



SESIP

South East Sector Led
Improvement Programme

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EHCP Workforce Induction Programme

Update: November 2025

- SEND Reforms highly likely to include workforce training
- In the final stages of production of the modules and Regional Induction Workbook
- Some of the modules will be provided by Bevan Britten to ensure accuracy and consistency around legislation and statutory processes. There will be three podcasts and the rest will be in Powerpoint format.
- All modules (both RIIA and Bevan Britten written) will be stored on the SESIP website along with blank workbook for download. We may be able to convert the workbook to an E-Learning suite.



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EHCP Workforce Induction Programme

Module Number	Module Title
1	Working with Families
2	What makes a good EHCP
3	SEND legal basics (law, Code of Practice)
4	School placements & EOTAS/s19
5	Contextual SEND (commissioning, funding)
6	Tribunals (Parts 1 & 2 – procedure, evidence, witnesses)
7	SEND & mediation
8	SEND & safeguarding/risk
9	Hot topics (parental disagreement, private reports, ceasing EHCPs, Post-16, challenging behaviours)
10	Local Offer
11	Early Years SEND (pathways, funding, providers)
12	Case Recording - Top Tips
13	Complex Case Management (annual reviews, panel processes, multi-agency)
14	Personal Budgets (statutory framework + local processes)
15	Casework Manuals(workflows, templates, escalation)
16	Quality Assurance in EHCPs



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- Modules in the programme can be delivered by the Local Area in-house or be self directed learning – all to be stored on the SESLIP website, or can be downloaded to the local Council intranet
- Some modules will need local design and delivery due to the nuances of each Council's systems and processes. However, Inductees will have access to a Regional Induction workbook, checklist and set of activities to ensure that they have familiarized themselves with their own local offer, panel processes and systems.
- The Regional Induction Workbook includes:
 - Learning Quizzes
 - Buddy activities
 - Supervision discussion prompts
 - Reflections
 - Local exploration (such as using the Local Offer to find out about local specialist provision)



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EHCP Workforce Induction Programme

Next Steps

- One final meeting to sign off workbook and modules with the working group, to be arranged
- Looking for willing LAs to try the induction materials out (delivered or self directed) and feedback
- Consider next phase of providing regional networking for inductees/frontline workers.

