

Exchange	SEND
Date of Meeting	26/03/2026
Location	Microsoft Teams
GMLPN Staff	Charlotte Jones, Hannah Bolsher
Chair	Sally Green – Tameside College
Speakers:	Tameside College, Nicole Alderson Rochdale Training, Joshua Harper
Attendees:	David Smith (Wigan Warriors), Naude, Shannon (Growth Company), Jim McMahon (Metrolink), Goodwin, Zoe (Growth Company), Kimberley Fleming (Nacro), Gary Isherwood (1st2Achieve), Aisling Rafter (GMP), Natasha Beckett (Evolve Academy), Anne Gronan (Resolve), Rachel Devonshire-Hughes (Kingdom Academy), Julie Jones (Now Skills), Paul Rogers (Now Skills), Dawn Fairclough (Kingdom Academy), Farrell, Beth (Growth Company), Hayley Johns (Alliance Learning), Eve Sheppard (Tameside College), Karen Jones (Salford City College), Rebecca James (Kingdom Academy), David Hewitt (Mantra Learning), Emma Blackshaw (Salford City College), Lloyd, Tim (GMFRS), Gillies, Julie (Growth Company), Milly Smith (Oldham College), Stephen Knowles (TCSG), Christine Edwards (Creating Excellence), Anna Clarke (Rochdale Training), Stevenson-Miller, Helen (Growth Company), Thorpe, Emma (Growth Company),
Key Themes / Discussion Points	
Consistent Support Approaches: • Staff turnover makes consistency difficult; key SEND info can be lost during transitions. • Learners often reluctant to disclose needs, especially older learners or apprentices learning remotely. • Increasing complexity of SEMH needs, with many learners undiagnosed and struggling to articulate support requirements. Good Practice Shared: Tameside College - showcased the <i>Resta</i> (Resilient Support Teaching Assistant) model, trauma-informed, resilience-building, and adaptable for groups or 1:1. • Benefits include emotional literacy, early intervention and building trust.	

Rochdale Training - demonstrated a structured SEND support model with screenings, support plans, 1:1 interventions, employer involvement and strong staff training.

- Use of screening tools at induction helps identify unmet needs earlier.

Common Challenges Across Providers:

- Learners not wanting SEND labels.
- Remote learners harder to build trust with.
- Ensuring all staff consistently apply adjustments/time-out passes.
- Difficulty identifying and supporting SEMH needs effectively.
- Pressure from Ofsted on inclusion and documentation.

What's Working Well:

- Group profiles, support profiles and centralised information tracking.
- Trauma-informed whole-organisation approaches.
- Stronger collaboration between tutors, skills coaches and inclusion staff.
- Staff training increasing confidence and buy-in.
- Early transitions and tasters support smoother starts for learners.
- Using MS accessibility tools (Read Aloud, colour filters, etc.).
- Transition activities – tasters, parental meetings, early relationship-building.
- Group and learner support profiles for consistency across staff.

Resources / Links Shared

Tameside Resta – Zone of tolerance document

- **Resta Programme** – Zone of Tolerance document
- **ELSA** (Emotional Literacy Support Assistant model).
- [Zones of regulation pre-and post-intervention survey – ELSA Network](#)
- **Do-It Profiler** and SPLD screeners at induction. Some providers have used [Cognassist | Inspectable, Evidence-Led Inclusion for FE](#)

Actions

- Explore securing an Ofsted speaker on inclusion and ALS evidence expectations.
- Facilitate cross-provider peer-to-peer sharing where requested.
- Consider developing a shared adaptation/strategy bank for different subjects and provider types.

- Capture best practice from FE settings for independent providers wanting comparisons.

Next Steps

Next SEND Exchange

 18th June 2026 (Online)

Topics identified today, including:

- SEMH support strategies and identification.
- Practical reasonable adjustments (sector-specific examples).
- ALS funding & evidence requirements (avoiding audit pitfalls).
- Potential lived-experience speakers on neurodiversity.
- Possible FE-focused “how we do it” sharing session.
- GMLPN to continue building the improved Members' Dashboard to support collaborative idea-sharing across the network.

Additional Agenda suggestions welcome!

Other Exchanges coming up:

- [GMLPN Youth Employment Exchange Tickets, Tuesday, May 5 from 10 am to 12 pm | Eventbrite](#)
- [GMLPN Mental Health & Wellbeing Exchange Tickets, Wednesday, May 6 from 10 am to 12 pm | Eventbrite](#)
- [GMLPN CEIAG Exchange Tickets, Friday, May 15 from 10 am to 12 pm GMT+1 | Eventbrite](#)