



# Education Services Directory



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worcestershire  
county council

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## Foreword

Worcestershire Children's Services have children at the heart of everything we do. Our mission is to support children and young people to be happy, healthy and safe.

The directory provides an overview of the traded education services we offer, which underpin our values; good education for all and to protect children from harm.

Our safeguarding and attendance services can help to ensure compliance with statutory and regulatory requirements and assist in attendance related concerns.

To help remove barriers to learning, effectively support emotional health and wellbeing and SEND (special educational needs and/or disabilities) and ensure your pupils participate, learn and make progress, our expert Inclusion and SEND practitioners and our specialist teachers can provide a range of intervention, group approaches and consultancy.

We offer challenge and support across our range of quality and improvement services to help you to drive improvements, assess and raise standards and deliver a high-quality education.

We aim to provide a bespoke and responsible service which supports your needs and is based on a national framework in the local context.

Please contact us if you have identified any areas of support not listed in this directory, that you think we could offer that you need support with.

The Traded Services Team are available to speak directly to on 01905 844300.

If we are not available to talk to on the telephone, we highly recommend emailing [schoolservices@worcestershires.gov.uk](mailto:schoolservices@worcestershires.gov.uk). All emails will be responded to based on date / time of enquiry and will be dealt when the team is available

## Early Bird Offer

To take advantage of the advanced purchase price, confirm your services on the eStore by 31<sup>st</sup> March 2025 for maintained schools and by 31<sup>st</sup> July 2025 (unless stated otherwise ie., Inclusion Support Services) for non-maintained schools.

All prices shown are excluded of VAT, VAT will be added at the point of ordering.

Additional top-ups can be purchased, as required, throughout the year.

Visit the eStore [Education eStore](#) remembering that you are signing in with your schools 7 digit DfE number as your username, if you are unsure of your password please click on the reset password link to reset, or alternatively, please contact the Team on the number above.



## Training and Conferences

WCC Children's Services offer staff working within schools/early years settings/educational establishments across the county a comprehensive range of professional development opportunities.

Delivered in a variety of formats; virtual, webcasts and face to face delivery to ensure that we meet and support the needs of those accessing training and conferences.

To find out more visit our website:

- **Conferences:** A list of our forthcoming conferences along with those in the planning stage can be found on at [Education conferences | Worcestershire County Council](#)
- **Training:** Each training directory listed provides an easy way to see what is available, to help plan your team's training needs and are updated regularly to reflect course changes. These can be found on at [Education Services Training and Continuing Professional Development | Worcestershire County Council](#)

Book training directly on the CPD website: -

- <https://capublic.worcestershire.gov.uk/LearnCPD/CoursesSearch.aspx>
- Please ensure when booking, you use your CPD leader login details

Join our mailing list: -

- To keep up to date with the latest training, conferences, education services and news.
- Join our mailing list: [Training & Conferences, WCC Education mailing list](#) enter your details and select your preferred categories.
- Once you have successfully signed up you will begin to receive marketing emails relevant to your interests.
- At any point you can update your preferences or unsubscribe.
- Our mailing list sign up and unsubscribe process follows GDPR regulations.

How to contact the training & conference team: -

- Telephone 01905 844420
- Email [workforcesupport@worcestershire.gov.uk](mailto:workforcesupport@worcestershire.gov.uk)

# Inclusion Support Services

Inclusion Support Services (formerly known as SEND Support Services) continue to work collaboratively to support children, families and educational settings in Worcestershire. The teams that make up WCF Inclusion Support Services are:

- Complex Communication Needs (Autism)
- Educational Psychology Service
- Learning Support Service
- Sensory Impairment Service

Each team have their individual package offers which can be found on the subsequent pages, or on their websites, however, there are common features of these services that are important to share.

Firstly, all Inclusion Support Services are supporting the graduated approach in settings through embedding the assess-plan-do-review cycle into all areas of their work. No matter which service you are working with, all will work collaboratively with you through a consultation approach to ensure any outcomes and interventions jointly agreed are reviewed with themselves in a timely manner to ensure impact is measured and next steps identified. To enable this, within any package of support you purchase, planning and review time has been included.

All services also employ a consultation model of service delivery. Consultation is about working with the staff of a school or setting to help them think through the issue, clarify the problem and then develop solutions to the problem. (DfE 'Future Directions Report 2000') Within this model there is an implicit move away from emphasising the importance of within child factors as the key to finding solutions. The role of Inclusion Support Services is to help the adults solve the problems that they experience in helping children to learn and understanding and supporting their emotional regulation and presenting behaviours. It is these conversations that we have with teachers and other adults that are the most powerful agents for bringing about change.

## **What do we mean by consultation?**

- Consultation provides a structure and opportunity for adults to explore what will help a CYP access the social and learning opportunities available to them in their setting

## **Who will be at a consultation?**

- The consultation will be attended by the adults who requested Inclusion Support Service for help to understand and meet the needs of a CYP. It will also be attended by other adults who know the CYP well (e.g. families, other professionals involved), depending on the context.

## **Will there be a report?**

- The ISS team member who has attended the consultation will write a summary. Everyone at the consultation will get a copy and a copy will always be sent to the family.

## What will happen next?

- The adults who attended the consultation will put in place the plan that was agreed at the consultation

## Review

- After an agreed time, there will be a review meeting

It is important that Inclusion Support Services help staff and colleagues to find their own solutions. These will be more durable and carry more commitment than solutions offered as advice that they are expected to adopt. Because the process of consultation engages staff in creating their own solutions in their own classrooms, this model of service delivery is inherently biased towards inclusion and intrinsically fosters school improvement. It also fits in well with a social model of disability. To help adults solve their problems, it logically follows that Inclusion Support services need to spend most of their time with the adults who are dealing with the matter. In many cases a solution-focused approach can go directly to conversations about solutions without engaging in unnecessary work with the child first. Assessment remains an important component of our remit but will be focused and purposeful.

Lengthy traditional reports are not, on the whole, effective agents of change and are also very time consuming. They should not therefore be a routine part of our practice. Reports should only be provided when there is an explicit and justifiable purpose. There should however be clear, consistent records of work. These will normally be provided through the 'Discussion Records', which accompany the consultation process as an integral part of the settings' assess-plan-do-review cycle.

## Joint Packages

All ISS teams have their separate support packages which are detailed in this brochure, however, there are opportunities to buy combined packages of CCN, LST and EPS by contacting our traded services directly at [schoolservices@worcestershire.gov.uk](mailto:schoolservices@worcestershire.gov.uk) and bespoke packages can be developed to ensure that the needs of your setting are met.



## Complex Communication Needs (Autism)

**Please note, the Autism Team will remain closed on the eStore for purchases, only those schools currently being supported and, on the waiting, list will be contacted. However, schools will be notified once the Team have further availability in 2025/2026.**

The Autism/CCN team is made up of educational professionals experienced and qualified in the field of autism. We work in a child-centred way, seeking to empower the child, family and setting. Our teachers and specialist-practitioners work with you to co-construct individualised outcomes and strategies with school, families and the young person. We implement evidence-informed practice to ensure that our work is grounded in the latest research providing effective and reliable support for the diverse needs of children, young people, families and settings.

The Autism/CCN team will support your setting to build your capacity to meet the individual needs of children and young people (0 to 25 years). Collaborating closely with schools and settings, our team strives to provide tailored support, fostering an inclusive environment that enables every child to thrive academically and socially.

Our Traded Offer is flexible and constructed in collaboration with settings but is likely to include: -

- Consultation
- Assessment
- Intervention

The Autism/CCN consultant will be working in 3-hour sessions, and it is the responsibility of the SENCO to jointly plan this with their link Autism/CCN teacher.

All packages will run from 1<sup>st</sup> April 2025 – 31<sup>st</sup> March 2026.

**No sessions or hours can be carried over** and schools are encouraged to plan their work effectively with their link teacher so that it is spread across the year. This also means that packages are not designed to be delivered within a single term, but throughout the whole year.

Academies will be charged in September for this, even though work will begin in April.

Capacity limits the number of packages that can be bought by settings and therefore they are offered on a first come, first served basis.

Where service delivery involves a child assessment and the school/setting is aware of the child's absence on the appointment date, it is the setting's responsibility to contact the named professional as soon as possible to inform them and arrange alternative dates. Repeated short notice cancellations (under 24 hours) will result in hours being deducted from the package delivery.

## Costs

- Package 1: 2 sessions, 6 hours £594.00 + VAT
- Package 2: 3 sessions, 9 hours £890.00 + VAT
- Package 3: 6 sessions, 18 hours £1,780.00 + VAT
- Package 4: 12 sessions, 36 hours £3,560.00 + VAT
- Package 5: 30 sessions, 60 hours £5,195.00 + VAT

Any questions regarding information contained here or you would like to speak to someone about your setting's specific needs, please contact [autism@worcestershire.gov.uk](mailto:autism@worcestershire.gov.uk)

## Complex Communication Needs (Autism) INSET Training Days

### An introduction to sensory differences

How sensory differences present in autism. Everyday sensory sensitivities experienced by children and young people. The impact of sensory differences on behaviour and communication.

- A 90-minute INSET opportunity (two options 25 or 50 delegates)
- £292.00 + VAT for up to 25 delegates
- £469.00 + VAT for up to 50 delegates

### Bespoke Training for individuals

- Ideas for implementing the recommendations.
- Bespoke and individualised package – contact us about any of these and we will discuss the time needed to deliver your package.
- Price on enquiry, please email [autism@worcestershire.gov.uk](mailto:autism@worcestershire.gov.uk).

