

CABINET - 22 OCTOBER 2019

SPECIAL EDUCATIONAL NEEDS AND DISABILITIES – LATEST FUNDING POSITION (HIGH NEEDS BLOCK) AND DEVELOPMENT OF NEW PROVISIONS

PART A

Purpose of the Report

- 1. The purpose of this report is to set out the position of the High Needs Block (HNB), part of the Dedicated Schools Grant, which funds Special Educational Needs and Disabilities (SEND) provision, and to outline progress with work that has been taking place on the HNB Development Plan. It is also sets out the intention to consult schools on the transfer of up to 0.5% of the Schools Block funding to the HNB to help manage the revenue budget position.
- 2. The report also seeks agreement for the Director of Children and Family Services to publish a Statutory Notice to enable the transfer of Oakfield Short Stay School (currently in Blaby) to new locations and agree a shortlist of potential academy trusts (proposers) to be recommended to operate the new 50-place Social, Emotional and Mental Health (SEMH) needs school to be developed on the vacated Oakfield site.

Recommendations

- 3. It is recommended:
 - (a) That the current forecast High Needs Block overspend of £6.1m at the end of the financial year be noted;
 - (b) That it be noted that Leicestershire schools and the Schools Forum will be consulted on the proposed transfer of up to 0.5% of Schools Block funding to the High Needs Block for 2020/21 or for 2021/22 to help manage the revenue budget position as soon as the relevant information is available;
 - (c) That the Director of Children and Family Services be authorised to apply to the Secretary of State for approval of the transfer at (b) above should it not be agreed by the Schools Forum;
 - (d) The Director of Children and Family Services be authorised:

- (i) after the necessary consultation, to progress the transfer of Oakfield Short Stay School to new locations in north and south Leicestershire,
- (ii) following consultation with the Cabinet Lead Member for Children, Families and Safer Communities, to agree a shortlist of potential academy trusts to be recommended to the Department for Education (Regional Schools Commissioner) for a decision on a preferred Trust to operate the new 50-place SEMH needs school to be developed on the vacant Oakfield site in Blaby.

Reasons for Recommendations

- 4. The High Needs Block, part of the Dedicated Schools Grant (DSG), funds SEND provision and is currently overspent. The High Needs deficit is forecast to increase up to 2020/21 before being recovered in 2024/25. The transfer of up to 0.5% from the Schools Block to the High Needs Block will reduce the overall DSG deficit.
- 5. It is a requirement to consult Leicestershire schools and the Schools Forum for proposed transfers of up to 0.5%. Should the Forum not approve the transfer, the Council may seek approval from the Secretary of State; such a request would need to be submitted to the Department for Education (DfE) by 28 November 2019 for a transfer within 2020/21. If the request is made after this date, the transfer would be sought for 2021/22.
- 6. The High Needs Development Plan seeks to introduce a number of measures to reduce the forecast overspend and subsequent deficit.
- 7. Seeking expressions of interest from suitable academy proposers (sponsors) to operate the new SEMH school in Blaby, is in keeping with the requirements placed upon the Council by section 6A (the Free School Presumption) of the Education and Inspections Act 2006, as introduced by the Education Act 2011. Authorising the Director of Children and Family Services to agree the shortlist to be recommended to the Regional Schools Commissioner, will help ensure that the process for the new school remains on schedule for September 2020 opening.
- 8. Although the transfer of the Oakfield school site to new locations is regarded as outside of the normal DfE 'prescribed alterations' process applicable to the movement of maintained schools (but not Pupil Referral Units), the publication of a Statutory Notice would ensure that the process follows good public law principles of transparency and effective consultation.

<u>Timetable for Decisions (including Scrutiny)</u>

- 9. The Children and Families Overview and Scrutiny Committee will consider a report at its meeting on 5th November 2019.
- 10. In order to enable the consultation with Leicestershire schools and the Schools Forum to proceed, the Council needs to provide detailed data at individual school level. It cannot do this until the data has been provided by the DfE (paragraph)

