

# APPENDIX 1

J5 Table – interim/consultant detail spend – Sept 2018 to Aug 2021

Role	Area	Commissioned By	Approved by	Agency	Start Date	Contract end date (if assignment active)	Actual End Date	Is assignment still 'active' Yes or No	Cumulative costs from Sept 2018 to Aug 2021	A high-level list of activities they've been involved with	A summary of the improvements they've made (bullet points of what has improved since the consultants have been here).
Guide transformation lead	Home To School Transport	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Education Futures	27/01/2020		31/08/2020	No	£48,847.50	<ul style="list-style-type: none"> <li>Business case to support the reduction of Agency Guides</li> <li>1st Draft Business Case in relation to SEND Transport Application process</li> </ul>	<ul style="list-style-type: none"> <li>Contribution to the service Saving Strategy and improved gatekeeping and application of policy conditions relating to transport eligibility</li> </ul>
Interim Annual Review Officer / Plan Writers	SENAR Recovery - Annual Review	Assistant Director SEND & Inclusion	SEND Improvement Programme	Panoramic	03/03/2020		11/02/2021	No	£35,160.00	<ul style="list-style-type: none"> <li>* Reviewing and actioning 9,197 outstanding annual review paperwork</li> <li>* Reviewing and actioning newly received review paperwork</li> </ul>	<ul style="list-style-type: none"> <li>5,271 outstanding reviews closed with all action completed</li> <li>2,873 outstanding reviews actioned and awaiting issue by Business Support</li> <li>Reduction in the backlog of assessments from 500 to 200</li> </ul>
Interim Annual Review Officer / Plan Writers	Senar Recovery - Annual Review	Assistant Director SEND & Inclusion	SEND Improvement Programme	Panoramic	09/03/2020		22/05/2020	No	£8,775.00		
Interim Annual Review Officer / Plan Writers	SENAR Recovery - Annual Review	Assistant Director SEND & Inclusion	SEND Improvement Programme	Panoramic	03/03/2020	27/08/2021	27/08/2021	No	£55,460.00		
Interim Annual Review Officer / Plan Writers	SENAR Recovery - Annual Review	Assistant Director SEND & Inclusion	SEND Improvement Programme	Panoramic	03/03/2020	27/08/2021	27/08/2021	No	£58,980.00		

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Interim Annual Review Officer / Plan Writers	Senar Recovery - Annual Review	Assistant Director SEND & Inclusion	SEND Improvement Programme	Panoramic	03/03/2020		27/08/2021	No	£28,860.00
Interim Annual Review Officer / Plan Writers	SENAR Recovery - Annual Review	Assistant Director SEND & Inclusion	SEND Improvement Programme	Panoramic	03/03/2020		27/08/2021	No	£32,110.00
Interim Annual Review Officer / Plan Writers	Senar Recovery - Annual Review	Assistant Director SEND & Inclusion	SEND Improvement Programme	Panoramic	09/03/2020		27/08/2021	No	£29,900.00
Interim Annual Review Officer / Plan Writers	Senar Recovery - Annual Review	Assistant Director SEND & Inclusion	SEND Improvement Programme	Panoramic	09/03/2020		31/10/2021	No	£25,610.00
Interim Annual Review Officer / Plan Writers	Senar Recovery - Annual Review	Assistant Director SEND & Inclusion	SEND Improvement Programme	Panoramic	09/03/2020		31/10/2021	No	£30,680.00
Interim Annual Review Officer / Plan Writers	Senar Recovery - Annual Review	Assistant Director SEND & Inclusion	SEND Improvement Programme	Panoramic	03/03/2020		31/05/2020	No	£12,350.00
Interim Annual Review Officer / Plan Writers	Senar Recovery - Annual Review	Assistant Director SEND & Inclusion	SEND Improvement Programme	Panoramic	19/03/2020		31/05/2020	No	£12,220.00
Interim Annual Review Officer / Plan Writers	Senar Recovery - Annual Review	Assistant Director SEND & Inclusion	SEND Improvement Programme	Panoramic	09/03/2020		31/05/2020	No	£18,280.00
Interim Annual Review Officer / Plan Writers	Senar Recovery - Annual Review	Assistant Director SEND & Inclusion	SEND Improvement Programme	Panoramic	03/03/2020		31/05/2020	No	£14,040.00
Interim Annual Review Officer / Plan Writers	Senar Recovery - Annual Review	Assistant Director SEND & Inclusion	SEND Improvement Programme	Panoramic	11/03/2020		31/05/2020	No	£12,740.00