### Creating an autism-friendly Classroom

- What is autism? How does autism present typically in schools? Top tips for teaching and supporting autistic pupils.
- a 90-minute INSET opportunity (two options 25 or 50 delegates).
- £292.00 + VAT for up to 25 delegates
- £469.00 + VAT for up to 50 delegates

### Creating an autism-friendly Classroom (extended)

- What is autism? Theory and practice behind autism presentations. Whole-class, group and individual strategies for staff. Practical suggestions on how to improve provision.
- Full day training session (or 4 twilights) (two options 25 or 50 delegates)
- £708.00 + VAT for up to 25 delegates
- £1,176 + VAT for up to 50 delegates

## **Demand Avoidance in the Classroom**

- What is Demand Avoidance? (often termed Pathological Demand Avoidance or PDA)
- The distinctive features of demand avoidance and where it sits on the autism spectrum
- How does it present in a school setting
- How are strategies different to “typical” autism strategies?
- 3 hours (two options 25 or 50 delegates)
- £469.00 + VAT for up to 25 delegates
- £644.00 + VAT for up to 50 delegates

## **Girls and Autism**

- “Typical” presentations of girls with autism. How to support “masking” behaviour. How to support girls with autism in your classroom. How to support girls with autism with their self-esteem.
- a 90-minute INSET opportunity (two options 25 or 50 delegates).
- £292.00+VAT for up to 25 delegates
- £469.00+VAT for up to 50 delegates

## **Targeted Strategy - Comic Strip Conversations**

- Overview of autism and its impact on a young person’s social skills. What is a comic strip conversation? When to use a comic strip conversation.
- How to write comic strip conversation effectively.
- a 90-minute INSET opportunity (two options 25 or 50 delegates).
- £292.00+VAT for up to 25 delegates
- £469.00+VAT for up to 50 delegates

## **Targeted Strategy - Emotional Regulation**

- What are some key strategies to aid with emotional regulation? Why do children (and adults) become dysregulated? Understanding the root causes and triggers behind distressed and challenging behaviours.
- a 90-minute INSET opportunity (two options 25 or 50 delegates)
- £292.00+VAT for up to 25 delegates
- £469.00+VAT for up to 50 delegates

## **Targeted Strategy - Sensory Audits**

- What is a sensory audit? How to complete a sensory audit. A modelled sensory audit (if in setting). Resources and equipment suggestions.
- a 60-minute INSET opportunity (two options 25 or 50 delegates)
- £292.00+VAT for up to 25 delegates
- £469.00+VAT for up to 50 delegates

## Targeted Strategy - Social Scripts

- Overview of autism and its impact on a young person's social skills. What is a social story? When to use a social story. How to write a social story.
- A 90-minute INSET opportunity (two options 25 or 50 delegates)
- £292.00+VAT for up to 25 delegates
- £469.00+VAT for up to 50 delegates

## Worcestershire Autism Mentor Programme

- The aim of the programme is to train a skilled TA to deliver our tried and tested autism awareness programme, within an educational setting.
- £651.00+VAT

## Centralised training

Several of the outlined courses mentioned above are also offered as centralised training dates visit [CPD \(opens in new window\)](#) for more information and to book

## Education Psychology

**Please note, the Education Psychology Team will remain closed on the eStore for purchases, only those schools currently being supported and on the waiting, list will be contacted. However, schools will be notified if the Team have further availability in 2025/2026.**

The Educational Psychology Service (EPS) is a multi-faceted and exciting team of Educational Psychologists who provide professional psychological services for children, young people and families in a wide range of educational and community settings. As a professional service, we use our expertise to apply psychology and evidence-based practice to optimise the progress, learning, development and well-being of all service users. The team aim to be responsive to the varied communities of Worcestershire in order to respond to the diverse local contexts of our schools.

The service has strong links with other services within WCF including Virtual School, Complex Communication Needs Team, Learning Needs Team, Sensory Support Teams, Social Care Teams and SEND Team to ensure there is a comprehensive team supporting our children, families and settings.

The EP service ethos aligns with WCC's values and aims, thus there is a strong focus on empowering Children, Young People and Families as well as crucially aiming to empower and build the capacity of schools to make the most of their resources.

Why choose the Educational Psychology Service?

- you will be allocated a dedicated link EP who will work with your setting, children, families and community.
- we are able to provide continuation of consultation and support across non-statutory and statutory (EHC) work.
- through your link EP you will have access to a team of Educational Psychologists who have expertise and knowledge of best evidence and practice across a wide range of specialisms in the field of educational and community psychology.
- our service uses a Consultation Model of service delivery (for further information please see our website). You will always receive a summary of the EP involvement in casework and the EP summary of the collaborative work carried out can be used to support evidence of a graduated approach and be shared with SEND / LA agencies.
- consultation Packages will be informed by an initial planning meeting facilitated by the EP. This could include assessment, intervention, consultation, training, research and bespoke systems-level and curricular projects that support the school SEF (see below and on our website for more information).
- The EPS follows British Psychological Society guidance on ethical trading and our service is not for profit and is founded on the principles of social justice. Consultation packages are for direct work (administration and travel does not come from this time).

- all our EPs hold enhanced DBS for working with vulnerable children and adults and are all HCPC registered. The latter meaning that they undertake regular CPD and supervision to ensure continuing professional development which enhances the outcomes for service users.
- all work completed by the EPS will follow the ethical principles of the profession as set out by the British Psychological Society Division of Educational and Child Psychology and by the Health and Care Professionals Council.

Our Traded Offer to settings could include: -

There are five core functions that underpin the work of the EPS:

### **Consultation**

- Our service works through a consultation model of service delivery, which is a collaborative, preventative, problem solving approach. EPs use psychology to empower others to solve problems. Consultation can be used across a range of systems (individual, group, family, staff) and can also include supervision and coaching for specific staff groups e.g. DSL supervision.

### **Assessment**

- Our EPs adopt a range of assessment styles and tools to understand the needs of the child or young person and promote their inclusion in the educational setting as part of the graduated 'assess, plan, do and review' model. Assessment may be via observation, staff/ parent consultation and at times direct assessment with a child/ young person. Assessment tools might include classroom observation, standardised assessment or dynamic assessment for example.

### **Intervention**

- Our EPs offer a wide range of evidence-based tiered interventions (at the individual, small group, whole class, systemic for example) designed to support children and young people with complex SEND. Intervention may also include problem solving frameworks and collaborative approaches with the adults in the wider system around a child to promote effective and long-lasting change and build capacity for those we support.

### **Training**

- Our EPs offer a range of training support for the education settings we work with. Training is offered at an individual, group and systems level linking research and psychological theory with practice. We are fully engaged with a number of authority-wide training programmes (e.g. ELSA and Emotionally Based School Non-Attendance) and we also offer a small range of centrally held training courses for educational professionals to attend across the year.



## Research

- Educational psychologists are applied psychologists and as a service we have a number of EP colleagues who are involved in designing and carrying out research, exploring new ideas and promoting effective educational practice. We also have close links to EP Doctoral training courses and each year have a significant number of trainee colleagues who work alongside us who are active in their research endeavours.

## Packages and Costs

There are a range of packages available to reflect the range of settings and needs across Worcestershire. One session equates to 3 hours delivery

- Package 1: 3 sessions, 9 hours (small school package – under 100 pupils)  
£1,027.00+VAT
- Package 2: 6 sessions, 18 hours £2,055.00+VAT
- Package 3: 9 sessions, 27 hours £3,080.00+VAT
- Package 4: 12 sessions, 36 hours £4,110.00+VAT
- Package 5: 15 sessions, 45 hours £5,135.00+VAT

Educational Psychologists will be working in 3-hour sessions, and it is the responsibility of the SENCO to jointly plan this with their link EP.

If you have any specific systemic or development projects where you feel additional hours would be required, please contact us with your proposal and we will be in touch to consider what is required with you. Please contact [edpsychology@worcestershire.gov.uk](mailto:edpsychology@worcestershire.gov.uk) with “Additional Hours” as subject heading.

Owing to the Easter Break, the packages will run from the start of the Summer term 2025 until 31<sup>st</sup> March 2026. No sessions or hours can be carried over and schools are encouraged to plan their work effectively with their link EP so that it is spread across the year. This also means that packages are not designed to be delivered within a single term, but throughout the whole year.

Academies will be charged in September for this Service Level Agreement, even though work will begin in April.

Capacity limits the number of packages that can be bought by settings and therefore they are offered on a first come, first served basis.

Where service delivery involves a child assessment and the school/setting is aware of the child’s absence on the appointment date, it is the setting’s responsibility to contact the named professional as soon as possible to inform them and arrange alternative dates. Repeated short notice cancellations (under 24 hours) will result in hours being deducted from the package delivery.

## Contact

Any questions regarding information contained here or you would like to speak to someone about your setting’s specific needs, please contact [edpsychology@worcestershire.gov.uk](mailto:edpsychology@worcestershire.gov.uk)

## English as an additional language (EAL) Support

An EAL service is available to non-maintained and out of county schools to build the capacity of schools to improve outcomes for EAL learners.