- 71 below refers). Once the information is provided by the DfE, calculations will be done and the information provided to schools via the Council's website.
- 11. The Schools' Forum discussed the High Needs Development Plan and proposed transfer from the DSG to the High Needs Block on 30th September 2019 and will receive a further report setting out the details of any transfer of funding on 6th November. If the necessary information is not provided by the DfE in time, it will not be possible to seek the views of schools nor then for the Schools Forum to consider the matter on 6th November. The consultation would take place at a later date in which case the transfer request would relate to the 2021/22 financial year.
- 12. The shortlist of preferred academy sponsors for the new SEMH school, copies of each application, and the detailed evaluation undertaken by officers, and any accompanying reports will be forwarded in February 2020 to the DfE Free School Presumption Team to enable a decision to be taken by the Regional Schools Commissioner. It is hoped that the Commissioner will advise the Council of the decision in early spring 2020, in order that work with the selected academy sponsor on the opening arrangements for the new school can begin.
- 13. Statutory Notices to enable the transfer of the Oakfield School are expected to be published in early December after initial consultation.

Policy Framework and Previous Decisions

- 14. The Children and Families Act 2014 introduced a number of new duties for local authorities and Clinical Commissioning Groups (CCGs). The Council's SEND Strategy 2017-2020, agreed by the Cabinet on 10th April 2018, outlines these responsibilities and sets out how the Council and its CCG partners will work together to meet these.
- 15. In December 2017 the County Council approved the Strategic Plan 2018 to 2022 and the Single Outcomes Framework. These outline the Council's long-term vision for the Leicestershire and are underpinned by other key policies and strategies including the Medium-Term Financial Strategy (reviewed annually) and the Council's Transformation Programme. The proposals in this report reflect the outcomes-based policy and commissioning approach, which includes a long-term vision, activity and spend focused on achieving real and lasting benefits and better integration across the Authority and with partner organisations.
- 16. In March 2017 the Cabinet received a report on the proposed responses to the second stage of consultation issued by the DfE on the implementation of the National Funding Formula for Schools and the introduction of a formulaic basis for the distribution of the HNB of the Dedicated Schools Grant in 2018/19. The Cabinet expressed concern about the low levels of High Needs funding in the Dedicated Schools Grant.
- 17. In January 2018 the Cabinet approved the Leicestershire School Funding formula for 2018/19 and 2019/20.

- 18. In December 2018 the Cabinet agreed to consult on the High Needs Block Development Plan including proposed development of SEND provision across the County.
- 19. In May 2019 the Cabinet was advised of the outcome of the public consultation and authorised the Director of Children and Family Services to agree a shortlist of potential academy trusts to be recommended to the Regional Schools Commissioner to operate the new 80-place Communication and Interaction school to be established in Barwell from September 2020. The RSC has recently confirmed that the Dorothy Goodman School Academy Trust has been selected to run the school.
- 20. The High Needs Block Development Plan savings are in addition to those contained within the Council's current Medium-Term Financial Strategy (MTFS) and will support the delivery of savings by investing in local provision to accommodate current and future demand.
- 21. The Schools Funding Formula, which largely follows the National Funding Formula, was approved by the Cabinet in January 2018.

Resource Implications

- 22. This is the most significant financial issue faced by the County Council with the cumulative deficit expected to peak at circa £13.5m in 2021/22. Given the scale of the overspend and cumulative deficit and risks associated with the success of recovery plan a real whole organisation focus will need to be maintained on SEND for the foreseeable future. The issues being faced in Leicestershire are mirrored elsewhere in the country. A recent Society of County Treasurers Survey indicated that over 90% of County Councils were overspending, with the total deficit exceeding £120m. It is likely that a number of counties will end the current financial year with deficits of over £10m.
- 23. In order to deliver the change required to implement the High Needs Block Development Plan, revenue investment has been made alongside the capital investment.
- 24. The total projected cost of the revenue investment is £2.8m in respect of the HNB project team with a further £6.3m required to bring the new places into commission over the period of the High Needs Development Plan. These costs are built into the HNB overspend. The MTFS makes provision for capital investment of £22.3m, and a further £10m would be required for the longer-term development of a new area special school when required. The funding strategy for the programme consists of a mixture of funding sources including Basic Need Grant, a bid to the DfE for funding for a Free School, capital receipts and Local Authority capital.
- 25. In Leicestershire the Schools Budget, which includes the HNB, is set at zero, i.e. expenditure is set at the level of grant received. The HNB has been under financial pressure in recent years and moved from an underspend of £2.8m in 2013/14 to an overspend of £2.3m in 2018/19 with a forecast deficit for 2019/20 of £6.1m.