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Interim Annual Review Officer / Plan Writers	Senar Recovery - Annual Review	Assistant Director SEND & Inclusion	SEND Improvement Programme	Panoramic	03/03/2020		31/10/2020	No	£17,420.00		
Interim Annual Review Officer / Plan Writers	Senar Recovery - Annual Review	Assistant Director SEND & Inclusion	SEND Improvement Programme	Panoramic	09/03/2020		31/05/2020	No	£11,700.00		
Interim Annual Review Officer / Plan Writers	Senar Recovery - Annual Review	Assistant Director SEND & Inclusion	SEND Improvement Programme	Panoramic	09/03/2020		31/05/2020	No	£12,220.00		
Interim Annual Review Officer / Plan Writers	Senar Recovery - Annual Review	Assistant Director SEND & Inclusion	SEND Improvement Programme	Baltimore	04/10/2020	27/08/2021	27/08/2021	No	£92,869.00		
Interim Annual Review Officer / Plan Writers	Senar Recovery - Annual Review	Assistant Director SEND & Inclusion	SEND Improvement Programme		17/03/2020		31/05/2020	No	£14,040.00		
Interim Annual Review Officer / Plan Writers	Senar Recovery - Annual Review	Assistant Director SEND & Inclusion	SEND Improvement Programme	Panoramic	03/03/2020	27/08/2021	27/08/2021	No	£41,365.00		
Interim Annual Review Officer / Plan Writers	Senar Recovery - Annual Review	Assistant Director SEND & Inclusion	SEND Improvement Programme	Panoramic	12/03/2020	27/08/2021	27/08/2021	No	£43,070.00		
Interim Annual Review Officer / Plan Writers	Senar Recovery - Annual Review	Assistant Director SEND & Inclusion	SEND Improvement Programme	Panoramic	16/03/2020		31/05/2020	No	£16,562.50		
Interim Communication Officer	Transformation & Project Support	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Not Applicable	01/03/2020		30/11/2020	No	£19,075.00	* Communication strategy * Communication plan * Communication material	* Improved communication and engagement with PCF

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Interim Communication Officer	Transformation & Project Support	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Lord	30/12/2019		12/02/2020	No	£1,313.00	including newsletters for schools and parents, and briefings	
Interim Compliance Officer	Home To School Transport	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	26/10/2020	31/10/2021	31/10/2021	No	£109,151.15	<ul style="list-style-type: none"> <li>Proposed Safeguarding and PATS training program to be delivered to 480 guides in the new year.</li> <li>Driver and Guide handbook to be issues to all guides and then drivers.</li> <li>Daily compliance reports</li> <li>Supplier check reports</li> <li>Investigation findings for safeguarding complaints</li> </ul>	As per Compliance Manager and Senior Compliance Officer
Interim Compliance Officer	Home To School Transport	Assistant Director SEND & Inclusion		Panoramic	28/10/2020		20/11/2020	No	£5,400.00		
Interim Compliance Officer	Home To School Transport	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	01/12/2020	31/10/2021	31/10/2021	No	£47,172.02		
Interim Compliance Officer	Home To School Transport	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	06/10/2020	31/10/2021	31/10/2021	No	£82,615.64		

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Interim Compliance Performance Officer	Home To School Transport	Assistant Director SEND & Inclusion	Workforce Review Board	Baltimore	23/09/2020	31/10/2021	31/10/2021	No	£122,625.00	Generate information from the Compliance team and Assessment officer to develop and produce accurate information that can provide an overview of the service performance and suppliers, identify trends and areas of improvement. Provide additional support to the Compliance team to carry out site visits and depot audits as required.	<ul style="list-style-type: none"> <li>Directors and Heads of service are now understanding the performance of suppliers and identify social, mechanical or performance trends at source and in the coming weeks/months note an increase in service delivery</li> </ul>
Interim Contracts & Compliance Manager	Home To School Transport	Head of Service - Home to School Transport	Workforce Review Board	Penna	19/04/2021	31/10/2021	31/10/2021	No	£47,475.00		
Interim Data Officer	Transformation & Project Support	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Lord	18/03/2020	27/08/2021	18/09/2020	No	£45,560.00	<ul style="list-style-type: none"> <li>* EHCP requests tracker and associated reports</li> <li>* EHCP review recovery project database and associated reports</li> <li>* Tracker for new EHCP reviews</li> <li>* Tracker for complaints</li> <li>* Tracker for mediations and appeals</li> </ul>	<ul style="list-style-type: none"> <li>Improved workflow management</li> <li>*Automated monitoring reports for managers</li> </ul>
Interim Data Officer	Transformation & Project Support	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Lord	18/03/2020		18/12/2020	No	£63,700.00		

