



# Solihull's Code for Inclusion 2020

## *Three key values for successful inclusion in Solihull*

|  |                                |   |
|--|--------------------------------|---|
| <b>We are child and family centred</b> | <b>We are solution focused</b> | <b>We are all responsible and accountable</b> |
|--|--------------------------------|---|

1. The child and family are at the centre of everything we do
2. We are solution focused
3. We support each other to be confident to be inclusive
4. We plan for inclusion
5. We plan for early identification and intervention
6. We use the Graduated Approach to identify strengths, needs and provision
7. We respect, listen and seek to understand each other
8. We value emotional wellbeing for all
9. We view challenge as a way to help us improve our practice
10. We clearly communicate our roles and responsibilities
11. We keep our promises and act consistently within the law
12. We work proactively and respectfully in partnership with others
13. We all model inclusive values
14. Inclusion is at the heart of financial planning
15. We understand the importance of all transitions and plan carefully for success

## Executive Summary

Solihull's Strategy for Special Educational Needs and Disability (SEND) 0-25 (2017-2020) is due to be reviewed. It is intended that the Code for Inclusion will provide a shared value base that will underpin the new 2020- 2025 SEND Strategy and form part of a wider education, health and social care 'Inclusion Strategy'. The Inclusion Strategy will strive to enable all children and young people in Solihull to be happy, healthy, safe and prosperous and to access settings and services to meet their needs.

Solihull recognises that for any strategy to be successful, it needs to co-produced by all key stakeholders. Only through co-production can a strategy be underpinned by shared values.

Solihull's Code for Inclusion has been co-produced by schools, early years settings, Local Authority officers, parents and young people, to be the foundation on which the Local Authority (LA), health, social care and education strategic work and policies, including Solihull's Inclusion and SEND Strategies are based. The Solihull Code for Inclusion is underpinned by three key values

- We are child and family centred
- We are solution focussed
- We are all responsible and accountable

These three key values are articulated through 15 key themes.

### Background Information

In 2017 Solihull published its Joint LA and Health Strategy for SEND 0-25. The Strategy identified five key priorities, for 2017–20. For each priority clear intended outcomes and actions for stakeholders were detailed.

#### Priority 1 : Co-production with children, young people and their parents/carers

**Outcome:** Children, young people and their parents/carers feel they are supported and have options that meet their personal needs; children & young people feel they have a voice and feel successful; children & young people make a positive contribution to society; parents have a life outside of caring for their child; 5 ways to wellbeing principles are reflected in everything we do; this priority links to inclusive schools and communities [children/young people are not pigeon-holed; one size does not fit all.

#### Priority 2 : Integrated Services

**Outcome:** The child/young person has a voice and remains at the centre of planning; there is child/young person and family input at all times; they experience a seamless service; consistency, continuity and progress; choice and control; they are empowered (not service dependent); if we say 'no' parents know why. Staff feel integrated, supported and are working collaboratively. Communication is embedded in partnerships.

**Priority 3 : Inclusive Schools and Communities**

**Outcomes:** Young people reach their full potential and achieve their aspirations; they receive creative, personal packages of provision and support; children/young people and families are fully involved (listened to, choice and control), fully informed and fully understand options/process young people remain in and are fully part of their local community; children & young people make a positive contribution to society (they give as well as receive); transition at any point is well supported;

**Priority 4 : Great post-school options**

**Outcome:** Young people are able to access an appropriate post 16 provision. They reach their full potential and achieve their aspirations; creative, personal packages of provision and support; [one size does not fit all]; transition at any point is well supported; young people are fully part of their local community

**Priority 5 : Sustainability – of changes to service practice and processes**

**Outcome:** Joint leadership and management of SEND 0-25 – all stakeholders; robust governance of the strategy

In January 2020 progress against Strategy actions and intended outcomes will be reviewed. However following a review of progress in 2018/19 one of the limitations identified of the current strategy was that it wasn't owned by all stakeholders. Reasons for this were identified as: the quantity of change in SEND services, the Strategy wasn't co-produced from the ground up and finally that it wasn't part of a wider Strategy for Inclusion.