- 26. To date overspends have been met from funding held in the Dedicated Schools Grant Reserve which will record a deficit in 2019/20. Despite the additional money announced by the Government in September for High Needs, it remains necessary to realign expenditure to the resources available.
- 27. Overspend can be carried forward to be recovered from future years' grant with the approval of the Schools' Forum; it is estimated that the High Needs Development Plan results in expenditure aligned with the level of grant in 2022/23 with the deficit fully recovered by 2024/25. It will be necessary to submit an annual report to the DfE on the actions taken to ensure expenditure aligns with allocated grant.
- 28. With regard to the transfer or Oakfield School, early indications are that the proposed move will be cost- neutral on the School's and there may be some potential efficiencies for its transport budget which is local-authority funded.
- 29. The early development of a new SEMH school could add further savings of £0.5m in 2020/21 rising to a full year impact of £1.8m in 2022/23. This will reduce the overall Dedicated Schools Grant (DSG) deficit.
- 30. The relocation of Oakfield School and the capital costs for the refurbishment of the property for SEMH use is subject to more detailed assessment but is not expected to exceed the £3m capital allocation in the HNB Development Plan.
- 31. The 'free school presumption process' to determine who will run the new SEMH school and statutory processes will have a cost but this can be met from existing resources within the School Organisation Service.
- 32. Further details on financial aspects and associated risks are given in Part B of this report below.
- 33. The Director of Corporate Resources and the Director of Law and Governance have been consulted on the content of this report.

Circulation under the Local Issues Alert Procedure

34. As this is a matter that will affect most areas of the County, a copy of the report is being circulated to all members of the County Council.

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PART B

Background

- 35. Part 3 of the Children and Families Act 2014 sets out the duties placed on Local Authorities and other partners for Children and Young People in England with SEND. Local authorities have legal duties to identify and assess the special educational needs of children and young people for whom they are responsible. Local Authorities become responsible for a child or young person in their area when they become aware that the child or young person has or may have SEN.
- 36. High Needs funding provides the funding for support packages for an individual with special educational needs in a range of settings. It is also intended to support good quality alternative provision for pupils who cannot receive their education in schools. The High Needs funding system supports provision for pupils and students with SEN and disabilities from their birth to 25 years.
- 37. The High Needs Block funds a range of SEN services. For 2019/20 budgeted expenditure is:
 - Placements for children and young people with SEND (£66.1m)
 - Specialist Teaching Services (£2.3m)
 - Inclusion services including the Secondary Education Inclusion Partnerships and Oakfield Pupil Referral Unit – supporting pupils excluded, or at risk of exclusion, from school (£3.8m)
 - Early Years SEN support (£1.2m)
- 38. The High Needs Block element of the Dedicated Schools Grant (DSG) has overspent and has been funded from DSG reserves built up over a number of years. It is forecast that the reserve will move to deficit in 2019/20. Under the grant conditions for DSG, the Council may carry forward a deficit to the following year's funding with the approval of the Schools' Forum.
- 39. Local authorities may transfer up to 0.5% of the gross Schools Block to High Needs following consultation with schools and the approval of the Schools Forum. Should the Schools Forum not approve a transfer, approval can be sought from the Secretary of State. A transfer of more than 0.5% of the gross Schools Block can be undertaken only with the approval of the Secretary of State

Leicestershire Position

- 40. The High Needs Block has been under pressure in recent years and has moved from a position of underspend in 2013/14 to a forecast overspend of £6.1m in the current financial year.
- 41. To date overspends have been met from funding held in the DSG Reserve but this is now used up and as there is no funding in addition to the grant, it is essential to realign expenditure to the resources available.

Financial Year	Grant Allocation £m	(Under) / Overspend £m	
2013/14	49.585	(2.846)	
2014/15	52.337	(1.447)	
2015/16	52.910	4.431	
2016/17	53.950	2.541	
2017/18	66.021	1.468	
2018/19	65.179	2.302	

(Changes in the annual level of grant relate to changes effected by the DfE in the structure of the grant).

42. The projected overspend is as a result of a number of factors; an increase in Education Health and Care Plans (EHCPs), increases in the number of young people over the age of 16 with an EHCP (for whom the local authority must make provision, potentially up until age 25), and an increase in the number of children accessing independent provision.