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Interim Early Years SEND Lead	SEND Strategic Transformation	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Venn group	01/09/2020		01/09/2021	No	£22,500.00	* Review of early years service	* Recommendations to improve early years service
Interim Educational Psychologist	SEND Strategic Transformation	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Lord	06/07/2020		18/09/2020	No	£29,910.00	* Tracker of children awaiting a special school place	• Consolidated view of children awaiting special school place so placements could be managed
Interim Finance Project Support Officer	Transformation & Project Support	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Not Applicable	01/11/2019		30/09/2020	No	£21,900.00	* Review formula funding for specialist provision	• Established mechanisms for financial reporting for specialist provision
Interim Head of SEND	SEND Strategic Transformation	Assistant Director SEND & Inclusion	Workforce Review Board	Penna	01/03/2021	29/04/2021	29/04/2021	No			• New criteria and allocation of top up funding for mainstream
Interim Link Officers	Link Service	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Smart Education	28/02/2021	27/08/2021	27/08/2021	No	£37,680.24	* Responding to contact from parents and schools via email and telephone * Support families through the needs assessment process	• Increasing support to families (24 new referrals in Jan 20 > 205 in Dec 20) New satisfaction survey launched in Dec 20 recorded a positive rating of 4.78 / 5
Interim Link Officers	Link Service	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Smart Education	07/09/2020	27/08/2021	27/08/2021	No	£37,680.24	* Signposting families to relevant support	
Interim Link Officers	Link Service	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Smart Education	24/07/2020	27/08/2021	27/08/2021	No	£40,508.23		
Interim Link Officers	Link Service	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Smart Education	28/02/2021	27/08/2021	27/08/2021	No	8137.61		
Interim Link Officers	Link Service	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Smart Education	02/12/2021	27/08/2021	27/08/2021	No	£7,643.00		
Interim Link Officers	Link Service	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Smart Education	05/03/2021	27/08/2021	27/08/2021	No	£20,005.00		

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Interim Link Officers	Link Service	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Smart Education	13/03/2020		17/02/2021	No	£19,315.00		
Interim Link Officers	Link Service	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Smart Education	04/03/2020		27/11/2020	No	£15,180.00		
Interim Link Officers	Link Service	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Smart Education	09/03/2020	27/08/2021	27/08/2021	No	£40,315.40		

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Interim Ops Manager (Transport)	Home To School Transport	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Baltimore	24/08/2020	31/10/2021	31/10/2021	No	£135,564.00	<ul style="list-style-type: none"> <li>• Telephone systems – Cirrus</li> <li>• Email system – Cirrus Omni <ul style="list-style-type: none"> <li>• Bus Pass report</li> <li>• Invoice reports</li> <li>• Staff 1-to-1</li> <li>• Complaints</li> </ul> </li> <li>• Restructure operations service</li> <li>• Performance Improvement - guides</li> </ul>	<ul style="list-style-type: none"> <li>• Identify current telephone system failings resulting in Cirrus implementation. Daily / weekly reports regarding the Cirrus phone system. Calls answered / abandoned. Time taken to answer calls / calls being abandoned in compliance with the BCC KPI's of 90% answered – 10% abandoned. Ensuring the team meet these KPI's</li> <li>Bus Passes- Identifying hidden issues within the service; identifying the weakness in the service and ensuring new staff are training in the processing of these bus passes. Identifying improvements with the system to avoid the volume of future applications given the 80% rejection rate.</li> <li>Invoice reports – ensuring the overdue invoices are processed in a timely manner considering value and age of invoices and finding solutions to improve service</li> <li>Redesign of the variation form to provide transparency with the variation form process submitted by contractors asking for price increase/decrease</li> </ul>
Interim Performance Lead	Transformation & Project Support	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Lord	11/06/2020		31/03/2021	No	£72,202.00	<ul style="list-style-type: none"> <li>* HST dashboard</li> <li>* HST immediate fixes plan</li> <li>* HST weekly sit rep report</li> <li>* HST contract performance</li> </ul>	<ul style="list-style-type: none"> <li>• Visibility of data</li> <li>• Improved data reliability</li> </ul>



