

Educational Psychology Service

Neurodiversity Practitioners



**Memorandum of Understanding
2024/25**



Introduction

Dear schools and settings across Shropshire,

Firstly, we would just thank to thank the staff within the pilot schools across Shropshire for the warm and enthusiastic reception that the Neurodiversity Practitioners (NDPs) have received. With their support and commitment, it has been a very positive, rewarding and fruitful pilot project for all involved, and we now greatly look forwards to the next chapter for the NDP Team. We are very pleased to share that we have successfully secured the NDPs as a permanent team within the Shropshire Educational Psychology Service.

We are also excited to share that the NDPs will be expanding their support range to include working across the age range (0-25) whilst continuing to support children and young people on a needs-led, as opposed to a diagnosis-led, basis across the constellation of neurodivergence. Their role in supporting schools and settings will continue to be in a preventive capacity. Therefore, individual work will be aimed at pupils who do not have an Education Health and Care Plan (EHCP) or are in the EHC Needs Assessment process, as these pupils will already be undergoing / have undergone a holistic assessment of needs and receiving additional support. Their role will continue to be to enhance the awareness, understanding and empathy of pupils presenting with neurodivergent needs, to promote an assess, plan, do, review cycle, and to build knowledge, skills and capacity to support pupils both individually and systemically.

The NDPs will also be continuing the core systemic roles they are currently involved in, i.e., pupil voice projects, Emotional Based School Avoidance (ESBA) support and in the development of the Shropshire-wide inclusive practice documents for schools and settings. They will also be involved in delivering and supporting the implementation of the new Neuroinclusive Practice training modules and Network groups. Moreover, the NDPs have collated resources and information that could be supportive of your school which can be found on their Learning Gateway page. We very much look forwards to hearing from you soon and to being able to work with you to provide additional support to our neurodiverse children and young people in Shropshire.

Best wishes,



Dr Lisa Taylor
Principal Educational Psychologist
and Preventative Lead



Dr Kathryn Morgan
Specialist Senior Educational
Psychologist for Neurodiversity

Description of our service

1. Who we are

We are a team of Neurodevelopmental Practitioners (NDPs) and are part of the Shropshire Educational Psychology Service (EPS). We are former experienced teachers and special educational needs and disabilities coordinators. Importantly, we have a passion and enthusiasm for raising the profile and understanding of neurodivergence and promoting neuroinclusive and neuro-affirming practice.

2. How we can support you

We work with schools / settings systemically through:

- Coaching
- Group consultation
- Facilitating group interventions / support programmes
- Modelling strategies / interventions
- Providing training / other CDP opportunities

We support children and young people aged 0-25 years on a needs-led (not diagnosis-led) basis through:

- Facilitating group consultations between school / setting staff and parents / carers
- Enabling pupil voice
- Planning shared actions
- Group interventions

We are a preventative service. Therefore, we do not work with children and young people who have an Education, Health and Care (EHC) Plan or are in the EHC Needs Assessment process.

3. Our offer

Website: [NDP Brochure](#)

Form 1: [ndp-form-4-september-2024.docx](#)

4. Testimonials

"Hollie allowed students, parents and staff to feel that their voice was valued and validated, and she acted as a powerful and positive catalyst for collaborative work and progress."

"I feel that Rachel's input has been invaluable. Her knowledge and what I have learned about my student has really helped me understand him and also how to notice the triggers and to be able to prevent the outbursts."

"It makes such a difference to have someone who is trained to teach these things. My son also feels really comfortable with her and looks forward to their sessions..."

"It has been invaluable to work with someone who has grown to understand the needs of our school and work with us to tailor support which meets the children's needs."

"Great to have the opportunity to discuss school based SEND issues to devise an action plan to support the growing number of neurodivergent children at our school. Great facilitator to enable staff members to open a debate about key issues which have been identified by the school. A flexible approach when working with the school and parents."

"Lovely empathetic ladies that 'get' the busy demands within a school environment for SENDCos. Lovely to discuss issues and how best to support our neurodivergent children."

“I feel the partnership between schools and NDPs can be an important resource for systemic change, and a longer working relationship would allow for further development of this.”

Excellent session - very engaging, informative, inspiring, really interesting and eye-opening. Delivered in a very friendly and understandable way.

It was the most amazing session! Everyone was engaged from the moment you began the day until it finished.

It really made me think about the needs of individuals regardless of diagnosis.

5. Contact us

Donna Price & Jeanette Vivers – EPS Admin

Tel: 01743 258414

Email: eps@shropshire.gov.uk

Website: [Educational Psychology Service | Shropshire Learning Gateway](#)

Individual responsibilities of our staff

Roles	Responsibilities
Principal Educational Psychologist and Preventative Lead	<ul style="list-style-type: none">• Overall management and development of the Educational Psychology Service, with adherence to Health and Care Professionals Council (HCPC) and British Psychological Society (BPS) ethics and code of conduct.• Clinical supervision of team.• Operation and development of core and traded services.
Specialist Senior Educational Psychologist for Neurodiversity	<ul style="list-style-type: none">• Line Manager and Supervisor of the NDP team.• One of the Strategic Leads on the Neurodiversity Workstream.• Supervision of educational psychologists within the service.• Development of core and traded services.• Responsible for quality assurance.