Support available from the EAL service includes:

- bespoke consultancy
- termly networking meetings and a range of training workshops for EAL coordinators, ECTs, class teachers and parents
- EAL audit/health check followed up with help and advice to make your school inclusive and EAL friendly
- fast response visit and toolkit for new arrivals
- assessment guidance and tools
- resource loans
- non-standardised assessment of underlying skills to help determine whether poor progress is related to EAL or SEND

### Costs

Costs for Worcestershire maintained schools are met from de-delegated funding and no purchase is required. The EAL service is commissioned by Worcestershire Schools Forum.

For Worcestershire non-maintained and out of county schools the costs are: -

- 3 hours on-site support £260+VAT
- 2 hours on-site support and 1 hour report writing £260+VAT

All packages will run from 1<sup>st</sup> April 2025– 31<sup>st</sup> March 2026. No sessions or hours can be carried over and schools are encouraged to plan their work effectively with their link teacher so that it is spread across the year. This also means that packages are not designed to be delivered within a single term, but throughout the whole year.

Academies will be invoiced in September for this Service Level Agreement, even though work will begin in April.

### Contact

Any questions regarding information contained here or you would like to speak to someone about your setting's specific needs, please contact [eal@worcestershire.gov.uk](mailto:eal@worcestershire.gov.uk).

## English as an additional language (EAL) Audit

How well do you support your English as an Additional Language (EAL) Learners?

The EAL team will work with you to audit your provision for EAL learners in terms of:-

- leadership and management
- teaching and learning
- whole school environment assessment
- parents/carers and the community
- emotional health and wellbeing the learning support EAL team will:
  - provide a summary which identifies the positive features of your current provision and recommends areas for development and how this might be achieved
  - support you to draw up an action plan which reflects your priorities
  - offer support by providing advice, resources and or training

### Costs

Costs for Worcestershire maintained schools are met from de-delegated funding and no purchase is required. The EAL service is commissioned by Worcestershire Schools Forum.

For Worcestershire non-maintained and out of county schools the costs are £260 (3 hours). Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3-hour sessions can be purchased to achieve delivery.

All packages will run from 1<sup>st</sup> April 2025 – 31<sup>st</sup> March 2026. No sessions or hours can be carried over and schools are encouraged to plan their work effectively with their link teacher so that it is spread across the year. This also means that packages are not designed to be delivered within a single term, but throughout the whole year.

Academies will be invoiced in September for this Service Level Agreement, even though work will begin in April.

### Contact

Any questions regarding information contained here or you would like to speak to someone about your setting's specific needs, please contact [eal@worcestershire.gov.uk](mailto:eal@worcestershire.gov.uk).

## Learning Support

Enhance the capacity of your school or setting to meet the needs of children and young people with a range of learning needs, through specialist advice, interventions, assessment and training.

LST provide support for schools in delivering the Graduated Response and co-production of SMART targets helps staff to prioritise areas of need.

### **Cognition and Learning**

- support for schools to meet the needs of pupils with a range of learning difficulties impacting on the development of literacy and numeracy skills
- assessment and report including standardised tests, targets and strategies
- advise on strategies and approaches
- monitoring and review of targets and strategies
- standardised testing to support application for Exam Access Arrangements
- access to qualified specialist teachers to contribute to the dyslexia decision making process in line with the new dyslexia assessment process
- training to support cognition and learning in the classroom

### **Motor Skills**

- supporting schools to use the Dyspraxia Pathway effectively
- movement assessments leading to advice regarding suitable interventions and classroom strategies.
- training to support cognition and learning in the classrooms

### **Service delivery**

Support is delivered for 3-hour sessions. A named specialist teacher is allocated to each school or setting.

### **Benefits**

- identification of learning needs
- targeted support for identified learning needs
- pupils to make progress against SMART targets
- improved access to the curriculum through the promotion of inclusive practices

## Costs

- Package 1: single assessment, 6 hours  
£644.00+VAT
- Package 2: 3 assessments, 18 hours  
£1,932.00+VAT
- Package 3: 5 assessments, 30 hours  
£3,097.00+VAT
- Package 4: 10 assessments, 60 hours  
£5,920.00
- Package 5: 20 assessments, 120 hours  
£11,628.00+VAT
- Package 6: a day every week, 32 weeks, 192 hours  
£17,960.00+VAT
- Package 7: Exam Access Arrangements, 1 hour per pupil  
£105+VAT per pupil

Additional “top-up” hours may be purchased for additional meetings, specialist advice for SENDCOs and class teachers, liaison with parents and other specialist services or other bespoke work requested by the school. **This is charged at £105 an hour. Please speak to your LST teacher beforehand.**

Schools purchasing the ‘Every Week’ package will be allocated a named teacher to work with them for one day a week for 32 weeks of the year. This could include assessment, report writing, attending review meetings, working with children or supporting staff with ideas, resources or training.

All packages will run from 1<sup>st</sup> April 2025 – 31<sup>st</sup> March 2026. No sessions or hours can be carried over and schools are encouraged to plan their work effectively with their link teacher so that it is spread across the year. This also means that packages are not designed to be delivered within a single term, but throughout the whole year.

Academies will be invoiced in September for this Service Level Agreement, even though work will begin in April.

## Contact

Any questions regarding information contained here or you would like to speak to someone about your setting’s specific needs, please contact [lst@worcestershire.gov.uk](mailto:lst@worcestershire.gov.uk).

## Braille Competency in Education Test

Staff supporting children and young people with vision impairments in settings can take a new test designed specifically to meet the needs of educational Braille use. On passing the exam, you will receive a competency certificate. This is the only available test aimed at support staff in settings and is assessed by qualified specialist practitioners, ensuring provision in EHCPs is met.

- support staff in settings can demonstrate Braille competency for educational use
- low-cost, education-focussed test
- test includes practical educational Braille tasks relevant to classroom practice including Maths Braille
- certificate issued by the WCF Sensory Impairment Team – a trusted and respected service with a proven track record of Braille support and knowledge
- raised outcomes for Braille users in settings

### Costs

- £77.00+VAT

All packages will run from 1<sup>st</sup> April 2025 – 31<sup>st</sup> March 2026. No sessions or hours can be carried over and schools are encouraged to plan their work effectively with their link teacher so that it is spread across the year. This also means that packages are not designed to be delivered within a single term, but throughout the whole year.

Academies will be invoiced in September for this Service Level Agreement, even though work will begin in April.

Where service delivery involves a child assessment and the school/setting is aware of the child's absence on the appointment date, it is the setting's responsibility to contact the named professional as soon as possible to inform them and arrange alternative dates. Repeated short notice cancellations (under 24 hours) will result in hours being deducted from the package delivery.

### Contact

Any questions regarding information contained here or you would like to speak to someone about your setting's specific needs, please contact [sensoryimpairment@worcestershire.gov.uk](mailto:sensoryimpairment@worcestershire.gov.uk)



## Group Hearing/Vision Screening

Functional vision and hearing screening undertaken in the school environment by specialist educational professionals. We test whole year groups, identified cohorts and individuals, to suit your requirements.

Assessment by a qualified educational audiologist and/or specialist teacher of vision/hearing impairments, to check levels of functional vision or hearing in the school environment. School will receive details of assessments of each pupil screened and any identified issues will be followed up with a referral to health and an initial advisory report. Testing in school offers the opportunity for all pupils to be screened for difficulties with near or distance viewing and hearing. Screening offers the opportunity to identify children and young people with an undiagnosed loss, which may be impacting on their education.

### Benefits

- quick identification of vision or hearing issues in school setting
- immediate feedback to school staff with educational advice from qualified teachers
- referral to health colleagues
- ongoing support from specialist teachers as appropriate to need
- improved access to the curriculum through the promotion of inclusive practice
- pupils' emotional health and wellbeing is enhanced when their learning needs are identified and addressed effectively
- inappropriate behaviour or underachievement stemming from unmet needs is reduced

### Costs

- For 3 hours support - £260.00+VAT

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3-hour sessions can be purchased to achieve delivery.

All packages will run from 1<sup>st</sup> April 2025 – 31<sup>st</sup> March 2026. No sessions or hours can be carried over and schools are encouraged to plan their work effectively with their link teacher so that it is spread across the year. This also means that packages are not designed to be delivered within a single term, but throughout the whole year.

Academies will be invoiced in September for this Service Level Agreement, even though work will begin in April.

Where service delivery involves a child assessment and the school/setting is aware of the child's absence on the appointment date, it is the setting's responsibility to contact the named professional as soon as possible to inform them and arrange alternative dates. Repeated short notice cancellations (under 24 hours) will result in hours being deducted from the package delivery.

### Contact

Any questions regarding information contained here or you would like to speak to someone about your setting's specific needs, please contact [sensoryimpairment@worcestershire.gov.uk](mailto:sensoryimpairment@worcestershire.gov.uk)

## Hearing Impairment (HI) Support

Close the gap between Deaf children and their peers and remove barriers to learning for children and young people (0-25 years) with a mild, low impact hearing impairment. Enhance the capacity of your school or setting to meet the needs of Deaf children and young people through specialist advice, interventions, assessment and training. Support for schools in delivering the graduated response from teachers of the deaf, an educational audiologist and specialist teaching assistants. All have extensive experience of working with Deaf children and young people and their families with a range of communication methods (including sign language) to overcome barriers to learning.

