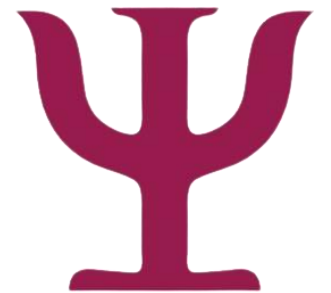


Ruth Dennis

Principal Educational Psychologist

Bradford MDC





Grow Your Own EP Team

Ruth Dennis

Principal Educational Psychologist

Bradford MDC

Bradford



We Are Here!



- Bradford is the second largest Local Authority in West Yorkshire with an estimated pupil population of 110,000
- There are 220 schools in Bradford
- It is the second most deprived area in West Yorkshire

High number of resignations when potential Social Enterprise failed and difficulties recruiting

Surrounded by more exciting cosmopolitan or rural boroughs

Only trainee = international student due to return to Hong Kong at end of placement



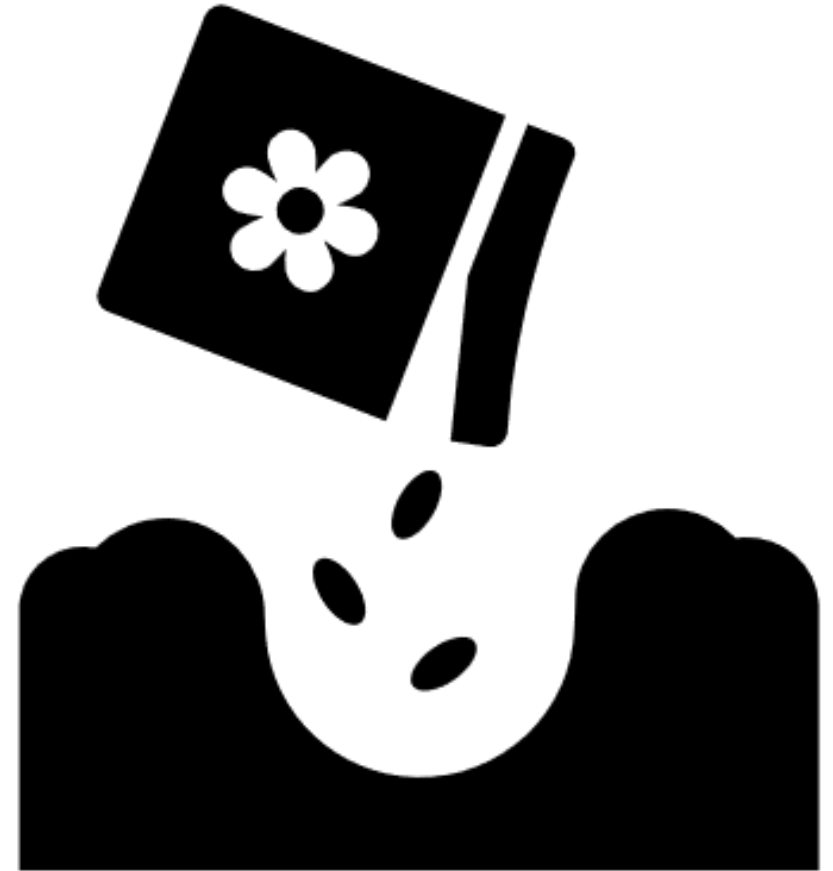
High level of EHCAs (even before this became a national issue)

No external applicants for posts

Dysfunctional SEN Assessment team / SEN processes

Planting the Seeds

- Assistant EP posts always attract many high-quality local applicants
- If we can support local people to become Eps, and look after them, they will come back to us
- Good success rate from AEP to TEP to Bradford EP
- Most Bradford NQ EPs have come through this route



Watch them grow

- Encourage local candidates to return for Y2 / Y3 placement
- Offer employed status to TEPs to provide living wage and employment rights
- Ensure balance of work
- Recruit as NQ EPs at early stage
- Provide enhanced nurture support to TEPs / NQ EPs





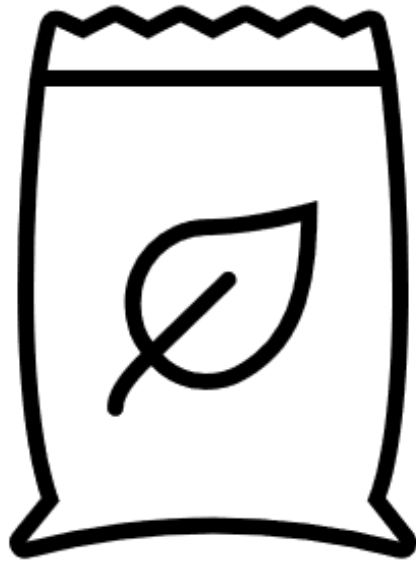
Nurturing the crop

- Look at enhancements to attract people to be in Bradford eg HCPC fees / parking / social group
- Maintain balance of work and interesting projects
- Ensure a tiered management structure for career progression: specialist senior / lead specialist senior / temporary project lead
- Formal financial support to come to/ stay in Bradford

Marvel in what you have grown!

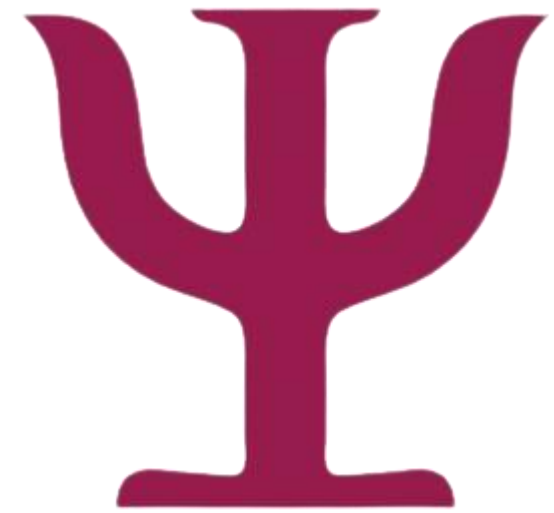
- Now fully staffed
- 4 local TEPs per year
- Expanded to 5 area teams
- 2NQ EPs per year (mainly home grown)
- 8 Specialist seniors / project leads
- 5 new local AEPs per year





More information

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- ruth.dennis@bradford.gov.uk
- 07582109129

A large, stylized Greek letter Psi (Ψ) in a dark red color, positioned in the lower right quadrant of the image. The background is split diagonally from the bottom-left to the top-right, with a dark red upper-left section and a white lower-right section. Two thin white lines run parallel to the diagonal boundary.