Petition response from Inverclyde Council

1. **What are your views on the issues raised in the petition and the Committee’s subsequent discussion?**

We share the view that these are important issues and are aware of the need for pre and in-service development and training for all staff in meeting learning needs and additional support needs issues. We feel strongly that this should not in any way be prioritised on two particular areas as indicated in the petition (ASD/Dyslexia) as all barriers to learning require an equable focus on training and development in order to improve outcomes for all learners.

2. **Does your local authority provide CPD for teaching staff in additional support needs? If not, what are the reasons for this and are there any plans to look at this again?**

Yes. We provide both planned and responsive training to teaching staff in a broad range of ASN areas. This has included:

- ASL Act awareness raising
- CSP and IEP training
- Literacy across learning developments
- Dyslexia Friendly schools training
- ASD training
- Meeting Learning Needs (NQTs)
- Establishing Positive Relationships/Positive Behaviour
- Nurturing/Attachment theories and practice
- Restorative practice
- Violence reduction
- CALM training
- Developing Communication Friendly Schools
- Enhanced flexible learning packages
• Improving Attendance

• Self-evaluation to improve outcomes for learners with additional support needs

• Establishing positive relationships and behaviour

• Behaviour assessment and planning

• Child protection

• Individual school leader consultations on reducing exclusions

• Our Psychological Services team also respond to targeted training requests by educational establishments and Head of Service, where particular needs arise.

Inverclyde Council plans to organise an annual ASN seminar for school leaders.

All aspects of training are planned to ensure all our young people are safe, healthy, active, nurtured, achieving, respected, responsible and included.

Delivery approaches for this CPD has been varied. This includes; focus groups, workshops, courses, professional dialogue sessions, sharing good practice, ASN leaders’ interactive meetings and good practice visits.

3. What support or training does your authority provide to non-teaching staff? (E.g. janitors, caretakers or catering staff) to help deal with pupils who have additional support needs?

All schools are advised to include non-teaching staff in whole school or departmental CPD opportunities related to Additional Support Needs. Non-teaching staff have received inputs on child protection, ASD, behaviour management, MOVE (physical intervention training), signing.

Inverclyde Council are currently putting together a programme of regular CPD opportunities for no-teaching staff. This will be based on the results of auditing non-teaching staff training needs.