### Specialised skills

- assessment and management of hearing loss, including children with additional needs in special school settings
- quality assurance of amplification systems (radio aids, sound field systems and hearing aids) including reviewing effectiveness of aided hearing
- acoustic surveys of listening environments and recommendations
- access and exam arrangements for Deaf children in independent schools
- specialist communication methods – to support schools to give CYP an effective communication method for life.
- aetiology of hearing loss/measurement of hearing/descriptors of hearing loss
- assessment, support and reporting on learners with a hearing loss who reside out of county
- specialist support in independent settings
- specialist knowledge to support in further and higher education, including support using Disabled Students' Allowances

### Strategic advice

- exams Access arrangements assessment and advice, in line with JCQ regulations
- ICT advice for inclusion
- input into writing of fire evacuation plans
- risk assessment advice for trips and off-site activities
- delivery of peer awareness across whole school
- delivery of communication package across whole school

### Training

- staff training on Deaf awareness
- best practice transition advice for vulnerable groups

### Examples of support

- introduction to Signing Training – to support spoken language to enable access to the curriculum.
- examinations arrangements for FHE colleges
- specialist equipment consultation and loan
- training to other professionals (e.g. Health) on early language development and HI

- acoustic Survey - Check accessibility for learners with mild sensory impairment. Report and recommendations to ensure your school/setting is Single Equality Act Compliant (purchase 2x 3 hours) – £520

### **Benefits**

- raised outcomes for pupils with sensory impairments from a service with a proven, successful track record
- settings are compliant with the Equality Act and the Code of Practice
- improved access to the curriculum through the promotion of inclusive practice
- pupils' emotional health and wellbeing is enhanced when their learning needs are identified and addressed effectively
- inappropriate behaviour or underachievement stemming from unmet needs is reduced.

### **Costs**

- For 3 hours support - £260.00+VAT

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3-hour sessions can be purchased to achieve delivery.

All packages will run from 1<sup>st</sup> April 2025 – 31<sup>st</sup> March 2026. No sessions or hours can be carried over and schools are encouraged to plan their work effectively with their link teacher so that it is spread across the year. This also means that packages are not designed to be delivered within a single term, but throughout the whole year.

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Where service delivery involves a child assessment and the school/setting is aware of the child's absence on the appointment date, it is the setting's responsibility to contact the named professional as soon as possible to inform them and arrange alternative dates. Repeated short notice cancellations (under 24 hours) will result in hours being deducted from the package delivery.

### **Contact**

Any questions regarding information contained here or you would like to speak to someone about your setting's specific needs, please contact

[sensoryimpairment@worcestershire.gov.uk](mailto:sensoryimpairment@worcestershire.gov.uk)

## Multi-Sensory Impairment (MSI) Support

Specialist support for children and young people (0-25 years) with complex needs and/or a dual sensory loss (HI and VI). Enhance the capacity of your school or setting to meet the needs of MSI children and young people through specialist advice, interventions, assessment and training.

The Multi-Sensory Impairment team offers support from a teacher with mandatory specialist qualifications in multi-sensory impairment, vision impairment or hearing impairment, skilled teaching assistants, educational audiologists and a qualified habilitation specialist in special schools, specialist provision, independent and mainstream settings.

### Specialised assessment and reporting

- assessment and support of learners with low level vision and/or hearing difficulties and complex needs
- assessment and support of learners with vision/hearing loss and complex needs who live out of county
- functional vision screening and hearing assessment
- examinations access arrangements
- quality assurance of specialist equipment and amplification systems including reviewing effectiveness of aided hearing
- Auditory Processing Disorder (APD)/ Cortical Visual Impairment (CVI) – advice and management
- specialist communication methods – such as on body signing, signing, braille and symbols

### Strategic advice

- ICT and specialist equipment advice for inclusion
- input into writing of personal fire evacuation plans (PEEP)
- risk assessment advice for trips and off-site activities (to be added to the school's risk assessment)
- delivery of communication package across whole school

### Transition

- best practice transition advice for vulnerable groups

### Curriculum advice

- delivery of peer awareness across whole schools
- emotional health and wellbeing support and training
- introductory signing strategies training

### Benefits

- enhanced specialist inclusion for pupils with multi sensory impairments from a service with a proven, successful track record
- improved access to learning through modifications training

- health and safety considerations relating to MSI are identified and addressed, reducing risk
- pupils' emotional health and wellbeing is enhanced when their MSI is addressed effectively
- inappropriate behaviour stemming from unmet needs is reduced

### **Costs**

- For 3 hours support - £260.00+VAT

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3-hour sessions can be purchased to achieve delivery.

All packages will run from 1<sup>st</sup> April 2025 – 31<sup>st</sup> March 2026. No sessions or hours can be carried over and schools are encouraged to plan their work effectively with their link teacher so that it is spread across the year. This also means that packages are not designed to be delivered within a single term, but throughout the whole year.

Academies will be invoiced in September for this Service Level Agreement, even though work will begin in April.

Where service delivery involves a child assessment and the school/setting is aware of the child's absence on the appointment date, it is the setting's responsibility to contact the named professional as soon as possible to inform them and arrange alternative dates. Repeated short notice cancellations (under 24 hours) will result in hours being deducted from the package delivery.

### **Contact**

Any questions regarding information contained here or you would like to speak to someone about your setting's specific needs, please contact [sensoryimpairment@worcestershire.gov.uk](mailto:sensoryimpairment@worcestershire.gov.uk)

## SEND Adaptations Audit

A detailed check of classrooms, buildings and the immediate environment to provide advice on accessibility.

### How accessible is your setting?

We offer an audit of your setting by a Qualified Habilitation Specialist and Educational Audiologist with a full report to include recommendations for best acoustics and access. These can help make your setting Equality Act compliant through reasonable adjustments.

#### Benefits

- accessible learning environments with due regard to risk management and safety
- all students benefit from an acoustically friendly learning environment and are enabled to achieve their potential
- settings are Equality Act compliant

#### Costs

- For 6 hours support - £260.00+VAT

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3-hour sessions can be purchased to achieve delivery.

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#### Contact

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## Sensory Impairment (SI) Short Assessment and Report

Enhance the capacity of your school or setting to meet the needs of children and young people with a mild, low impact sensory impairment, delivering the graduated response. A specialist teacher with a mandatory qualification (vision impairment, hearing impairment or multi-sensory impairment) will make a short assessment visit and produce a one-page recommendations report.

1½ hours of support from a Specialist Teacher, to include: one hour of in-school assessment, observation and feedback plus 1/2 hour for a one-page short summary report, briefly detailing levels of hearing/ vision, recommendations and exams arrangements where appropriate.

- low-cost, brief assessment of vision and/or hearing for pupils with mild, low-impact losses
- advice from Specialist Teachers on educational provision
- examinations recommendations updated annually as appropriate by qualified professionals

Settings who have already purchased specialist support can add extra time in smaller amounts, allowing greater flexibility. Can also be purchased as an “add-on” to existing sensory impairment consultancy, for additional time required for further assessment and reporting. For add on time, children and young people will receive the full 1½ hours’ support in the setting. This is suitable for pupils with mild, low impact losses who are not currently receiving commissioned support, or as a “top up” to existing support.

### Benefits

- raised outcomes for pupils with sensory impairments from a service with a proven, successful track record
- settings are compliant with the Equality Act – making reasonable adjustments
- improved access to the curriculum through the promotion of inclusive practice
- pupils’ emotional health and wellbeing is enhanced when their learning needs are identified and addressed effectively
- inappropriate behaviour or underachievement stemming from unmet needs is reduced

### Costs

- For 1.5 hours support - £140.00+VAT

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3-hour sessions can be purchased to achieve delivery.

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### **Contact**

Any questions regarding information contained here or you would like to speak to someone about your setting's specific needs, please contact [sensoryimpairment@worcestershire.gov.uk](mailto:sensoryimpairment@worcestershire.gov.uk)

## Specialist Cover

A specialist Sensory Impairment Practitioner will support pupils with a vision or hearing impairment when settings are recruiting or unable to recruit, or if schools-employed TAs are absent, to ensure EHCP and other statutory requirements are met.

Our team of Specialist Practitioners will support pupils requiring British Sign Language (BSL), Braille or will support with resourcing and modifying the curriculum due to their sensory impairment. We offer cover for existing school-based TA staff absences and for periods when recruitment is taking place, to ensure all pupils access learning and experience continuity of provision. All our TAs hold additional Braille or BSL qualification and are highly experienced and skilled in their field, ensuring suitable provision in EHCPs continues and that pupils' needs are fully met.

### Benefits

- child/young person experiences access to learning
- statutory duties are met
- modelling of best practice to new staff following recruitment based on the specific needs of the child in their setting
- support with recruitment of an appropriate TA
- consistent provision in times of school-based TA absence meaning no disruption to learning and child is not placed at a disadvantage

### Costs

- For 15 hours support £260.00 + VAT per week
- For 30 hours support £520.00 + VAT per week

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3-hour sessions can be purchased to achieve delivery.

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### Contact

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## Vision Impairment

Close the gap between children and young people (0-25 years) with a vision impairment (VI) and their peers and remove barriers to learning for children with a mild, low impact VI. Enhance the capacity of your school or setting to meet the needs of VI children and young people through specialist advice, interventions, assessment and training. Support for schools in delivering the graduated response from teachers with mandatory specialist qualifications in vision impairment, skilled teaching assistants and a qualified habilitation specialist.