Growth in Demand for Education Health and Care Plans

- 43. An EHCP is a legal document setting out a child or young person's special educational, health and social care needs and the extra help that is required to meet those needs to support them. EHCPs are drawn up by the County Council after an EHC needs assessment has been undertaken.
- 44. Over the last six years there has been a 52% rise in the number of Education Health and Care Plans.

	2014	2015	2016	2017	2018	2019
Total EHCPs	2772	2770	2995	3350	3703	4222
% increase from previous year	-0.8%	-0.1%	+8.1%	+11.9%	+10.5%	+14%

SEND Provision – Current and Future Demand

45. The total projected increase in provision demand over the next 5 years is 22%. On this basis, without any further transfer between the Schools and High Needs Blocks, and assuming a cash-flat DSG settlement, an increase in SEN numbers and the continuation of current provision use, the expected financial position is forecast to be £6.1m overspent rising to a cumulative overspend of £13.5m in 2021/22 before being recovered fully in 2024/25. Without the actions set out in the High Needs Development Plan this is financially unsustainable.

High Needs Development Plan

- 46. The High Needs Development Plan is intended to ensure the better use of available resources in the HNB. In practice this will enable the development of new provision and expansion of existing provision in mainstream and special schools. The fundamental driver for change is to support children to be educated locally in inclusive settings that meet their assessed needs.
- 47. Over the next four years it is proposed that SEND provision in Leicestershire will be increased significantly with new provision put in place across the County, enabling children to access this closer to home.

Progress to Date

Sufficiency

- 48. The initial sufficiency plan for SEND provision proposed 628 places comprising 143 places available from September 2019, 310 places from September 2020 and the remaining 175 places from September 2021 (this includes the development of a new 125-place area Special School for which capital funding has yet to be identified). Two further schemes have since been added to the plan to provide an additional 30 places to give 658 overall.
- 49. The extra places represent an additional 190 places for units on mainstream school sites, and an extra 468 places for special schools (including 3 free schools and, longer term, an area special school).
- 50. The programme has made good progress throughout the summer and so far, all of the new provisions have been delivered to target dates. However, there is now increasing uncertainty about the delivery of the two 50-place SEMH free schools forming part of the capital programme which is outlined in more detail below.
- 51. The capital programme currently comprises 31 schemes, 11 of which started to admit pupils from this September, and a further 5 expected to do so by Easter 2020. In terms of the new schools under development, the 80-place Communication and Interaction school in Barwell is expected to open in September 2020 and a new 50-place SEMH school could open on the Oakfield site by September 2020.
- 52. The approved MTFS allocation for this work is £22.3m and will be reviewed under the process for the 2020/21 MTFS refresh.

Commissioning

53. It is essential that the Council takes a 'whole systems' approach to managing the increased demand on SEND services. The large majority of children with an identified special educational need will have these needs met in a mainstream school, without the need for an EHCP. To that end, the Local Authority is working with schools, other education providers and partner agencies to support effective practice at the school-based 'SEN Support' stage. This includes the development

of a comprehensive SEND Handbook, to be launched in January 2020, that will include:

- Local Guidance on Best Endeavours and Reasonable Adjustments, with supporting tools to help schools and others to meet their responsibilities in a cost-effective way.
- A checklist of actions that schools and other providers should consider prior to getting to the point of requesting EHCP Needs Assessment, together with advice and sources of support around best practice (e.g. the Graduated Response, working with parents, advice on 'low incidence' needs).
- A checklist for Governors and School Leaders about effective arrangements within education settings.
- Guidance on funding within Leicestershire to support SEND (including 'top-up funding').
- 54. At the same time, the Council continues to invest in the capacity of its specialist support services and to develop effective processes to support schools and other providers in their work, channelling the expertise present in each geographical locality (area special schools, resourced provisions, health and social care) to support children, families and mainstream as early as possible.