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Interim Performance Lead	Transformation & Project Support	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Lord	11/03/2020		12/06/2020	No	£36,500.00	reporting schedule * SEND dashboard * SEND Weekly sit rep report	
Interim Performance Lead	Home To School Transport	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Lord	17/02/2020		13/03/2020	No	£13,600.00		
Interim PO / SEND Case worker	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Venn group	25/01/2021	27/08/2021	27/08/2021	No	£23,450.00	* Reviewing and actioning 9,197 outstanding annual review paperwork * Reviewing and actioning newly received review paperwork * Managing placements	<ul style="list-style-type: none"> <li>• 5,271 outstanding reviews closed with all action completed</li> <li>• 2,873 outstanding reviews actioned and awaiting issue by Business Support</li> <li>• Reduction in the backlog of assessments from 500 to 200</li> </ul>
Interim PO / SEND Case worker	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	11/01/2021		28/02/2021	No	£4,200.00		
Interim PO / SEND Case worker	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	28/02/2021	27/08/2021	27/08/2021	No	£24,650.00		
Interim PO / SEND Case worker	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	11/01/2021	27/08/2021	27/08/2021	No	£24,450.00		
Interim PO / SEND Case worker	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	11/01/2021		03/02/2021	No	£3,450.00		
Interim PO / SEND Case worker	SENAR Recovery - Annual Review	Assistant Director SEND & Inclusion	SEND Improvement Programme	Panoramic	01/03/2021	27/08/2021	27/08/2021	No	£44,400.00		
Interim PO / SEND Case worker	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	11/01/2021	27/08/2021	27/08/2021	No	£30,600.00		

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Interim PO / SEND Case worker	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	11/01/2021		31/03/2021	No	£8,700.00
Interim PO / SEND Case worker	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	11/01/2021	27/08/2021	27/08/2021	No	£39,900.00
Interim PO / SEND Case worker	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Hays	11/01/2021	27/08/2021	27/08/2021	No	£24,450.00
Interim PO / SEND Case worker	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	25/01/2021	27/08/2021	27/08/2021	No	£24,575.00
Interim PO / SEND Case worker	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Education Futures	11/01/2021	27/08/2021	27/08/2021	No	£41,100.00
Interim PO / SEND Case worker	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Spencer Clarke	NA		05/02/2021	No	£21,600.00
Interim PO / SEND Case worker	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Spencer Clarke	02/01/2021	27/08/2021	27/08/2021	No	£54,000.00
Interim PO / SEND Case worker	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Education Futures	11/01/2021		26/02/2021	No	£0.00
Interim PO / SEND Case worker	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Spencer Clarke	31/03/2021		27/08/2021	No	£31,800.00
Interim PO / SEND Case worker	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	11/01/2021		31/03/2021	No	£16,200.00

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Interim PO / SEND Case worker	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	11/02/2021	27/08/2021	27/08/2021	No	£33,900.00
Interim PO / SEND Case worker	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	11/01/2021	27/08/2021	27/08/2021	No	£38,325.00
Interim PO / SEND Case worker	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	01/03/2021	27/08/2021	27/08/2021	No	£28,600.00
Interim PO / SEND Case worker	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	11/01/2021	27/08/2021	27/08/2021	No	£33,400.00
Interim PO / SEND Case worker	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Venn group	07/12/2020		12/03/2021	No	£5,400.00
Interim PO / SEND Case worker	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Venn group	25/01/2021	27/08/2021	27/08/2021	No	£23,457.00
Interim PO / SEND Case worker	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	11/01/2021	27/08/2021	27/08/2021	No	£46,700.00
Interim PO / SEND Case workers	Senar - Case Work	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Baltimore	Not recorded		30/10/2020	No	£28,250.00
Interim PO / SEND Case workers	Senar - Case Work	Head of SENAR	Head of SENAR	Hays	13/07/2020		20/10/2020	No	£63,817.15
Interim PO / SEND Case workers	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	30/09/2020	27/08/2021	27/08/2021	No	£43,680.00

