



**Solihull**  
METROPOLITAN  
BOROUGH COUNCIL

To: Headteachers/Principals

**Paul Johnson, Director of Resources  
and Deputy Chief Executive**

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Your Ref.

Please ask for: Deana Leonard

Our Ref. DL/kes

Date: 12 July 2018

Dear Colleague

### **Consultation on the proposal to amend the current SEN Allowance payments**

Attached is a proposal to increase the available SEN payment allowances which has been considered over the last few months through a working party of headteachers from maintained schools, special schools and the trade unions and has been shared with members of SSAB. The intention of the proposal is to provide more flexibility and transparency to headteachers and staff across all schools where there are significant cohorts of children with special educational needs. In addition it will provide:

- Clarity to both headteachers and teachers on the criteria to move through the SEN Allowance system where appropriate.
- Enable teachers to seek and plan CPD opportunities, in order for them to obtain specific specialised experience and qualifications during their career and move up the SEN scale where required.
- For headteachers to be able to plan and encourage teachers to seek specific experiences and qualifications to meet the specific needs of their school and pupils.

I would be grateful to receive any comments on these arrangements as soon as possible so that these can be shared as part of the consultation process and included within the new Model Pay Policy which will be issued as soon as possible towards the start of the new academic year.

Please send any thoughts to [dleonard@solihull.gov.uk](mailto:dleonard@solihull.gov.uk)

Yours sincerely

*Deana Leonard*

**Deana Leonard**  
HR Business Partner