### Specialised assessment and reporting

- assessment, support and reporting of children with mild or suspected vision difficulties to close the gap between their attainment and that of their peers
- assessment, support and reporting on learners with a vision impairment who reside out of the county
- specialist support in independent settings
- specialist knowledge to support in further and higher education, including support using Disabled Students' Allowances
- exams access arrangements assessments and reports in line with JCQ regulations

### Strategic advice

- ICT and specialist equipment advice for inclusion
- input into writing of personal fire evacuation plans (PEEP)
- risk assessment advice for trips and off-site activities (to be added to the school's risk assessment)
- best practice transition advice for vulnerable groups

### Emotional support

- delivery of peer awareness across whole schools/ year groups
- emotional health and wellbeing support for pupils

### Training

- staff training on VI awareness
- inclusive environment training
- introduction to Braille/sighted guide sessions for INSET days

### Additional examples of support

- specialist equipment support and loan to independent and FHE setting
- habilitation training for out of county pupils or settings
- braille- learn uncontracted and/or contracted braille with support from our experienced, specialist Braille experts. This is suitable for all teachers and TAs as well as parent/carers and other professionals (purchase 2x 3 hours) - £520.00+VAT

## Benefits

- raised outcomes for pupils with sensory impairments from a service with a proven, successful track record
- settings are compliant with the Equality Act and the Code of Practice
- improved access to the curriculum through the promotion of inclusive practice
- health and safety considerations relating to VI are identified and addressed, reducing risk
- pupils' emotional health and wellbeing is enhanced when their learning needs are identified and addressed effectively
- inappropriate behaviour or underachievement stemming from unmet needs is reduced

## Costs

- For 3 hours support £260.00+VAT per week

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3-hour sessions can be purchased to achieve delivery.

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# Quality of Education and Improvement

Schools are working harder than ever to manage overwhelming pressures.

Our School Improvement Advisers are available to provide an external view and focus, to help schools deliver effective high-quality education and achieve positive outcomes for pupils.

The School Improvement offer to schools is bespoke and adaptable to ensure it is innovative and fit for purpose. Support is delivered through consultancy, reviews and training and can be adapted for a virtual environment if that better suits the school.

## Curriculum and Subject Specific Consultancy

Ofsted's revised framework has placed curriculum at the centre of the accountability framework. This provides an opportunity to focus on the importance of the curriculum in shaping and supporting your pupils' life chances and accelerating their achievement.

We can undertake an objective whole school review of your curriculum or focus on specific subjects and evaluate whether you are effectively meeting the learning needs of all pupils in core and foundation subjects.

Consultancy may include: -

- practical advice and guidance on developing an inclusive curriculum
- supporting curriculum design, planning and assessment
- developing specific teaching and learning strategies to support curriculum delivery
- support to plan for progression and transition
- mentoring subject coordinators and new or non-specialist teachers
- provide ongoing professional development for teachers
- interviews with middle leaders regarding curriculum change and transition
- interviews and/or surveys with pupils regarding engagement and challenge in their lessons
- scrutiny of pupils' work across key stages and curriculum areas
- observations or learning walks in specific curriculum areas
- workshops and/or individual support to curriculum areas on resources to engage and challenge all learners

### Benefits

- whole school, phase and targeted reviews can:
- give senior leaders, governors and subject/phase leaders confidence and reassurance about the quality of the schools' curriculum and that the curriculum meets government expectations
- support the identification of curriculum priorities and plan how to address them to secure accelerated achievement and greater social mobility
- improve outcomes for pupils through improved levels of engagement and challenge
- create a renewed energy and interest to identified areas of curriculum
- develop the leadership capacity of staff
- secure sustainable improvement



## Costs

- For 3 hours support £326.00+VAT

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3-hour sessions can be purchased to achieve delivery.

## Contact

Any questions regarding information contained here or you would like to speak to someone about your setting's specific needs, please contact [schoolimprovement@worcestershire.gov.uk](mailto:schoolimprovement@worcestershire.gov.uk)

## Headteacher Appraisal

In maintained schools, academies and free schools, governing boards have a statutory duty to appoint an external adviser for the headteacher/principal appraisal process. Our advisers have the skills, experience and objectivity to provide the level of support and advice required to ensure a robust headteacher appraisal process.

The three-and-a-half-hour session provides: -

- pre-visit preparation
- on site meetings with the headteacher and appointed governors to facilitate a review meeting and setting objectives
- agreed monitoring arrangements
- post-visit drafting of review statement and agreed objectives

## Benefits

- support governors and headteachers in undertaking the appraisal process
- to support the setting of clear and measurable objectives
- provide impartial guidance and support

## Costs

- For 3 hours support £383.00+VAT

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3-hour sessions can be purchased to achieve delivery.

## Contact

Any questions regarding information contained here or you would like to speak to someone about your setting's specific needs, please contact [schoolimprovement@worcestershire.gov.uk](mailto:schoolimprovement@worcestershire.gov.uk)

## Leaders of Learning

The School Improvement Team will host a face-to-face event 3 times a year for all leaders of learning. The sessions will include a time to talk and share experiences, a 'quick win' to help reduce workload, updates on inspection patterns and a focus on a piece of research or project that might be of interest. In addition to the 3 sessions a year there will be 3 newsletters which will feature updates, advice and guidance on the latest research and projects being worked on in Worcestershire and across the country.

Once you have purchased the SLA on the eStore, you will then need to book the three sessions via [CPD \(opens in new window\)](#)

Subscription to this SLA is £124.00+VAT (per delegate) and renewable annually.

Dates of the sessions are to be confirmed for the year.

### Contact

Any questions regarding information contained here or you would like to speak to someone about your setting's specific needs, please contact [schoolimprovement@worcestershire.gov.uk](mailto:schoolimprovement@worcestershire.gov.uk)

## School Improvement Consultancy

Maximise your school capacity to raise standards and improve outcomes for learners by working in partnership with us. We will make sure we understand the context of your school, its specific challenges and needs and establish coherent development strategies at all levels of the organisation to bring about sustainable improvement.

Our school improvement service offers a comprehensive menu of bespoke consultancy (delivered through School Improvement Professionals, Learning and Teaching Professionals and external associates) and professional development to support whole school improvement and help achieve your goals.

With the on-going challenges of the pandemic and the pressures around the inspection framework and other external accountability measures, our tailored consultancy visits will provide the challenge and insight that headteachers and senior leaders value but provide the opportunity for you to set the agenda, ensuring that the focus will be supporting your school to achieve your goals.

Activities might include:

- joint monitoring activities such as lesson observations/learning walks/ work scrutinies, learner discussions to validate school judgements
- preparation for inspections including:
  - external quality assurance of the school self-evaluation and improvement plan
  - guidance on how to identify key data trends and identification of key lines of enquiry

- preparing the monitoring and evaluation evidence base and analysis
- preparing SLT and governors for leadership interviews.
- school website and policy compliance review
- managing communications for parents and carers
- tailored staff professional development
- support with strategic planning and self-evaluation processes
- coaching support for leaders or to support improvements in teaching and learning

### **Benefits**

- receive a tailored, bespoke programme of support
- engage in professional discussion to support self-evaluation and identification of areas for further development
- build leadership capacity amongst staff
- receive up-to-date expert guidance to help secure further improvement

### **Costs**

- For 3 hours support £383.00+VAT

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3-hour sessions can be purchased to achieve delivery.

### **Contact**

Any questions regarding information contained here or you would like to speak to someone about your setting's specific needs, please contact

[schoolimprovement@worcestershire.gov.uk](mailto:schoolimprovement@worcestershire.gov.uk)

## Pupil Premium Review

The purpose of the Pupil Premium review is to ensure your school's Pupil Premium strategy is effective and to help you explore a range of approaches to improve academic and wider outcomes for disadvantaged pupils.

The structure and focus of the Pupil Premium review can be tailored according to a school's individual needs but will generally, include:

- guidance and support to improve your school's Pupil Premium strategy
- review/evaluation of existing provision with a focus on tracking data and learner outcomes
- exploring a range of approaches to support the academic progress and wider outcomes for disadvantaged pupils
- identification of key strategies and effective interventions that help to narrow gaps between disadvantaged learners and their peers
- identification of staff training needs and professional development opportunities
- support to effectively report on the impact of Pupil Premium funding and provision

**Level 1** (9 hours) includes:-

- preparation for visit involving scrutiny of Pupil Premium documentation and achievement data
- on-site visit to school working alongside the Pupil Premium Leader and other key staff
- written report with clearly defined strengths and recommendations for development

This level is only recommended for small schools and settings.

**Level 2** (12 hours)

- is the same as level 1 but is more suitable for larger schools

### Benefits

- identification of strong practice and areas for improvement
- ensuring funding is used effectively to raise attainment and accelerate progress for disadvantaged pupils
- improving provision and practice through interpreting data, evaluating impact, raising expectations through quality first teaching and targeted interventions
- meet DfE requirements in publishing an effective pupil premium strategy
- ensuring a positive commentary on the educational and wider outcomes of eligible pupils

**Don't forget** the Pupil Premium review is an effective and legitimate use of Pupil Premium funds.

### Costs

- Level 1: £1,149.00 + VAT
- Level 2: £1,532.00 + VAT

Upon enquiry an adviser will recommend the number of hours required to meet your needs.