<u>Inclusion</u>

- 55. A review of the various categories (e.g. children missing education, elective home education, children with medical needs, information and advice) resulted in all these services being restructured into one single Inclusion Service. This will go live in November 2019 and will provide a single point of contact for settings and schools through which they can raise challenges and seek advice and guidance with regard to specific children as early as possible with the focus on including them in mainstream education.
- 56. This restructure, along with the oversight of the Oakfield Outreach support and the development of the Secondary Education Inclusion Partnership, has already enabled an increase in the early identification of need and the deployment of the right service at the right time for children. This is reducing unnecessary escalation to exclusion before other avenues of support have been explored. Leicestershire continues to have low rates of permanent exclusion when compared to national data.
- 57. Support is being given to mainstream schools and settings to include children with SEMH but lack the resources and skills to accommodate this need. The inclusion service has developed an integrated support model via teams in Early Years', Oakfield outreach, and the Secondary Education Inclusion Partnerships (SEIPs), to help to support schools to manage young people with SEMH needs within mainstream schools'
- 58. The increased support is a mixture of specialist advice via a range of options and services such as telephone advice directly from the Inclusion service, multi-agency inclusion forums where schools can gain case specific advice on more complex cases and direct support from skilled practitioners working with the children in

each educational setting as well as directly upskilling school staff. These staff are based with Early Years, Oakfield's Outreach Offer, Secondary Inclusion Partnerships and the Inclusion Service so that specialisms around each area of practice can be maintained.

Proposals for Oakfield School

- 59. The timescales for the delivery of the two new SEMH free schools planned for Shepshed and Lutterworth is not keeping pace with the increasing demand for places. To respond to this there is a need to find an alternative solution to establish an SEMH school in September 2020 so as not to compromise the High Needs Block development programme. The Oakfield school site in Blaby could provide a good solution for the development of this SEMH school.
- To enable a SEMH school on the Oakfield site to open by September 2020 early work has been undertaken, including;
 - Commissioning a detailed assessment of the Oakfield site to determine the extent of work necessary to adapt to an SEMH school.
 - Discussions with other schools and their governing bodies to identify suitable
 locations for the existing facilities at Oakfield School to be relocated to two
 geographical sites in the north and south of the County. The Oakfield School is
 currently established as a 30 place Pupil Referral Unit and it is proposed that
 this is expanded to 40 places overall and divided between two purpose-built (or
 specially adapted) facilities located on mainstream school sites. This would
 support the maximum opportunity for pupil inclusion, whilst providing for more
 local solutions for those attending.
 - Discussions with the Regional Schools Commissioner to confirm his agreement and support for the proposals, process and timescales to be followed.
 - The commencement of the expressions of interest process to run the new SEMH school in Blaby, via the free school presumption process, to identify a suitable academy sponsor.
- As indicated in Part A of this report, the effect of the move on Oakfield School's revenue budget is being modelled and will be included in the action plan to support the school, identifying all costs and funding sources together with financial risks. However initial indications are that the move will be cost-neutral for the School.
- 62. The ability to open new SEMH provision by September 2020, initially with around 30 places could, assuming current average unit costs and occupation by pupils who would otherwise have required independent placements, provide additional savings of £0.5m in 2020/21, rising to £1.8m for a full-year in 2022/23. This would reduce the overall Dedicated Schools Grant deficit.
- 63. As indicated previously, the capital cost for these proposals is not expected to exceed the £3m currently allocated in the MTFS for the High Needs Block Development Plan.

Process for Change

- 64. The Education Act 2011 and subsequent DfE guidance set out the process to be followed by local authorities to establish new schools ('Academy' is the legal term for state-funded schools that are independent of local authority control and are funded directly by the government).
- 65. The appendix to this report provides further detail of the process for change including:
 - The free school presumption process applicable to the establishment of the new SEMH school in Blaby, and;
 - The process of Statutory Notice (Prescribed Alterations) to be followed to enable the relocation of the Oakfield Short Stay School.

Other SEND Developments

66. In order to ensure strong progress is made on the HNB Development Plan a number of additional measures are being pursued:

Transfer between the Schools Block and High Needs Block of the DSG

- 67. The Authority wishes to transfer money between the Schools Block and the HNB of the DSG. Local authorities are able to:
 - transfer up to 0.5% of the gross Schools Block to High Needs following consultation with schools and the approval of the Schools Forum. Should the Schools' Forum not approve a transfer, approval can be sought from the Secretary of State.
 - transfer more than 0.5% of the gross Schools Block with the approval of the Secretary of State.
- 68. There are no restrictions on transfers between other funding blocks. Approval for a transfer is only for the year it is enacted; further approvals are required annually.
- 69. A report was presented to the Schools Forum on 30 September 2019 setting out the intention to consult with schools on a transfer of up to 0.5% for 2020/21. There was a recognition by members of the Schools Forum that all options for the HNB needed to be considered.
- 70. In proposing a transfer, the Council must demonstrate the impact on individual school budgets. There have been a number of changes and requirements for school budgets in 2020/21, as a result the release of the dataset required in order to consult has been delayed.
- 71. The Secretary of State announced in September that there would be an additional £700m for school and high needs provision across England in 2020/21. Analysis suggests that Leicestershire may receive around £5.48m of this (unlikely to be sufficient to address the high needs deficit) and until detailed data at