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Interim PO / SEND Case workers	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Baltimore	31/08/2020		18/12/2020	No	£40,360.00
Interim PO / SEND Case workers	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	30/10/2020		28/02/2021	No	£21,300.00
Interim PO / SEND Case workers	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Baltimore	04/10/2020	27/08/2021	27/08/2021	No	£63,875.00
Interim PO / SEND Case workers	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	20/04/2020		13/11/2020	No	£55,650.00
Interim PO / SEND Case workers	Senar - Case Work	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Panoramic	26/05/2020		31/08/2020	No	£4,200.00
Interim PO / SEND Case workers	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	02/10/2020	27/08/2021	27/08/2021	No	£39,210.00
Interim PO / SEND Case workers	Senar - Case Work	Head of SENAR	Head of SENAR	Not recorded	31/01/2020		31/07/2020	No	£24,054.00
Interim PO / SEND Case workers	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	04/10/2020	27/08/2021	27/08/2021	No	£62,541.00
Interim PO / SEND Case workers	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	30/09/2020		12/11/2020	No	£24,300.00
Interim PO / SEND Case workers	Senar - Case Work	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Baltimore	04/10/2020		30/10/2020	No	£48,030.00

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Interim PO / SEND Case workers	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Baltimore	17/08/2020	27/08/2021	27/08/2021	No	£49,520.00
Interim PO / SEND Case workers	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	30/10/2020		28/02/2021	No	£26,100.00
Interim PO / SEND Case workers	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	30/10/2020	27/08/2021	27/08/2021	No	£62,400.00
Interim PO / SEND Case workers	Senar - Case Work	Head of SENAR	Head of SENAR	Panoramic	01/04/2020	27/08/2021	27/08/2021	No	£79,500.00
Interim PO / SEND Case workers	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	02/10/2020	27/08/2021	27/08/2021	No	£67,875.00
Interim PO / SEND Case workers	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Hays	29/04/2020	27/08/2021	27/08/2021	No	£36,872.00
Interim PO / SEND Case workers	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Hays	13/07/2020		26/02/2021	No	£42,900.00
Interim PO / SEND Case workers	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	02/10/2020		18/12/2020	No	£20,475.00
Interim PO / SEND Case workers	Senar - Case Work	Head of SENAR	Head of SENAR	Not recorded	31/01/2020		31/07/2020	No	£3,726.09
Interim PO / SEND Case workers	Senar - Case Work	Head of SENAR	Head of SENAR	Not recorded	13/07/2020		22/08/2020	No	£9,920.00

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Interim PO / SEND Case workers	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Lord	02/01/2021	27/08/2021	27/08/2021	No	£43,852.00		
Interim PO / SEND Case workers	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	02/10/2020		28/02/2021	No	£44,633.06		
Interim PO / SEND Case workers	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	01/03/2021	27/08/2021	27/08/2021	No	£89,752.00		
Interim PO / SEND Case workers	Senar - Case Work	Head of SENAR	Head of SENAR	Not recorded	31/01/2020		31/07/2020	No	£66,969.14		
Interim PO / SEND Case workers	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	04/10/2020	27/08/2021	27/08/2021	No	£69,877.00		
Interim PO / SEND Case workers	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	30/10/2020		28/02/2021	No	£20,700.00		
Interim PO / SEND Case workers	Senar - Case Work	Head of SENAR	Head of SENAR	Not recorded	31/01/2020		31/07/2020	No	£44,903.36		
Interim PO / SEND Case workers	Senar - Case Work	Head of SENAR	Head of SENAR	Not recorded	31/01/2020		31/07/2020	No	£72,127.17		
Interim PO / SEND Case workers	Senar - Case Work	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Baltimore	04/05/2020		31/08/2020	No	£21,000.00		
Interim Post 16 SEND Lead	SEND Strategic Transformation	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Baltimore	Not recorded		18/12/2020	No	£22,840.00		
Interim Programme mgr	Transformation & Project Support	Assistant Director SEND & Inclusion		Lord	21/01/2020		01/04/2021	No	£79,905.00	* Developing & managing local provision project plan and associated governance	* DLP project launched