### **Contact**

Any questions regarding information contained here or you would like to speak to someone about your setting's specific needs, please contact [hharris@worcestershire.gov.uk](mailto:hharris@worcestershire.gov.uk)

## **SEND Review**

As part of the Review process, the WCC SEND Audit tool will be used to support accurate school self-evaluation and strengthen the leadership of SEND/Inclusion within your school. It will provide evidence to support inspection and identify priorities for improving provision and outcomes for pupils with SEND. By completing the SEND review, the school will gain:

- 1:1 consultancy and professional discussion with a SEND specialist to model effective practice and provide key recommendations to ensure that all learners with SEND achieve well
- support with action planning to ensure priorities are developmental and lead to sustainable improvements
- a review of the effectiveness of the SEND statutory policy documentation
- a 'snapshot' evaluation of the quality of classroom provision and adaptations to meet need
- a clear and comprehensive overview of the school's Graduated approach and the effectiveness of intervention programmes in meeting pupils' needs
- guidance in developing a comprehensive SEND CPD programme for staff at all levels
- an evaluation of the effectiveness of data tracking systems to determine the impact of provision on learner progress and outcomes
- guidance on effective Governance for SEND
- identification of priority areas for SEND development which can be included in the school's overarching self-evaluation and School Improvement Plan

### **Benefits**

This well-focused programme provides a powerful opportunity for:

- ensuring the school's SEND statutory duties are met
- incorporating a whole-school approach to SEND to ensure an inclusive ethos and culture
- supporting SENCOs in the development of their role as influential ambassadors for pupils with SEND and their families
- maximising the quality of provision to further support pupils with SEND and improve outcomes

### **Costs (dependent upon the size of the school)**

- For 6 hours support: £766.00 + VAT
- For 9 hours support: £1,149.00 + VAT

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3-hour sessions can be purchased to achieve delivery.

### Contact

Any questions regarding information contained here or you would like to speak to someone about your setting's specific needs, please contact [hharris@worcestershire.gov.uk](mailto:hharris@worcestershire.gov.uk)

## Supporting Disadvantaged Learners

Our team can provide specialist guidance, bespoke support and professional challenge in order to develop whole school provision to secure improvement and maximise the achievement of disadvantaged pupils.

The needs of schools vary significantly so our team can create tailored packages according to your individual requirements. Activities can include:

- bespoke consultancy with a range of school leaders, including governors
- a review of key policy documentation
- support and guidance in relation to documentation and statutory website compliance
- support and guidance in constructing an effective pupil premium strategy
- a review of whole school provision, organised in collaboration with SLT, based on agreed objectives and clear evaluation
- joint monitoring activities such as learning walks, lesson observations, learner discussions
- analysis and evaluation of school data to determine the impact of provision on learner progress and wider outcomes
- developing provision management systems to effectively map and evaluate the quality and impact of provision in place
- providing recommendations to ensure that all learners make sufficient progress and that attainment gaps are narrowed between different groups
- providing exemplar templates, tools and materials

### Benefits

- external advice and challenge contribute to school evaluation and development planning
- supports the improvement of high-quality inclusive teaching
- promotes a whole-school approach to meeting individual learner needs
- supports leaders in the development of their strategic role
- ensures school compliance with statutory requirements

### Costs

- For 3 hours support £383.00+VAT

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3-hour sessions can be purchased to achieve delivery.

## Contact

Any questions regarding information contained here or you would like to speak to someone about your setting's specific needs, please contact [hharris@worcestershire.gov.uk](mailto:hharris@worcestershire.gov.uk)

## Support for SEND and Inclusion

Enhance the effectiveness of SEND/Inclusion policy and practice in your school through providing bespoke consultancy.

We can create tailored packages according to your school's individual requirements.

Activities may include:

- undertaking a SEND Health Check
- developing and embedding a clear graduated approach to meeting the needs of pupils with SEND
- joint monitoring activities such as learning walks, lesson observations, learner discussions
- analysing and using data to target interventions and determine the impact of provision on learner progress and outcomes
- developing effective provision management systems for mapping and evaluating the quality and impact of provision in place
- understanding SEND funding streams and evaluating impact of expenditure
- exploring curriculum access and adaptive teaching approaches
- considering Ofsted readiness
- guidance in relation to requests for needs assessments
- SENCo development and support (this can include leadership development, effective provision development and target setting, monitoring impact and outcomes, role of the SENCo, communicating with parents and services, leading effective meetings)
- support and guidance in relation to statutory website compliance
- developing the role of the SEND governor
- effective deployment of support staff
- reviewing the effectiveness of policies, procedures and statutory duties for pupils with SEND
- programmes of bespoke training for whole staff, groups or individuals

## Benefits

- strengthen skills, knowledge and understanding of leaders and staff to ensure they act as influential ambassadors for pupils with SEND
- embed rigorous monitoring processes to effectively evidence impact and evaluate the quality of provision
- improve academic and wider outcomes for pupils with

## **Costs**

- For 3 hours support £383.00+VAT

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3-hour sessions can be purchased to achieve delivery.

## **Contact**

Any questions regarding information contained here or you would like to speak to someone about your setting's specific needs, please contact [hharris@worcestershire.gov.uk](mailto:hharris@worcestershire.gov.uk)



## Governor Services Subscription

### The subscription includes:

- School governance procedural support, advice and guidance for maintained schools and academies, from experienced governance advisers during term-time, accessible via the Governor Services helpline and via the Governor Services email address.
- Clerks mailings to include updates on changing legislation, regulations and policies which may affect your governing board.
- Alternate governor alert mailings/Podcasts providing governors with a brief update on recent news and links to external resources Across the year you will receive 3 Newsletters and have access to 3 Podcasts
- Access for your Clerk to Governors to the Governor Services webpages. Using a secure login your Clerk to Governors will be able to download procedural guidance notes, access the Governor Services Governor Alerts and Podcasts and find useful links to external documents.
- A 'New Governor Welcome Pack' for new governors of subscribing schools; sent direct to new governors of maintained schools and accessible via the Governor Services secure webpages for academy schools.
- A 'Clerk to Governors Welcome Pack' sent direct to your new clerk to governors when appointed.
- 50% off FGB governor training sessions, for boards with a Governor Services SLA. Sessions can be tailored to the specific needs of your board
- \*New and Due – all schools who are within the Ofsted window can purchase Ofsted Readiness for Governors at a significantly discounted price. Contact [governorservices@worcestershire.gov.uk](mailto:governorservices@worcestershire.gov.uk) for more information

### Costs

- For a 12 month subscription £310.00+VAT

### Contact

Any questions regarding information contained here or you would like to speak to someone about your setting's specific needs, please contact [governorservices@worcestershire.gov.uk](mailto:governorservices@worcestershire.gov.uk)

## Governor Services Consultancy

Specialist support, advice and guidance for governing boards is provided by experienced trainers and facilitators who have in depth knowledge of governance and leadership to support the work of the governing board.

### **The effectiveness of the governing board**

We can provide consultancy to help improve the effectiveness of the governing board:

- monitoring and evaluation
- governor visits
- Are you Ofsted ready
- 3-5 year strategic planning
- Governor action planning
- Working with the clerk – effective clerking
- Governor self-evaluation
- Headteacher appraisal

### **Effective leadership and management of the governing board**

- Working with the headteacher/ Working with the clerk
- Leading and managing the governing body

### **Effective clerking**

- Taking effective minutes
- Working with the chair/headteacher/governors
- Understanding governance – implications for clerking
- Preparing governors for Ofsted

### **Costs**

- For 3 hours support £325.00+VAT

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3-hour sessions can be purchased to achieve delivery.

### **Contact**

Any questions regarding information contained here or you would like to speak to someone about your setting's specific needs, please contact

[governorservices@worcestershire.gov.uk](mailto:governorservices@worcestershire.gov.uk)

## External Review of Governance

We offer a professional service to audit the effectiveness of governance and provide support for the governing board to ensure they meet the 3 core strategic functions.

This can be delivered in response to:

- an Ofsted requirement following an inspection
- a recommendation by the school's school improvement adviser
- the governing board's own self evaluation

Whatever the rationale for the external review of governance the audit will support governing boards to develop clear strategies to improve the effectiveness of governance to meet the 3 core strategic functions and statutory responsibilities.

The external review of governance identifies the findings and key areas for development, providing recommendations and guidance on how these can be achieved. The recommendations will provide governors with strategies which will support them to create an evidence base to demonstrate governors meet Ofsted inspection criteria.

This review can be purchased by any school, at any time.

### **Costs:**

- Package 1: 2.5 days consultancy time  
£1,620.00+VAT
- Package 2: 3 days consultancy and includes a 3 hour follow up progress review of the action plan after three months.  
£1,945.00+VAT

Upon enquiry an adviser will recommend the number of hours required to meet your needs. Multiple 3-hour sessions can be purchased to achieve delivery.

### **Contact**

Any questions regarding information contained here or you would like to speak to someone about your setting's specific needs, please contact [governorservices@worcestershire.gov.uk](mailto:governorservices@worcestershire.gov.uk)

## KS1, KS2 & Primary Assessment and Moderation

All non-maintained schools (academies and free schools) are required to select an authorised service provider for key stage 1 (Phonics Screening Check) and key stage 2 monitoring and moderation activities. As set out in the statutory guidelines, all non-maintained schools are responsible for ensuring all such agreements are in place and that they comply with the national assessment arrangements as part of their funding agreement.