- individual school level is provided by the DfE in late October it is not possible to assess the impact of this extra funding.
- 72. The announcement also set out increases in the minimum per pupil funding levels for schools; for the first time these will be mandatory and may impact on the ability to effect any transfer.
- 73. The absence of this data means that it may not be possible to complete the necessary modelling to support the consultation exercise in time for this to be completed and any changes implemented by 2020. This means that an implementation date of 2020/21 may prove to be challenging however it is the intention to progress with the consultation for transfer as soon as the relevant information is available. Should a transfer not be approved by Schools Forum it will be necessary to consider whether Secretary of State approval should be sought; this would need to be submitted to the DfE by 28 November 2019.
- 74. The School Funding Formula approved by the Cabinet in January 2018 resulted in Leicestershire largely following the National Funding Formula. Dependent upon what adjustments would be needed within the school funding formula to release the funding for any transfer may require approval of a new formula for 2010/21.

Equality and Human Rights Implications

- 75. The purpose of the HNB Development Plan is to ensure equality and equity of opportunity for all Leicestershire children and young people irrespective of their need or locality.
- 76. In keeping with the Public Sector Equality Duty, to have due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not, an Equality and Human Rights Impact Assessment for the proposed change to Oakfield School has been completed to help address any issues arising. At this stage no immediate matters of concern have emerged; however the proposed consultation will help identify where revision to the proposals might be needed to take account of the impact to individual families/pupils, and to ensure continued equality of opportunity for those affected.
- 77. The Equality and Human Rights Impact Assessment (EHRIA) screening document has been completed and showed that a full EHRIA was not required as overall the change proposed is expected to have a positive impact to pupils and their families, for example by developing more local provision may encourage more direct contact between parents and the school and help to minimise the disruption of transport arrangements. This will be kept under review as the proposals for Oakfield are progressed and adjustments made accordingly.

Risk Assessment

78. Key risks in terms of the above proposals include;

- Financial/Revenue budget impact the position on future funding is unclear and expenditure is exceptionally volatile. Changes to the assumptions included in the High Needs Development Plan in respect of demand and places available will change the financial model. The position is monitored through the High Needs Board. The High Needs Board, chaired by the Assistant Director, Education and Early Help, is the group that is overseeing the delivery of the overall HNB Development plan.
- The legal process for change the free school presumption route has been confirmed in discussion with the Director of Law and Governance and is deliverable provided that statutory consents are given on time by the DfE. The Regional Schools Commissioner has been briefed to secure his support and help mitigate delays.
- Securing the right academy sponsor.
- Ensuring capital costs do not exceed the available budget.
- 79. The risks to the Council arising from the proposals set out in this report will be kept under regular review by the Children and Family Services Department and reported to Members where necessary.

Background Papers

Leicestershire County Council Special Educational Needs and Disability Strategy 2017-2020.

http://politics.leics.gov.uk/documents/s136003/Appendix%20A%20-%20Leicestershire%20SEND%20Strategy%202017-20.pdf

Report to the Cabinet on 24 May 2019 – SEND Provision results of consultation on the development of new provisions (High Needs Block Development Plan). http://cexmodgov1/ieListDocuments.aspx?Cld=135&Mld=5603

Report to the Cabinet on 10 March 2017 – 2018/19 School and High Needs Funding Proposals.

http://politics.leics.gov.uk/ieListDocuments.aspx?Cld=135&Mld=4859

Report to the Schools' Forum on 26 November 2018 – High Needs Block Recovery Plan.

http://politics.leics.gov.uk/documents/s142495/High%20Needs%20Block%20Recovery%20Planv3.pdf

Report to the Schools Forum 30 September 2019 – Proposed Schools Block Transfer. http://politics.leics.gov.uk/documents/s148545/Proposed%20Schools%20Block%20Transfer.pdf

Appendix

Process for Change

