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Welcome!

Looking forward to sharing our Derby journey so far.

If you have any questions, please do raise your hand or add a question in the chat. There will be time for discussion at the end of the presentation.

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The Derby journey

- Large investment in PVI workforce development re: SLC from 2013 to 2018.

- 98% PVIs now Good to Outstanding. Strong leadership and oversight of SLC provision. Powerhouse for developmental change.

- GLD in 2019, just short of national average

- 2017 DfE Opportunity Area/TALK Derby – Initial scoping exercise, pilot projects, Balanced System® Scheme for Schools and Settings, Elklan workforce development, promotional campaign

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The Derby journey

- Few training and development opportunities for Health Visitors re: SLC, how to identify needs and provide support.

- School Early Years Foundation units – sporadic SLC training and some usage of evidence based targeted SLC interventions. Heavy emphasis on phonics. Gaps in provisions.

Overlapping initiatives with EOF

- DfE Opportunity Area – pilot projects re: identification and early support/ASQ3 and workforce development – early years SLC priority

- TALK Derby (workforce/promotional campaign – initially most disadvantaged wards)

- PHE Best Start in speech and language

- Local response to Children's Commissioner report 'We Need to Talk. Access to speech and language therapy' 2019

- CQC/HMI WSOA – needed to improve integrated two year old review process/pathway

- We needed a plan which would draw everything together.

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What did the EOF needs analysis tell us?
EIF Maturity Matrix

3. Workforce Planning	Limited understanding of who in the workforce can impact on SLCN and what their learning needs are	Initial workforce mapping underway. Speech & Language Therapists have key role in training the wider workforce	There is a strategy for building early years workforce capacity & capability including promoting skills for SLCN development	Workforce receives high quality training & supervision on early intervention in the early years, including meeting SLCN

- Some understanding of workforce across the whole system – mapping;

(a) Statutory duty to support

(b) Wider services who could provide preventative messages

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What did the EOF needs analysis tell us?

Key groups of children with needs;

- Boys

- Children who are Looked After or who have SEND

- White British children, with a close second the group of children who are of South Asian heritage

- Those who live in the most disadvantaged wards of the city

- Derby CHiMAT data showed several wider social determinants which correlate with the number of children who may be at risk of speech and language needs. For example, higher than national average numbers of children living in **low income families**, **family homelessness**, **children in care**, under **18-year-old conception rate and teenage mums**, **low birth weight**, **smoking** at time of baby delivery, **breastfeeding** initiation and **hospital admissions 0-4 years**.

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Prediction of SLCN as % of estimated population

Derby City	0-4 Years	5-9 Years
Abbey	40.10%	38.56%
Allestree	8.14%	8.38%
Alvaston	51.54%	55.17%
Arboretum	60.29%	63.93%
Blagreaves	8.63%	8.44%
Boulton	55.89%	56.70%
Chaddesden	39.13%	36.89%
Chellaston	39.78%	37.75%
Darley	42.86%	45.14%
Derwent	52.64%	50.42%
Littleover	8.67%	9.30%
Mackworth	43.30%	44.22%
Mickleover	8.57%	8.88%
Normanton	61.22%	61.47%
Oakwood	40.14%	37.63%
Sinfin	60.46%	59.69%
Spondon	47.50%	47.57%

Stakeholder reports

- Stakeholders reported a need for 'a **highly trained workforce** who use the **latest evidence-based materials** and tools to best support children and **identify needs early** who also provide effective learning environments which meet children's needs'.

- Parents said they wanted more information about how to support their child across the age range (including ante and peri-natal periods), advice about bilingual language development, trained staff in schools who knew how to identify needs early, provided supportive learning environments and knew when to refer to Speech and Language Therapy.

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Who did we need to develop? Where do 0-5s go (places)?

- Midwifery

- Health Visiting

- Family Nurse Partnership

- Children's Centre workers

- Early Years education setting staff (PVI and schools)

- Community

- Library services staff

- VCS services

- Foster carers/social care staff

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What did we want them to do?

- Provide **Public Health messaging** for parents to support HLE

- Provide effective universal **assessment**, **identification** and **support**

- Provide tailored, enabling, enriching communication effective **language learning environments** (planned language learning interactions, opportunities and physical learning environment)

- Provide **targeted interventions**, when monitored, universal input indicated that more focussed work is required

- Know when to **refer to outside agencies**

- Know where to find **evidence based resources, tools and services**

- **Learn together** with colleagues in their localities

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How did we plan?

Dashboard in development

- Collation of training received from all SLC funded workforce initiatives

- Considers workforce and development needs based on contribution to the whole system

- Clusters workforce according to ward/IMD data

- Factored in workforce development outcomes in every year of the 5 year plan in the EOF SLC Strategy (to be reviewed annually and adapted where necessary)

- Uses data and local knowledge to identify 'hot spots' eg Ofsted outcome, C and L GLD data, ASQ and soon ELIM data and needs analysis data from Balanced System® tools

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2017-2018 heat map for all of Derby City

LEVEL	Family Support	Environment	Workforce	Identification	Intervention
Specialist	Provisions: 26	Provisions: 7	Provisions: 25	Provisions: 28	Provisions: 39
Targeted	Provisions: 30	Provisions: 1	Provisions: 28	Provisions: 15	Provisions: 23
Universal	Provisions: 12	Provisions: 28	Provisions: 43	Provisions: 21	Provisions: 12

2019 heat map for all of Derby City

LEVEL	Family Support	Environment	Workforce	Identification	Intervention
Specialist	Provisions: 26	Provisions: 7	Provisions: 24	Provisions: 28	Provisions: 37
Targeted	Provisions: 24	Provisions: 1	Provisions: 20	Provisions: 12	Provisions: 12
Universal	Provisions: 9	Provisions: 13	Provisions: 10	Provisions: 21	Provisions: 2

How about you?

How have you addressed workforce development needs for practitioners in early years working with children's SLC/N?

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Thank you

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