Please refer to ARA Guidance for key dates [Key stage 2: assessment and reporting arrangements \(ARA\) - GOV.UK](#)

### KS1 Phonics Screening Check Support and KS1 Non-statutory Assessment Support and Guidance

This package includes the following:

- allocation of an authorised provider to oversee monitoring activities and a written local agreement to confirm provider to STA
- e-mail and telephone access to a team of qualified advisers who can give offer:
  - advice on the administration and assessment of the Phonics Screening Check
  - monitoring of the Phonics Screening Check
  - Guidance relating to non-statutory testing at the end of KS1 and the use of the non-statutory teacher assessment framework for writing for year 2

### KS2 assessment support and guidance package

This includes the following:

- allocation of authorised provider to oversee monitoring activities a written local agreement to confirm provider to STA
- e-mail and telephone access to a team of qualified advisers who can give advice relating to assessment, including
  - teacher assessment and statutory testing arrangements for the end of KS2
  - monitoring of the Key Stage 2 Statutory Assessment Tests
  - advice on teacher assessment of writing for year 6

### Primary assessment support and guidance package

This package is for schools who have pupils in KS1 and KS2 and incorporates both the KS1 and KS2 support and guidance packages (as outlined above).

### Key Stage 2 Moderation package

Should your school be selected for a statutory moderation visit there will be an additional cost. See below: -

This package includes:

- an assigned moderator(s) who will visit the school to verify teacher assessment
- a brief report focused on judgements in writing and suggestions for next steps

## Maladministration and appeals support

In the event of a school being investigated for maladministration, support can be provided. The nature and scope of the support will need to be discussed with the Statutory Assessment Lead and a package/cost of support agreed.

### Costs

- KS1 Phonics Screening Check support and non-statutory assessment support and guidance: £182.00+VAT
- KS2 assessment support and guidance package: £182.00+VAT
- Primary assessment support and guidance package (KS1 and KS2): £342.00+VAT
- Moderation packages: key stage 2 assessment package – only purchasable if chosen for 2025 cycle:
  - 0 – 30 pupils in KS cohort (1 assigned moderator) - £466.00+VAT
  - 31 – 60 pupils in KS cohort (1 – 2 assigned moderators) - £828.00+VAT
  - 61 or more in KS cohort (2 – 4 assigned moderators) - £1242.00+VAT

In addition to the above support packages, we also offer an additional range of support and training to cover statutory assessment in Y6 and in-school assessment for all year groups. Please log on your CPD account for more information - [CPD \(opens in new window\)](#)

### Contact

Any questions regarding information contained here or you would like to speak to someone about your setting's specific needs, please contact [jhoward@worcestershire.gov.uk](mailto:jhoward@worcestershire.gov.uk)

# Services for Education Safeguarding

## Education Safeguarding Subscription

The Education Safeguarding Subscription has been designed to ensure schools/colleges have an effective, relevant, and compliant safeguarding culture.

To achieve this schools/colleges need to have the required level of training alongside appropriate approaches to quality assure safeguarding practices and procedures.

Included within the subscription we offer subsidised training for all those involved in keeping children safe in education.

Our Safeguarding subscription will ensure schools/colleges can actively accomplish this.

### Core Offer support in SLA

- 1 day Safeguarding Audit- Self Assessment for schools who are due an Ofsted inspection within 2 terms.
- a training package for DSLs to deliver safeguarding training to all staff.
- individual case discussions – advice and guidance - example Domestic Abuse/Child on Child Abuse, Sexual Harassment.
- support regarding Level 2 needs – support and completing an Early Help Assessment,
- an annual Child on Child Abuse and Sexual Harassment Policy.
- access to a thirty-minute safeguarding clinic every half term (must pre booked and information on how to book this will be shared on SLA purchase).

### Core Training Included within SLA

- Introduction to role of Designated Safeguarding Lead 6-hour session specific training for NEW DSLs/DDSL's
- Designated Safeguarding Lead training 6-hour specific training for DSLs and DDSLs
- Managing Allegations against staff or volunteers
- Safeguarding Masterclass on the changes of KCSIE 2025 -2026 (date to be confirmed)

### Additional training is available to book at a subsidised rate for SLA subscribers:

- Safer Recruitment in Educational Settings
- Safeguarding Children in Education - Governors' Roles and Responsibilities
- Understanding the Single Central Record
- Child on Child Abuse Training

### Benefits

- improvement in the understanding of the safeguarding system by schools and safeguarding leads

- robust school safeguarding system and processes following statutory guidance demonstrable through Ofsted scrutiny; and improved safeguarding for children and young people.
- high quality trained school safeguarding staff
- improvements in the quality of contacts and referrals to the Family Front Door (FFD) from schools
- improve schools using early help documents.
- improvement in the understanding of the safeguarding system by schools and DSLs
- correct application of safeguarding and early help referral pathways

## Costs

Please see below for costs of our 12-month Education Safeguarding Subscription: -

### *Schools & Academies*

- Max 2 DSLs/DDSLs £417.00 + VAT
- Max 3 DSLs/DDSLs £624.00 + VAT
- Max 4 DSLs DDSLs £875.00 + VAT
- Max 5 DSLs/DDSLs £1,148.00 + VAT
- Max 6 DSLs/DDSLs £1,373.00 + VAT
- 7+ DSL/DDSLs £1,597.00 + VAT

### *Independent Schools*

- Max 2 DSLs/DDSLs £1,177.00 + VAT
- Max 3 DSLs/DDSLs £1,394.00 + VAT
- Max 4 DSLs DDSLs £1,638.00 + VAT
- Max 5 DSLs/DDSLs £1,909.00 + VAT
- Max 6 DSLs/DDSLs £2,133.00 + VAT
- 7+ DSLs/DDSLs £2,361.00 + VAT

An audit check may be made to ensure that all establishments order at the appropriate level, otherwise the Authority may invoice an “Excess Charge”.

## Discounts Available:-

**\*\* This academic year we are offering a unique opportunity for our SLA, with a special Loyalty Offer\*\***

- 1) if you have continuously bought into the Safeguarding SLA for the last 4 years (since September 2021) then get a 10% discount; OR
- 2) if you bought into the SLA for 3 consecutive years (aka didn't buy 24/25) then if you buy back in 2025 -2026 you get 5% discount ; OR
- 3) if you are completely new to buying the Safeguarding SLA (never bought back in previous years) – 3.5% discount.

Please note the discount will be applied once we have received your order.

## Universal support

For all educational settings we provide the following universal support:

- Section 175/157 quality assurance evaluation for governor and the WSCP partnership
- Monthly Newsletter
- Annual summary of KCSIE changes
- DSL termly networks meetings
- Daily Operation Encompass notifications

## Safeguarding Self-Assessment 2-day Audit Check

The package includes:

- 1 day on school site
- 1 day research of your schools safeguarding policy and procedures including your website.
- a review of your annual Section 175/157 audit, including any actions plans.
- a thorough assessment of your Single central record and safer recruitment process.
- we will meet with your safeguarding team including the safeguarding Governor.
- we will gather the voice of the child.
- we will talk to staff and their understanding and knowledge and how to keep children safe.
- a comprehensive report including development plan

### Costs

The costs for the 2-day audit will be £770.00+VAT

### Contact

Any questions regarding information contained here or you would like to speak to someone about your setting's specific needs, please contact [dhannibal@worcestershire.gov.uk](mailto:dhannibal@worcestershire.gov.uk)

## SCR Health Check

**Schools and colleges must maintain a single central record of pre-appointment checks.** Keeping Children Safe in Education 2025.

Your single central record is a key part of evidence that inspectors will look at when inspecting your school safeguarding.

Working with the person who is responsible for the maintenance of your Single Central Record (SCR), to help them ensure that it is usable, efficient and compliant. We would also welcome the involvement of your safeguarding governor as the health check can assist them in continued monitoring of the SCR.



The package includes:

- a review of the SCR, comparison with the requirements of 'Keeping Children Safe in Education (September 2025) and checking for gaps
- health check report
- includes 2 places on the WCC SCR training.
- telephone and email support
- a follow up visit to check on progress and offer further advice

## Costs

The cost for our SCR Health Check is £351.00+VAT

## Contact

Any questions regarding information contained here or you would like to speak to someone about your setting's specific needs, please contact [dhannibal@worcestershire.gov.uk](mailto:dhannibal@worcestershire.gov.uk)

## Safeguarding Training

We offer a range of services and training which adhere to 'Keeping Children Safe in Education' (September 2025) guidance, and which meet the expectations of Worcestershire Safeguarding Children Partnership. Our training provides all levels of staff with the skills they need to be compliant and safeguard children and young people in their care.

## Core Training

Training Course	Per delegate with SLA	Per delegate without SLA
Introduction to role of Designated Safeguarding Lead 6-hour session	FREE	£186
Designated Safeguarding Lead training 6-hour specific training for DSLs and DDSLs	FREE	£186
Managing Allegations	FREE	£138
Safeguarding KCSIE Masterclass – September 2025	FREE	TBC

## Additional Training

Training Course	Per delegate with SLA	Per delegate without SLA
Safer Recruitment in Educational Settings	£93	£186
Safeguarding Children in Education – Governors' Roles and Responsibilities	£63	£138
Understanding the Single Central Record	£53	£105
Child on Child Abuse	£53	£105

**Make big savings on the costs of additional training per delegate, when you purchase training together with our Education Safeguarding Subscription.**

We offer opportunities throughout the year for training on issues relevant to schools and academies in the local area. Plus, bespoke training to meet the individual requirements of schools and settings and whole school safeguarding training.