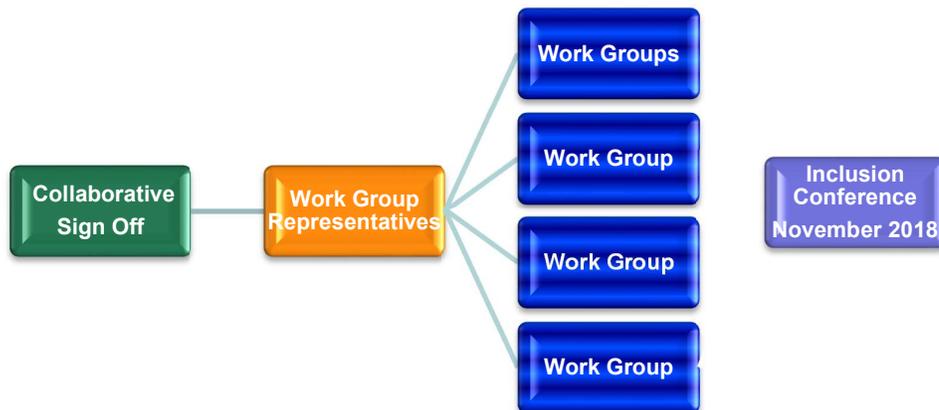
Therefore work was started in 2018/19 to review inclusive practice in Solihull with all with all stakeholders and to identify next steps. The first step was agreed to be to develop a charter or code for Inclusion.

**Development of an Inclusion Code and Strategy**

On 13<sup>th</sup> November 2018 Solihull launched this work with an Inclusion Conference. The Conference was attended by parents, young people, schools, early years settings, LA officers and colleagues from health and social care. During the conference, using Person Centred Planning Tools and facilitated by Inclusive Solutions Ltd, attendees co-produced their vision for inclusion in Solihull, articulated what is meant by inclusion and identified the keys to successful inclusion.

Analysis of the work from the November 2018 Inclusion Conference suggested that the following six themes were identified as being key to successful inclusion in Solihull.

| <b>Theme 1:</b>                                     | <b>Theme 2:</b>  | <b>Theme 3</b>  | <b>Theme: 4</b>                             | <b>Theme: 5</b>  | <b>Theme 6</b>                                |
|---|--|---|---|--|---|
| <b>Shared honest communication between everyone</b> | <b>Every child has a right to mainstream education</b> | <b>Leadership is strong, passionate and open to challenge</b> | <b>Everyone's voice is heard and valued</b> | <b>Emotional wellbeing is valued in our schools and family</b> | <b>Inclusion is everyone's responsibility</b> |

**Figure 1: Building on the Inclusion Conference: Inclusion Work Groups**

In the spring term of 2019 these 6 themes were explored at Work Groups run for a range of stakeholders including, parent groups, colleagues working in the primary phase, secondary phase and early years settings; special school and alternative provision representatives attended across the education phased workgroups. Each workgroup discussed the 6 key themes and how they could be operationalized, considering what would be seen in practice in any setting adopting these values.

From this second phase of the process 15 Themes for Inclusion emerged, and the notion of an Inclusion Code that everyone in Solihull signed up to.

The content of the Code was then taken to the 'Super Group' of representatives from each Work Group, where the Code was refined. This group was clear that to be successful sign up was needed to be from everyone, not just schools and early years settings but all stakeholders, including LA staff, health and social care colleagues.

It was agreed by Super Group representatives that the final stage in the process would be;

- For each representative to take the Inclusion Code back to their Collaborative to get agreement from all schools to sign up to the Inclusion Code.
- For Early Years representatives to get sign off at the Early Years network meetings
- For Parent Carer Forum to get sign off from parents
- For workshops to be run with representatives from Education and Skills, Health and Social Care to gain their sign up to the Code.

The Inclusion Code was then finalised in December 2019 and would form the basis of the wider Inclusion Strategy and the revised SEND Strategy.