

**Ethnic Minority Achievement Service - Proposal to maintain a central EMA team****Part 1: Rationale for maintaining a central team with EAL and EMA expertise in Havering**

- The Havering EMA team is one of the few remaining services in London and the South East that is able to provide regular, direct consultancy support to ensure schools meet the needs of their changing populations. Other external providers are able to offer set CPD programmes but the Havering EMA team use local knowledge to provide tailored support to meet the precise needs of your school.
- With the on-going academisation of schools, there are now decreasing funds for de-delegation to maintain central services. If maintained primaries continue to agree to de-delegation to maintain EMA team services for the financial period April 2017 to March 2018, this will maintain a consultancy and CPD service for the coming financial year whilst allowing the team to develop a model to ensure that schools' needs can be met through a fully traded service in the future. This will allow us to safeguard this model of consultancy support.
- The central team has a crucial role to play in managing school-to-school support networks and ensuring the sharing of best practice. Our established networks of EMA co-ordinators and EAL TAs could be at risk if these functions were not managed centrally.
- The demographic of Havering is continuing to change rapidly with increasing numbers of children transferring directly from abroad with little or no English; nearly half of Havering primaries saw their EAL populations increase by at least 10 children from January 2015 to January 2016.
- Children with EAL and from certain minority ethnic backgrounds are potentially vulnerable groups who may underachieve if their on-going needs are not recognised or addressed. In addition to providing advice on the needs of newly-arrived pupils, the EMA team can help schools address the needs of more advanced learners of EAL in order to help address any barriers to their academic potential.
- There are still a small number of schools that have very little experience of meeting the needs of early-stage EAL learners. With the co-ordinated admissions policy, the demographic of such schools is likely to change and the central EMA team is able to provide support to such schools, protecting them from the inconvenience of sourcing support from external providers. In addition, staff turnover in schools can mean that, even where there has previously been strong practice in this area, support needs can arise at any time.
- In addition to the EAL support outlined above, the EMA team is also able to provide support to schools in preparing pupils for life in modern Britain through CPD and consultancy advice focusing on SMSC and British Values provision.

**Part 2: Core provision****Training and consultancy advice for schools:**

- Provision of ethnic minority achievement health-check audits using your school's 'live' data to address issues (as identified by the HMI EAL lead) in order to support schools in identifying and addressing achievement gaps and strengthen their provision
- Unlimited access to a range of central CPD with a focus on EAL, provision for minority ethnic learners and Social, Moral, Spiritual and Cultural development/British Values

- Termly networking meetings for EAL co-ordinators and EAL TAs
- Strategic support for HTs and SLTs
- Operational support for Inclusions Managers, Class Teachers and TAs
- Prompt contingency support for schools, e.g. school visits to discuss admissions and induction arrangements for newly-arrived learners
- Support with the assessment and tracking of learners whose starting points are different from other learners, linking EAL-specific assessment to your school's own systems
- Support with distinguishing between the needs of children learning EAL and those with SEN and assistance with the gathering of evidence for EHCP applications
- Direct access to telephone and email support
- Tailor-made school-based CPD twilight sessions on request
- Free access to a comprehensive range of resources via the HES Portal and also via Havering's Fronter MLE site; and recommendations/advice on commercially available publications (e.g. dual language books and dictionaries)
- Advice and training in the use of key publications, e.g. those produced by the team and archived National Strategies materials
- Training in high-quality EAL interventions, including Talking Partners and Talking Maths (small fee applies for initial training but ongoing support is available at no additional charge)

**Strategic work with LA-based services on behalf of all LA schools, and Academies buying back services, through liaison with:**

- the Admissions team to facilitate the admission and induction of vulnerable learners;
- the Family Learning team to provide information on services which may be available to schools such as ESOL classes;
- other education teams (e.g. Learning Support) to facilitate transitions for vulnerable pupils; and
- the LMS team to ensure assessment of EAL learners reflects best practice.

For all maintained schools in Havering, access to the services of the team is available at no additional charge and school requests are always met within agreed time schedules.