If there is anything specific, you would like that is not listed please contact the team to discuss.

	<b>Duration in hours</b>	<b>School or MAT / Trust</b>	<b>Max spaces</b>	<b>Price with SLA</b>	<b>Price without SLA</b>	<b>Charge regardless of SLA purchase</b>
Whole School Safeguarding Training	3	Per School	Unlimited	n/a	n/a	£325 plus VAT
School Safeguarding Designated Safeguarding Lead Training (bespoke package to support school's needs)	6	MAT / Trust / Larger schools	30	£405 plus VAT	£1215 plus VAT	n/a
Understanding the Single Central Record	2 to 3	MAT / Trust	Max 30	£363 + VAT	£798 plus VAT	n/a

To book any bespoke in-house course for your School / MAT please contact the training team by emailing [workforcesupport@worcestershire.gov.uk](mailto:workforcesupport@worcestershire.gov.uk)

For further information on available safeguarding training visit [Support services | Worcestershire County Council](#) and download the Safeguarding training directory

## Other Support Services

### Free School Meals Eligibility Checking Service

Streamlining your Free School Meals (FSM) checking process saving you valuable time and resources.

This service offers a seamless, efficient subscription service to check eligibility of students for FSM in non-maintained schools and settings.

A simple initial online form, accessed by parents and carers using the same Citizen's Portal that most are familiar with, to make their application for a school place. Parents/carers only need to enter their forename, surname, date of birth, National Insurance Number (or National Asylum Support Reference Number), email address and telephone number, together with the details of each child they are claiming free school meals for.

- No need for schools to check through the applicant's DWP benefit award notice or HMRC paperwork.
- With swift online checking the whole process is much faster and provides real-time information
- We liaise with the Department for Education's Eligibility Checking Service (ECS) to verify the pupils' eligibility for FSM and provide confirmation
- We can also undertake individual checks for you as and when required for example in support of children transferring school within Worcestershire or from out of county.
- The whole process is secure and confidential. When making an online application, parents and carers provides permissions to verify applications for FSM and to communicate the results via email and portal messages.
- Support with Transitional Protection changes, rechecking those pupils who are transitioning from Primary to Secondary phases of education.
- Provide regular rechecks on unprotected claims, as per the DfE guidance

#### Benefits

- Save time
- Save resources
- Maximise Pupil Premium funding

#### Costs

50 NOR	£124
51-220 NOR	£290
221-440 NOR	£486
441-550 NOR	£552
551+ NOR	£973

**Contact**      [Schoolservices@worcestershire.gov.uk](mailto:Schoolservices@worcestershire.gov.uk)

## School Admissions Distance Measuring Service

For academy, foundation, free or voluntary-aided schools that are their own admission authorities, we offer a distance measuring service to provide accurate and consistent distance measurements of all children applying for your school. This enables your school to rank every application in line with your admission arrangements.

We calculate the distance using a computerised system based on ordnance survey coordinates. These are calculated as a straight-line measurement between the geo-code of the pupil's home address and the geo-code of the school. Distance measuring does not consider walking, cycling or driving routes.

### Costs

The service is priced based on number of applicants: -

- NOA: 0-100: £43
- NOA: 101 – 200: £82
- NOA: 201 – 300: £119
- NOA: 301 – 400: £157
- NOA: 400+: £228

### Contact

Any questions regarding information contained here or you would like to speak to someone about your setting's specific needs, please contact

[schooladmissions@worcestershire.gov.uk](mailto:schooladmissions@worcestershire.gov.uk)

## Service Information

We bring together a range of professional expertise in educational improvement, enrichment and inclusion services to support improved outcomes for children and young people.

### Quality of service provision

As a provider of services to schools, we aim to:

- ensure a high level of satisfaction
- work in partnership with schools to develop services that are efficient, effective and valued
- listen and respond to customer feedback

### Customer feedback

We want to ensure all our services meet the needs and expectations of schools and settings. For this reason, we urge you to get in touch with any comments, praise or complaints you may have with any of our services so that we can work to continuously improve our offer. Our aim is to become the educational partner of choice for schools and settings.

For all comments, please contact our Traded Services Manager Mark Ballett, in the first instance, so that queries or concerns can be resolved through a single point of contact: [mballett@worcestershire.gov.uk](mailto:mballett@worcestershire.gov.uk)

### Meet with us

In addition to the directory, we would like to offer a representative to meet with you to help inform your work and to answer questions about the services offered. The objective is to ensure all your service requirements are efficiently commissioned. To arrange an appointment please contact Mark Ballett, Traded Services Manager: call 01905 844300 or email - [Schoolservices@worcestershire.gov.uk](mailto:Schoolservices@worcestershire.gov.uk)

Further information and service specifications are provided on our website:

[Worcestershire Education and Early Years Services | Worcestershire County Council](#)

### Education eStore Contact Details

Traded Services Manager

Mark Ballett

Tel: 01905 843828

Email: [mballett@worcestershire.gov.uk](mailto:mballett@worcestershire.gov.uk)

Traded Services Support Adviser

Clare Owen

Tel: 01905 843232

Email: [cowen@worcestershire.gov.uk](mailto:cowen@worcestershire.gov.uk)

Education eStore  
Tel: 01905 844300  
Email: [schoolservices@worcestershires.gov.uk](mailto:schoolservices@worcestershires.gov.uk)

## How to make a purchase via eStore

### How to use eStore

- please click on this link, <https://capublic.worcestershires.gov.uk/TradedServices> to access our Education eStore
- if you can see your name/email address on the top right-hand corner, please click log out, then log back in again.
- you are logging on with a username which is your schools dfe number 885XXXX (just the 7 digits), (please do not insert your email address as your username).
- please now insert your password, if you are unsure of this, it can be reset, by clicking on the reset password link, the link will be sent to the email registered against your eStore account, if you are unsure of this, please telephone Clare on 01905 843232 or email [schoolservices@worcestershires.gov.uk](mailto:schoolservices@worcestershires.gov.uk).
- please click on the link, within the reset password email, and create a new password
- if you are unsure of the answer to the security question, please telephone Clare on 01905 843232 or email [schoolservices@worcestershires.gov.uk](mailto:schoolservices@worcestershires.gov.uk).
- once you have reset your logging in details, please click on log in top right-hand corner and follow the log in instructions above
- once you are logged on you will see your school's name in the top right-hand corner and you will now see Services and Products on the tool bar, where you will see all our SLAs listed.
- Order confirmations will be sent to the email account registered against your account.

### Academies

Schools that transfer to academy status, we will update your eStore account details to reflect your academy transfer, if you have an enquiry regarding existing SLAs, please contact the Traded Services Manager, to discuss variations to provision.

### MATs and federations

MATs and federations may also purchase SLAs services through the e-Store, please email the [schoolservices@worcestershires.gov.uk](mailto:schoolservices@worcestershires.gov.uk) inbox for more details of your account

### Additional purchases

Schools and settings that wish to vary their service provision i.e. buy an additional service or increase the level of an existing service can do so via the e-Store - [Education eStore](#)

### Terms and conditions

Terms and conditions are applicable to all orders and must be read and accepted as part of the ordering process. A copy of the terms and conditions is available upon request from – [schoolservices@worcestershires.gov.uk](mailto:schoolservices@worcestershires.gov.uk)

## Cancellations

All cancellations must be requested by emailing the School Services inbox – [schoolservices@worcestershires.gov.uk](mailto:schoolservices@worcestershires.gov.uk) by quoting your eStore order number and the reason for your cancellation.

## Number on roll

Where prices are dependent upon the number of pupils on roll (NOR), the data will be taken from the latest local authority NOR data, (Autumn 2024).

## Service Costs

### VAT

Worcestershire County Council is a VAT registered entity. Therefore, VAT at the prevailing rate will be added to all invoices. This is in line with HMRC rules and is consistent with services you may currently be purchasing from other external parties. In most cases the input VAT can be claimed back. Please seek independent financial advice should you be unsure about your VAT status.

#### VAT Code Explanation

- Code: S = Standard Rated Output VAT
- Code: L = Lower Rated Output VAT
- Code: LE = Exempt from Output VAT
- Code: O = Outside the scope of Output VAT
- Code: Z = Zero Rated Output VAT

## Payment methods

Please quote your invoice reference on all payments.

Please submit payment promptly in accordance with our payment methods.

#### Bacs or bank transfer

- Sort code: 20-98-87  
Account number: 53583147  
Account Name: WCC County Fund Account

This is the most reliable, simple and secure way to make a payment. Please reference the invoice number from your remittance advice. If you are paying more than one invoice, quote your customer number as your reference.

Information in this directory is correct at time of going to print.

For enquiries regarding payment please contact:

- Email: [wccaccountsreceivable@worcestershires.gov.uk](mailto:wccaccountsreceivable@worcestershires.gov.uk)  
Phone: [01905 843400](tel:01905843400)

To contact by letter: Worcestershire County Council, Wildwood, Wildwood Way, Worcester, WR5 2PT

## Bespoke training

This can be delivered in school or an establishment of your choice, please email School Services [schoolservices@worcestershire.gov.uk](mailto:schoolservices@worcestershire.gov.uk) who will direct your enquiry to the relevant Team.