

Improvement Notice

To: Tameside Metropolitan Borough Council ('the Council')
Tameside One
Market Place
Ashton-Under-Lyne
Tameside
OL6 6BH

This Improvement Notice is issued to Tameside Metropolitan Borough Council on 22 August 2025 following the Ofsted and Care Quality Commission (CQC) Area SEND Inspection, published on 3 July 2025 and in response to the areas for priority action and improvement highlighted in the report.

1. This notice is given to address the three areas for priority action and the four areas for improvement identified in the report of the inspection published on 3 July 2025.
2. To comply with this notice, the following actions are required of the Council, working with Greater Manchester Integrated Care Board (ICB) and its other local partners ("partners"), as set out in section 28 (2) of the Children and Families Act 2014.

Improvement plan

3. The Council's improvement plans working with the ICB, should deliver appropriate and sustainable improvement, taking account of the views of parents, children and young people, school and education leaders and wherever possible, putting co-production at the centre of improvement activity. The improvement plans will be set out in the Priority Action Plan and the updated Strategic Plan and must cover the areas for priority action and areas for improvement identified in the Ofsted and CQC inspection report published on 3 July 2025, and the recommendations made by the Department for Education (DfE), including:
 - a. urgent improvement in the shared strategy, including for;
 - governance and oversight (including direction, ambition and expectation)
 - commissioning arrangements and planning of services for children and young people with SEND
 - implementation and monitoring of effective strategies.
 - b. urgently implementing and monitoring effective joint working, and strengthening the information sharing systems and processes that support professionals across education, health and social care to work together more effectively.
 - c. urgently addressing the delays and gaps in service provision across the neurodevelopmental pathway.
 - d. improving the timeliness, quality and oversight of EHC plans and the annual review process
 - e. taking a well-thought-out, strategic and coordinated approach to prepare young people with SEND for adulthood and when transitioning between phases of education.

- f. ensuring that children and young people with SEND benefit from a well-thought-out Alternative Provision strategy
 - g. urgently improving the understanding of and response to children and young people with SEND who are at risk of exploitation
- 4. The improvement plans should also include any further recommendations from the Department for Education (DfE) as a result of ongoing support and intervention. The plan must be kept up to date with owners, actions and impact measures to evidence the improvements made on the lived experience of children, young people and families.
- 5. The Council should work with the existing Children's Social Care Commissioner to address the issues highlighted in the Area SEND Inspection Report that impact Children's Social Care and children at risk.
- 6. The Secretary of State has chosen to appoint an advisor to provide advice to the Department and the Council. The Council should work with the advisor until some such time that the Secretary of State is satisfied this is no longer required.
- 7. To ensure there is clear evidence of progression:
 - a. The Council should look to strengthen the existing Improvement Board arrangements, which the partnership are responsible for, to ensure its effectiveness and keep the arrangements under review. A review of the terms of reference should be undertaken, ensuring appropriate attendance by all key partners and leaders who are clear on their roles and responsibilities;
 - b. An independent Chair of the Board, as agreed by the DfE and the Board, should remain in place along with key leaders across Education, Health and Care services, Parent/Carer Forum and appropriate Elected Members of the Council as identified attendees and decision makers. It is expected that the Chief Executive of the Council and the Chief Executive of the ICB, the Children's Services and ICB Accountable Officers are held to account for the improvements required. This should be made through their effective engagement with the Board and escalation/resolution of matters arising as the Board identifies;
 - c. the Improvement Board must have clearly assigned accountabilities for all actions agreed, along with clear and measurable targets covering the areas of significant weakness identified in the Ofsted and CQC report, and subsequent actions recommended by the DfE. Those accountable for these actions should keep the content up to date, with a risk register and mitigation plan updated in line with the meeting cycle and provided to the Improvement Board in advance;
 - d. reports to the Improvement Board should include data, analysis and evidence of the impact of improvements on the lived experience of children and families;
 - e. the Improvement Board should maintain an action and impact log which is updated at each meeting, highlighting objectives which are slow to progress and where contributions need to be strengthened.

8. Invitations to Improvement Board meetings must be sent on each occasion to the DfE appointed CSC Commissioner, DfE appointed SEND advisor, NHS England advisor and to the Department's case lead as external attendees, rather than members of the board.

Improvement against the above measures will be assessed as follows:

9. The DfE appointed SEND advisor and NHS advisors will provide regular updates to the Department of progress or concern against the areas set out in this notice; improvement against the Ofsted and CQC requirements; and any other such information relevant to the improvement journey.

Department for Education Stocktake Reviews

10. Officials from the Department will undertake reviews of progress against the improvement plans at least every six months and more regularly where appropriate.
11. Reviews, including areas of priority area deep dives, may cover but are not exclusive to leadership; governance; co-production; quality of workforce training and support; multi-agency arrangements including joint commissioning, Education, Health, and Social Care provision; the timeliness and quality of Education, Health and Care plans; and engagement with children, young people, families and carers.
12. Prior to any reviews, the Council should provide to the Department its own assessment of improvement. This may include, but is not limited to:
 - a. progress against improvement plan objectives;
 - b. feedback from parents, carers, children and young people;
 - c. clear information about local accountability and governance structures;
 - d. the documentary evidence used to plan, track and evaluate the impact of actions. This may include:
 - i. A progress update against each priority area and DfE recommendations;
 - ii. A dashboard of performance measures showing whether targets and milestones are being met in a timely manner; any slippage; evidence of impact and whether the local area is on track to meet the next set of milestones.
 - iii. Evidence that key partners, including children and young people, families and schools are playing an active role in improving services.
13. From time to time, the Department may require that a diagnostic review or assessment is undertaken by a party agreed with the Department.
14. For any review or assessment, the Council must provide the person(s) conducting it with:
 - a. access to, and time with, staff and leadership;
 - b. accurate and up to date data on performance and quality;
 - c. facilities to carry out the reviews; and
 - d. access to minutes of meetings or any other relevant information.

Timescales:

15. The Council should aim for the impact measures set out in the Improvement Plan to be evidenced by the agreed target dates. The Council should also aim for actions included in the improvement plans to be delivered by the end of December 2026 or sooner. However, the Improvement Notice will not be stepped down until sufficient progress has been evidenced, and the Minister agrees.

Failure to comply with this Improvement Notice by the assessment dates or poor progress:

16. Should the Council be unwilling or unable to comply with this Improvement Notice or should the Secretary of State not be satisfied with the Council's progress at any stage, she may choose to invoke her statutory powers of intervention (s497A Education Act 1996) to direct the Council to take any further actions deemed necessary to secure the improvements required in SEND services.

Signed:

Date: 22 August 2025

A handwritten signature in black ink, appearing to be 'MT', with a long, sweeping horizontal stroke extending to the right.

Mark Taylor

Senior Civil Servant in Department for Education