Our obligations and requirements

What we will do for you:

Ref.	
P1	Provide a named link Neurodiversity Practitioner (NDP) to your school / setting.
P2	The NDP will apply their skills and knowledge to arrange appropriate involvement which will best meet the needs of the school / setting and/or the child or young person at the centre of the request.

P3	The NDP will negotiate mutually agreed activities commensurate with their role, training and competency. The NDP may draw on the skills and expertise of the broader team.
P4	In the event that the request is not seen to be appropriate, e.g., if the child/ young person has an EHC Plan or in the Needs assessment process, the NDP will explain the reasons for this in clear language and endeavour to explore alternative ways of supporting.
P5	The NDP will make direct contact with schools and may use a combination of the support offer described above.
P6	Whenever possible, the NDP will provide brief verbal feedback after the visit.
P7	The NDP will provide written feedback. Written feedback will be submitted within 20 working days via secure email (dependent upon available admin support).
P8	The NDP will arrive punctually and behave courteously. In the event of illness or a Critical Incident, the school should be notified prior to the appointment and a further date agreed.
P9	The NDP will return telephone calls as soon as possible and usually within 2 working days.
P10	All activities conducted on behalf of the child or young person, including liaison with the Bee U Mental Health Service, Sensory Inclusion Service, Speech and Language Therapy Service and other agencies, is a professional responsibility and will be deducted from the package time as will any written feedback.
P11	Time taken to complete casework / a project within a school / setting will be agreed with school prior to starting. In the case that it takes longer, the NDP will negotiate this additional time with the school.
P12	The sessions apply to the academic year.
P13	Unused time cannot be carried over into the following academic year.
P14	The NDP will comply with the Equality Act 2010 and all other relevant anti-discriminatory legislation. Advice and support will be provided in the best interests of the child or young person.

What we require from you:

Ref.		Date required (if applicable)
C1	Purchase a realistic level of support, to meet the needs of your school / setting and inform the team by the earliest opportunity. The service is on a first-come first-serve basis and has a finite capacity.	
C2	Complete and submit the Form 4 with informed parental consent from the person/s with parental responsibility at least 5 working days prior to the appointment.	
C3	Provide realistic outcomes for involvement.	
C4	Provide a suitable, quiet, comfortable room for the consultation / direct work.	

C5	Contact the child or young person's parent or carer to meet with the NDP at a specified time.	
C6	Ensure time so that key members of staff are able to meet with the NDP and that they have the non-contact time to do so.	
C7	Maintain any confidential reports and documents in a secure location.	
C8	Prepare the child or young person, where appropriate, for meeting the NDP. The NDPs have One Page Profiles which can be shared with children and young people.	
C9	Provide information about other external agencies involved with the child or young person, including provision maps, PEPs and Bee U reports.	
C10	To ensure payment is made to allow work to be completed.	
C11	Aim to use the sessions equally across the three terms, where possible.	
C12	Distribute the parent/carers copy of the NDP report.	

Days/times during which Services are to be available

Full service available during term time, with a reduced service available during school holidays.	Service operating hours Monday to Friday 09:00 – 17:00
---	---

Contact information

For more information	
Contact name	Donna Price
Role	Business Support Manager
Telephone	01743 258 414
Email	eps@shropshire.gov.uk
Website	Educational Psychology Service Shropshire Learning Gateway https://www.shropshirelg.net/supporting-send-early-help-and-pupils-with-additional-needs/educational-psychology-service/

Charging and enquiries

For details on the various sessions available for this service or if you have any queries or issues regarding your service arrangements, please contact the service on 01743 258414 or via email to eps@shropshire.gov.uk.

The following sessions are available to buy. A session is 3 hours. The pricing guide below will enable you to calculate the cost you require.

	Sessions	Cost
<u>Package A</u> Three coaching sessions	3	£300
<u>Package B</u> Three coaching sessions and two CPD sessions	5	£500
<u>Package C</u> Three coaching sessions and three individual casework	12	£1000
<u>Package D</u> Three coaching sessions, two CDP sessions and three individual casework	14	£1200
<u>Package E</u> Bespoke package agreed with school / setting	Bespoke packages are priced individually	

Any sessions that are bought direct from the Educational Psychology Service after 1st April 2025 will be charged at the session rate of £100.

If you require a bespoke package, then please contact the service for a further discussion.

Your link NDP will be able to guide you in relation to how much time a piece of work will take. For individual casework, this consists of individual work with the pupil, consultation with staff, parents and any other outside agencies and a written report.