Enabling young people with Learning Difficulties and/or Disabilities to live, learn and work within their local community, achieve sustained progression, resulting in better life outcomes

- Be visible, be honest and listen
- Ask for feedback, but make sure it's not one way
- Strong partnership
- Multi-agency approach
- Consistent message with a common language
- Process re-design
- Workforce development
- Developing an understanding of the whole pathway
- Work with the changes – resistance is futile!