



Individual Development Plan (IDP)



The Individual Development Plan (IDP)

The Welsh Government is proposing a new, simpler and more responsive systems of meeting the Additional Learning Needs of children and young people (CYP). An Individual Development Plan (IDP) is central to the proposals for changing the way we assess and meet Special Educational Needs in Wales. It's envisaged that the IDP will replace the existing Statement of Special Educational Needs over a phased period and be used for learners from the age of **0 to 25**.

The **IDP** will be a **single plan** with a common format which will be developed through using a person centred planning approach. All IDP's will include an **Action Plan** plus the evidence for the actions. It will encourage key-working where needed and use flexible processes. The IDP could replace or integrate all other individual plans (e.g. the Individual Education Plan (IEP), the Individual Behaviour Plan (IBP), the Personal Education Plan (PEP) for Looked-After Children (LAC) and possibly even Health Plans.

An IDP will be more accessible and easier to update in order to meet the CYP's changing needs.

Who will have an IDP?

The Welsh Government propose that any child or young person (0-25) with additional needs, who requires support that is 'different or additional to that provided as part of the usual or differentiated curriculum' will have an IDP.



This will include learners who are currently at School/Early Year's Action, School/Early Year's Action Plus and those with Statements of their Special Educational Needs, with medical needs or who have a disability. All children and young people with existing Statements will continue to have the right to an IDP.

The Welsh Government proposes to move away from education services being the lead, to one of a full partnership between education, health and social services. To emphasise this change to a more holistic, person centred planning approach, the term 'Special Educational Needs' will be changed to '**Additional Learning Needs**'. To reinforce this multi-agency approach, the Welsh Government is intending to impose a '**duty to collaborate**' upon the relevant bodies in respect of Additional Learning Needs provision.

How will the IDP be developed?

Once a CYP's need for an IDP has been identified, the process will be started by the Additional Learning Needs Co-ordinator (**ALNCo**). This could also be a Health Visitor/Lead professional in Early Years settings. CYPs, parents and all appropriate professionals will all contribute relevant information. A meeting will be arranged by the ALN Co-ordinator, which will include the CYP, parents and all appropriate professionals to contribute to the IDP. Where possible the CYP would help decide who will attend. **The Parent Partnership Service (PPS)** will be available to provide information, advice and support at all stages of the process. The meeting will follow a person centred approach and draw up an **agreed action plan** which will be **reviewed annually** or sooner if required.



What will an IDP look like?

The IDP will include:

- Biographical information about your child, contact details for you and any relevant professionals.
- Your child and your views will be recorded on a **'one page profile'** detailing what everyone **'likes and admires'** about the CYP **'what's important to'** the CYP and **'how to support'** the CYP now and in the future. Wherever possible, the CYP should be happy with the content
- **An action plan** will record **'what's working'** and **'what's not working'** and will outline any support needed for the CYP to achieve their goals. This will include what will be delivered by whom and how often. It will also include who will be responsible for accessing the support and the date when the plan will be reviewed.

The information will be added to the secure online tool where it will only be visible to and accessible by your family and appropriate professionals with consent.

Like and admire

This is the starting point for the one-page profile. This section can include photographs and illustrations etc.

What is 'important to' and 'how to support'

This will include the things that the person wants to happen in the future as well as things that are already happening and what everyone thinks is important for the person

What is working? What's not working?

What's working, what's not working, from the child or young person's perspective, the family's perspective, others perspectives e.g. School, Therapist, or other professionals. Things that are not happening for the CYP, including differences of opinion between people involved in the person's life and anything that doesn't make sense including anything additional or different the CYP may need will be discussed and then reflected in the Action Plan

Action Plan

This will include what's needs to be done, by whom, when will it be completed, success criteria and when will it be reviewed. This information will be added to the web based IDP

<i>what</i>	<i>who</i>	<i>when</i>	<i>success criteria</i>	<i>review date</i>
What needs to be done?	Who will do it?	When will it be done by?	How will we know if it's successful	To be reviewed by all attendees at the next meeting

How will we know if an IDP is successful?

It's envisaged that each IDP will include a clear **action plan**, which will be reviewed at least every **annually**. The IDP will be a collaborative task between the people who know the CYP best including appropriate professionals; this should lead to a consensus of opinion and an appropriate action plan with clear success criteria. For those CYP with significant or complex needs, entitlement to services and provision will be protected.

Where agreement cannot be reached the CYP or their family will be able to formally register this disagreement with the Local Authority. If this occurs, any organisations involved, schools, health, social services etc. will share the responsibility for resolving the disagreement with the CYP and their families. All CYP and their Families will have the right to appeal to the ALN and Disability Tribunal Wales (ALNTW).

The leading Parent Partnership Service in Wales, **SNAP Cymru**, will be available to support families throughout the process, providing advice information and support and where required, trained mediators will facilitate formal independent disagreement resolution. **The legislative framework including good practice guidance and processes for disagreement resolution will be included in a new Additional Needs Code of Practice – to be produced by the Welsh Government in the coming months following.**



About Snap Cymru

SNAP Cymru delivers the Parent Partnership Service in Wales and offers accurate information, impartial advice, support and key-workers for families of children and young people who have, or may have, Special Educational Needs and or a Disability. The SNAP Cymru service is free, confidential and impartial. SNAP also provides a formal disagreement resolution service and independent issue based advocacy for children and young people.

For support or further information please contact:

Our telephone helpline on 0845 120 3730

Or visit our website www.snapcymru.org