



HERTFORDSHIRE SENCO INDUCTION PROGRAMME

*Designed and developed in collaboration
with....*





HERTFORDSHIRE SENCO INDUCTION PROGRAMME

Welcome to the Hertfordshire SENCO induction programme.

This programme has been created in collaboration with HFL Education, Hertfordshire SEND services, DSPL areas and the Hertfordshire SEND Academy.

The SENCO induction programme is designed to give you the reassurance and practical advice to understand your statutory responsibilities to fulfil your day-to-day responsibilities. You will be given a range of helpful tools to strengthen your role and expand your understanding of local support. It will also enable you to meet other SENCOs in your area and for those new to the role or new to Herts, you will link with SENCOs from across Hertfordshire.

Throughout the programme you will have access to the [HFL Hub](#) to access learning materials, dates and links to useful resources.

So whether you are:

- NR** New to role and at the start of your journey
- NH** New to Hertfordshire and bringing previous experience
- ND** New to a DSPL area with experience and knowledge of Hertfordshire

We know this programme will provide you with the knowledge, skills and confidence to be a great SENCO. Here's to a great SENCO journey!

Contents:

- [Overview of activities](#)
- [DSPL information](#)
- [Useful resources](#)



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Overview

Session	Focus
<p>NR NH ND</p> <p>Orientation</p>	<p>An essential introduction to the programme. This online session will you to understand the support available and know how to navigate the self-directed learning.</p>
<p>NR NH ND</p> <p>Self-directed learning</p>	<p>Videos to support you in your role as SENCO, whichever pathway you are on.</p>
<p>NR NH ND</p> <p>An introduction to your DSPL area</p>	<p>A great opportunity to find out more about your DSPL area and meet other local SENCOs. See DSPL information</p>
<p>NR</p> <p>Statutory duties and principles</p>	<p>An online session for new SENCOs focusing on the statutory duties placed on schools, governors and SENCOs which underpin support for children and young people.</p>
<p>NR</p> <p>The graduated response and high-quality inclusive provision</p>	<p>An in-person session focusing on the graduated approach and delivering high-quality inclusive provision.</p>
<p>NR NH</p> <p>HCC SEND Services</p>	<p>Delivered by Hertfordshire's SEND Academy, this session will introduce you to Hertfordshire's SEND services and explore the support available to schools. Essential for new to role and new to Hertfordshire. Beneficial to those new to the DSPL.</p>
<p>NR NH</p> <p>SENCO: Leading on SEND</p>	<p>An in person session reflecting on the strategic role of the SENCO. This will include a focus on evaluating provision for learners with SEND and working collaboratively to set whole school priorities.</p>

IMPORTANT: Please sign in to your dashboard on the [HFL learning hub](#) to make sure you attend the right sessions, on the right date, and in the right place.



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Contact details and dates for the introduction to your DSPL session

DSPL Area	Date, time & venue of in person session
DSPL1	26/02/2026 2-3pm (venue to be confirmed)
DSPL2	25/02/2026 1.30pm The Oak Suite, Peartree Spring Primary School, Hydean Way, SG2 9GG
DSPL3	24/02/2026 10-11.30am Amwell View School
DSPL4	24/02/2026 Wormley Primary School, EN10 6QA (time to be confirmed)
DSPL5	23/02/2026 11am Green Lanes
DSPL6	24/02/2026 10am-12pm Cranborne Primary School, Laurel Fields, Potters Bar, EN6 2BA
DSPL7	25/02/2026 9.30am The Hub, Fleetville Junior School
DSPL8	24/02/2026 12.30-2.30pm Gade Community Room (next door to Oak Leaf Primary School)
DSPL9	24/02/2026 1-3pm The Green Room, Bournehall Primary School, Bushey



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Useful resources for Hertfordshire SENCOs

Resource and link	Overview
Council for Disabled Children: guides to the disability duties in the Equality Act	This series of guides will support school staff across all phases to understand the legislation and how it applies to their work with disabled children and young people.
English: inclusive strategies to support learners with SEND	Modelling a range of inclusive teaching strategies and providing practical examples this resource demonstrates how the written and visual scaffolds recommended in Hertfordshire's Ordinarily Available Provision can be implemented in English lessons.
Hertfordshire Ordinarily Available Provision Guidance	This guidance supports providers to reflect on and strengthen their provision for all children and young people, including those with SEND. It provides examples of adaptations and reasonable adjustments that are part and parcel of everyday high-quality inclusive provision.
Hertfordshire SEND Toolkit	An essential resource for all Hertfordshire SENCOs, this toolkit will guide anyone interested in promoting the wellbeing and achievement of children and young people with SEND.
Maths: inclusive strategies to support learners with SEND	Examining many of the strategies within Hertfordshire's Ordinarily Available Provision guidance such as explicit instruction, planning small steps, and using worked examples, this resource demonstrates how to respond to individual learning needs and support children and young people to secure base facts, and develop mathematical language.
Phonics: inclusive strategies to support learners with SEND Fully funded for Hertfordshire maintained nurseries, maintained schools and academies.	Exploring the foundations of reading and supporting all staff to know children and young people's starting points and plan effective next steps, this resource demonstrates how to use explicit instruction and concrete and visual scaffolds in the context of phonics as recommended in Hertfordshire's Ordinarily Available Provision.
Special Educational Needs and Disabilities Code of Practice: 0-25 years (2015)	Statutory guidance for organisations which work with and support children and young people who have special educational needs or disabilities.



**Thank you for taking part in the
Hertfordshire SENCO induction
programme.**

**We look forward to working with you
during your SENCO journey, including as
you work towards the mandatory
qualification
NPQ for SENCOs**

**For any SEND related queries contact the
HFL SEND team via:
hfl.send@hfleducation.org**

