

EHCPs: need, performance, actions

National picture

- 10.8% increase in # EHCPs in England from January 2024 to January 2025
- 5.3% of pupils in England now have an EHCP

Havering

- 16% increase from January 2024 (2583) to January 2025 (3009)
- Percentage of pupils in Havering with EHCP still below national average (4.4% compared to 4.7% in 2024). Size of this gap narrowing due to higher year on year increases compared to average national increase
- Considered in the context of Havering population increase

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Performance

- 34% of EHCPs issued within 20 weeks since 1/4/25 (during 2023 national figure was 50.3%)
- Cause of low performance is requirement for Educational Psychologist reports as part of EHC needs assessments at a time of national shortage of EPs and rapidly increasing need. Havering has a strong record of recruitment and retention compared to neighbours, but still impossible to meet demand for assessments from permanent capacity alone (rare to find any LAs not reliant on agency/locum EPs)
- Performance was 0% during periods without any EP capacity. A contract was in place with an agency delivering EP advice and this saw performance rise. Contract has expired and current procurement process to establish new contract will not be concluded until 1/11/25, meaning backlog will build in intervening period (see next slide)
- Investment in Assessment & Placement Team will see caseloads brought down from January 2026, and use of AI (Beam) to draft EHCPs, will free up capacity for improved communication with parents/carers, schools and settings, and ensure stronger performance can be sustained once new EP contract in place.

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(Academic year)

EP EHCP assessments demand	24/25	25/26	26/27
Start of Year Backlog	0	150	0
Number of EP assessments for EHCPs expected	600	650	684
Capacity of permanent staff	169	258	258
Remaining assessments to complete (agency)	281	542	426
Carry over	150	0	0

- Procurement for c550 assessments to in AY25-26 to ensure start AY26-27 with no backlog
- Option to extend contract to address gap between capacity of permanent staff and total needed
- The above represents good balance of use of agency staffing which is efficient use of resources, while retaining permanent staff who offer value for money as deliver preventative / early intervention work and other services (e.g., tribunals)

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(Academic year)

Assessment Case Officer Caseloads	24/25	25/26	26/27
Permanent staff	200	600	<i>TBC</i>
Agency staff	400	50	<i>TBC</i>
Total	600	650	<i>TBC</i>

- Reorganisation seen successful wave of recruitment to new permanent positions and able to reduce reliance on agency staff entirely by January 2026, thereby reducing costs