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Interim Project Lead - Local Offer Website	Transformation & Project Support	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Education Futures	20/08/2020		31/10/2020	No	£21,037.50	Local offer website	<ul style="list-style-type: none"> <li>New local offer website launched in Jan 2021</li> <li>Online booking system in final stages of development to be launched in the spring</li> </ul>
Interim Project Manager	Transformation & Project Support	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Lord	13/07/2020	30/06/2021	30/06/2021	No	£119,350.00	* Developing & managing local provision project plan and associated governance	* DLP project launched
Interim Project Manager - 365	Home To School Transport	Head of Service - Home to School Transport	Workforce Review Board	Hays	06/04/2021	31/10/2021	31/10/2021	No	£14,560.00	* Developing & managing local provision project plan and associated governance	* DLP project launched
Interim Project Support Officer	Transformation & Project Support	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Lord	11/03/2020	31/03/2021	31/03/2021	No	£79,560.00	<ul style="list-style-type: none"> <li>* School Planning meeting documentation</li> <li>* Local offer website upload</li> <li>* Weekly report and liaison with special schools</li> <li>* Consolidation report</li> </ul>	<ul style="list-style-type: none"> <li>Local offer website launched in Jan 2021</li> <li>Improved communication with special school transport leads</li> <li>Input to Home to school transport improvement programme</li> </ul>

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Interim Safeguarding & Compliance SEND Transport Manager	Home To School Transport	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Baltimore	21/07/2020		27/02/2021	No	£49,716.00	<ul style="list-style-type: none"> <li>* Weekly &amp; monthly performance reports</li> <li>* Safeguarding process for complaints</li> <li>* data analysis from supplier returns (monthly)</li> </ul>	<ul style="list-style-type: none"> <li>• Robust compliance team who apply safeguarding checks at schools and supplier premises to ensure vehicles and staff are compliant.</li> <li>• Vehicle inspections carried out to ensure vehicles transporting clients are fully roadworthy and feedback given to supplier they additional checks to ensure compliance. <ul style="list-style-type: none"> <li>• Supplier performance has improved as a result of the checks and visits made to schools and suppliers, once concerns are identified and improvement plans are agreed.</li> </ul> </li> <li>• Depot Audits at supplier premises to ensure policies are being applied throughout the operation against their contract. <ul style="list-style-type: none"> <li>• Regular supplier meetings to ensure performance issues are identified and actioned.</li> </ul> </li> <li>• Safeguarding tracker to capture safeguarding complaints ensure escalated to LADO and managed appropriately in a timely way. <ul style="list-style-type: none"> <li>• Supplier monthly reporting processes are accurate and identify DBS applications so they are processed as quickly as possible to ensure supplier has sufficient staff to delivery service.</li> </ul> </li> <li>• Improved communication and feed back to suppliers is carried out in a timely was to ensure failings identified are rectified.</li> </ul>
Interim Safeguarding & QA Lead	Home To School Transport	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Lord	18/11/2019		06/03/2020	No	£25,200.00	<ul style="list-style-type: none"> <li>* initial safeguarding audit of suppliers</li> <li>* DPS</li> </ul>	<ul style="list-style-type: none"> <li>• Contracts confirmed with suppliers</li> <li>• Baseline safeguarding reports</li> </ul>



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Interim SEMH Transformation Lead	SEND Strategic Transformation	Assistant Director SEND & Inclusion	Workforce Review Board	Penna	08/03/2021	08/09/2021	08/09/2021	No	£66,465.00	* Review of SENAR administration services * Draft review recovery project	• 5,271 outstanding reviews closed with all action completed • 2,873 outstanding reviews actioned and awaiting issue by Business Support
Interim SEMH Transformation Lead	SEND Strategic Transformation	Assistant Director SEND & Inclusion	Workforce Review Board	Penna	01/03/2021	01/09/2021	01/09/2021	No	£60,950.00		
Interim SEN Coordinator - EHCP Reviews	SENAR Recovery - Annual Review	Assistant Director SEND & Inclusion	SEND Improvement Programme	Panoramic	05/03/2020		28/02/2021	No	£21,000.00		
Interim SEND Transformation Lead	SEND Strategic Transformation	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Not Applicable	22/11/2019		14/01/2020	No	£4,462.50		
Interim SEND Transformation Lead	SEND Strategic Transformation	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Education Futures	26/02/2020		26/02/2020	No	£0.00		
Interim SEND Transformation Lead	SEND Strategic Transformation	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Education Futures	Feb-20		Feb-20	No	£9,585.00		
Interim SEND Transformation Lead	SEND Strategic Transformation	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Panoramic	Nov-19		Dec-19	No	£11,310.00		
Interim SEND Transformation Lead	SEND Strategic Transformation	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Panoramic	10/03/2020		25/09/2020	No	£30,575.00		

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Interim SEND Transport manager	Home To School Transport	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Baltimore	20/07/2020		17/01/2021	No	£13,000.00	<ul style="list-style-type: none"> <li>* DfE bid for COVID funding</li> <li>* Deed variation for supply of guides</li> <li>* Deed variation for alteration of DBS process</li> <li>* Communication &amp; Implementation plan</li> <li>* Org chart for restructure</li> <li>* Summer operations plan</li> <li>* Draft revised risk assessment process</li> <li>* Contribution to immediate fixes plan, weekly and daily sit rep, monthly covid plan, service dashboard and revised implementation plan</li> </ul>	<ul style="list-style-type: none"> <li>• The service has had improved leadership and structure in order to achieve a number of significant improvement key tasks. This development has worked in partnership with the recommendations outlined in the Service Investigation Report.</li> <li>• The service is now able to ensure early identification of operational concern and introduce strategies in order to improve performance and administration across the service as a whole</li> </ul>
Interim SEND Transport Officer	Home To School Transport	Assistant Director SEND & Inclusion	Workforce Review Board	Baltimore	09/11/2020	31/10/2021	31/10/2021	No	£40,455.00		

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Interim Senior Compliance Officer	Home To School Transport	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	17/09/2020	31/10/2021	31/10/2021	No	£59,206.40	<ul style="list-style-type: none"> <li>• Supplier performance figures on a daily and weekly basis</li> <li>• Carry out record and report on Supplier Audit. <ul style="list-style-type: none"> <li>• Daily engagement with suppliers to address any issues identified within compliance checks.</li> </ul> </li> <li>• Recognize training needs for drivers and suppliers relating to compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Robust and engaging compliance team in place.</li> </ul> <p>Robust procedures implemented to improve supplier /driver compliance</p> <ul style="list-style-type: none"> <li>• Implemented a revised parking plan at 2 schools to date (Calthorpe &amp; Dame Ellen Pinsent)</li> <li>• Allocate work to the compliance team to ensure work is completed and prioritised.</li> <li>• Advise suppliers on compliance matters i.e. procedures and technique to improve performance.</li> <li>• Improved communication with suppliers, schools and internal teams to ensure concerns are addressed and recorded in a timely way</li> <li>• Support other service areas to address any safeguarding /compliance issues and resolve in a timely way.</li> </ul>
Interim Special School Provision Lead	SEND Strategic Transformation	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Spencer Clarke	07/12/2020		24/02/2021	No	£8,750.00		

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Interim Transport Manager Operations, Commissioning & Contracts	Home To School Transport	Assistant Director SEND & Inclusion	Workforce Review Board	Baltimore	01/06/2020		01/04/2021	No	£92,240.00	<ul style="list-style-type: none"> <li>Detailed system requirements for the Home to school transport database</li> <li>Procurement Business case for the purchase of the new system (365 Response chosen)</li> <li>Implementation Plan for 365</li> <li>Communications Plan for the implementation of 365</li> <li>Mobile Phones for Guides requirements document</li> <li>CXM Bus Pass Administration requirements</li> <li>Also developed the daily route report which underpins the Daily SitRep reporting</li> </ul>	<ul style="list-style-type: none"> <li>Taken the request for a new transport system from concept, through requirements definition and procurement to commencement of operational roll out and live testing.</li> <li>Defined additional costs to cover data requirements for BCC in the absence of a legacy database and revised the business case to justify new requirements.</li> <li>Revised business case includes the cost of project management.</li> </ul>
Interim Transport Operations Manager	Home To School Transport	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Baltimore	11/03/2020		31/07/2020	No	£82,660.00	<ul style="list-style-type: none"> <li>Draft Mobility Assessment Risk Assessment Process.</li> <li>Review of Current Assessment Process and recommendations</li> <li>Provide guidance on improving safer accurate assessments.</li> </ul>	<ul style="list-style-type: none"> <li>Improved Risk Assessments are being carried out.</li> <li>Engage with relevant service areas to obtain all relevant information to produce accurate information and assessments.</li> </ul>
Interim Transport Operations Manager	Home To School Transport	Assistant Director SEND & Inclusion	Workforce Review Board	Baltimore	17/08/2020		01/04/2021	No	£0.00		

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Interim Transport Operations Manager	Home To School Transport	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Baltimore	04/11/2020		29/01/2021	No	£8,065.00		
Interim Tribunal Officer	Senar - Case Work	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Spencer Clarke	20/10/2020	27/08/2021	27/08/2021	No	£101,075.00	Managing the throughput of mediations, appeals and tribunals	<ul style="list-style-type: none"> <li>• High level of compliance with statutory timelines.</li> <li>• Robust mediation process to ensure resolution</li> </ul>
Interim Tribunal Officer	Senar - Case Work	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Baltimore	01/06/2020		31/08/2020	No	£6,450.00		
Interim Tribunal Officer	Senar - Case Work	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Panoramic	30/06/2020		30/09/2020	No	£19,200.00		
Interim Tribunal Officer	Senar - Case Work	Head of SENAR	Head of SENAR	Baltimore	01/06/2020		14/08/2020	No	£30,500.00		
Operational Lead	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	10/02/2021	27/08/2021	27/08/2021	No	£43,860.00	* Reviewing and actioning 9,197 outstanding annual review paperwork * Reviewing and actioning newly received review paperwork * Managing placements	<ul style="list-style-type: none"> <li>• 5,271 outstanding reviews closed with all action completed</li> <li>• 2,873 outstanding reviews actioned and awaiting issue by Business Support</li> <li>• Reduction in the backlog of assessments from 500 to 200</li> </ul>
Operational Lead	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	07/12/2020		24/02/2021	No	£12,852.50		
Operational Lead	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	07/12/2020		11/03/2021	No	£9,500.00		
Operational Lead	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	11/01/2021	27/08/2021	27/08/2021	No	£489,860.00		
Operational Lead	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	07/12/2020		24/12/2020	No	£5,000.00		

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Operational Lead	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Venn group	07/12/2020		11/01/2021	No	£7,226.00		
Provision Manager	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	01/03/2021	27/08/2021	27/08/2021	No	£19,060.00		
Provision Manager	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	01/03/2021	27/08/2021	27/08/2021	No	£69,180.00		
Provision Manager	Senar - Case Work	Assistant Director SEND & Inclusion	Workforce Review Board	Panoramic	01/03/2021	27/08/2021	27/08/2021	No	£52,760.00		
Sensory Consultant	SEND Strategic Transformation	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Not Applicable	01/09/2019	Not Applicable	27/08/2021	No	£66,158.52	<ul style="list-style-type: none"> <li>* Review of sensory resource bases</li> <li>* Review of FAMS</li> <li>* Supporting implementation of recommendations</li> </ul>	<ul style="list-style-type: none"> <li>• Development of more inclusive provision for children with physical difficulties</li> <li>• Improved use of resources through use of sensory resource bases</li> </ul>
Strategic lead for ASC	SEND Strategic Transformation	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Lord	29/10/2020	28/10/2021	27/08/2021	No	£170,730.00	<ul style="list-style-type: none"> <li>* Funding comparison for special schools to inform the special school funding review</li> <li>* Preparatory work for the DLP project</li> </ul>	<ul style="list-style-type: none"> <li>• DLP project launched</li> <li>• Special school funding review in progress</li> </ul>
Strategic Lead for SEND Commissioning	SEND Strategic Transformation	Assistant Director SEND & Inclusion	Workforce Review Board	Penna	01/03/2021		01/04/2021	No	£0.00		
Strategic SEND Consultant	SEND Strategic Transformation	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Not Applicable	Sep-19		Dec-20	No	£15,835.52		

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Transport Recovery Consultant	Home To School Transport	Assistant Director SEND & Inclusion	Assistant Director SEND & Inclusion	Not Applicable	01/09/2019		01/10/2019	No	£0.00		
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