**John Lewis Foundation – InEmployment Project – Six Monthly Update Report – October 2017**

**What John Lewis Foundation grant to support**

‘inEmployment’ - Working with the personal ambitions of students at Inscape House School, the goal is to enhance the quality, relevance and outcomes of the work experience these young people take part in during their time with us. We are seeking to improve employability for our students, and this project focuses on academic years 2017/18 and 18/19 and beyond.

* *£2,500 – Registration for the school to meet the criteria for Fair Train Quality Kite mark – Silver level.* (The school is currently at bronze level of Fair Train but does not have the adequate funds to progress to Silver. These higher levels would offer more specialist training for the Education Assistants (EAs) enabling them to deliver better outcomes to the students in a more timely manner, per the measures and outcomes above). Currently at Bronze level but on target to achieve Silver within next 6 months
* *£5,000 - £500 each to train 10 EAs in Job Coaching to support our pupils\*.* (Training is delivered by BASE – British Association of Supported Employment). EAs would be working with Key Stage 4 and Post 16 Independent Learning Pathway pupils. Training would be completed within one term from the start of project. Achieved

**Project Measures & Outcomes will include:**

* Outcomes for pupils by achievement of qualification vs. year prior
* Outcomes for pupils participating in work experience vs. year prior
* Audits by Fair Train
* Termly reports
* Outcomes for pupils who move on to supported internships vs. year prior
* Parent & Pupil Questionnaires
* Exhibiting work experience during National Work Experience week (Oct) and International Autism Awareness Week (April)
* Long-term impacts will be reported in our Annual Review and other publications
* Qualified, professional and bespoke career guidance available from within the school

**What we have achieved in the first 6 months (May 2017 to October 2017)**

**National Work Experience Week 2017 (16th to 20th October 2017**

* 15 pupils are attended National Apprenticeship Show at Manchester Central
* Nick Lynch who is self employed and works for AstraZeneca delivered a talk to KS4 options group around work (Nick is an ambassador for Founders4School)
* Pupils that are established in Inscape cafe and show potential attended a taster morning at Oddfellows Restaurant in Bruntwood Park (this is a local business within walking distance of Inscape School)
* Mock Interviews and a Digital Workshop to pupils in class C3
* Pupils aspiring to become art technician in a school and Marie Young created a display in reception with all the events that have taken place.  David Jones (ICT tutor) videoed some of the events.
* Whole school assembly to update on all the exciting events that have happened this week.

**Involvement with ‘Fair Train’ organisation**

Pupils YE and SG were interviewed and videoed about their work experience in the cafe by Rod Natkiel from Fair Train on 4th October 2017  The interview and video will be used outside the Together Trust and I have informed both pupils’ families and they have given Fair Train media permission, in discussion with their son / daughter.

***From:*** *Marie Young [*[*mailto:myoung@togethertrust.org*](mailto:myoung@togethertrust.org)*]****Sent:*** *04 October 2017 16:14****To:*** *Rod Natkiel <*[*rod.natkiel@fairtrain.org*](mailto:rod.natkiel@fairtrain.org)*>****Subject:*** *Work Experience*

*Further to our conversation and to confirm what we could offer is our young adults working in our school cafe which is run by the pupils and open to the public, this provide a great working environment where the pupils quickly build up their confidence and skill set which they can take and transfer to an external work experience placement.  One of our pupil’s who left in July has just got a full time post in a well know pizza restaurant because of the experience and confidence that got from the cafe (outcomes section of this report).  Some of our pupils are also starting work experience next week in our communication dept where they will be looking at ICT, marketing and admin work .We also have a pupil who is working in our local Quality Save.  What I have mentioned here could be videoed on a Tuesday.  On a Monday the majority of the pupils are at college.*

**Staff training for 10 staff – achieved**

* Marie Young (Teacher – Employability) and Shirley Coughlin (Education Assistant – Work Experience lead) completed British Association Supported Employment (BASE) training ( 5 day programme)
* Sue Herdson (Speech and Language Therapist), Rob Bailey (Positive Behaviour Support Practitioner) and the following Education Assistants: Natalie Ellis and Emma Blunson (Key Stage 4), Cheryl Richmond and Kate Harrison (Post 16 IL classes), Bev Ridings and Carol Lynch (Post 16 SL classes) completed (3 days) alternative training delivered through ‘Talentino’ organisation, in partnership with Leonard Cheshire, as we were unable to source additional BASE training in a timely manner.
* Leonard Cheshire Disability and Talentino – Careers at Every Level - A personal, social and career development programme for young people with in Special Schools. The programme consisted of 3 elements:

Classroom based career coaching curriculum

Working experience including helping you create a local employers network

Creation of sustainable and profitable school based enterprise businesses

Inscape received fully accredited training, materials and ongoing support from a dedicated programme officer was provided to each participated

**Outcomes**

|  |  |  |
| --- | --- | --- |
| **2015/16 -** Journey to apprenticeships – 1 leaver progressed along this route | **2016/2017 -** Journey to apprenticeships – 11 leavers progressed along this route | **Updated** on 20.10.17 as some changes have taken place |
| JL progressed to supported internship with Total People |  | JL now progressed to full apprenticeship |
|  | BS (see email evidence below) – supported internship with Stockport LA | BS now in paid employment with Pizza Express – will be returning to speak to current pupils about her experience |
|  | MG – level 2 apprenticeship in engineering | Attending and enjoying |
|  | TS – was planning to return to his mainstream school | Now attending Music Technology at South Cheshire College and in the words of his mum ‘is loving every minute’. He has found his forte!! |
|  | KGS – Land based apprenticeship at Derwen College | Attending and thoroughly enjoying it |
|  | GB – apprenticeship with GA Computing | Difficult start as change was a big adjustment for GB but now working well. |
|  | KT – Choices programme at Cheadle college leading to supported internship | Attending and enjoying |
|  | LI Choices programme at Cheadle college leading to supported internship | Attending and enjoying |
|  | AB – supported internship looking at retail as enjoyed placements at Sainsbury when at Inscape | Attending but a ‘bumpy’ start due to struggling with the change from school |
|  | JC – Bury College – supported internship | Converted to Life Skills course |
|  | ST – apprenticeship at Reaseheath College – aspired to focus on golf course management | Follow up information requested |
|  | AW – Macclesfield College – Hospitality and Catering | Still at Macclesfield College but changed course to ‘Trade Skills’. |

**# From:** BS [<mailto:xx.11@hotmail.co.uk>]   
**Sent:** 28 September 2017 22:00  
**To:** [rbroadbent@togethertrust.org](mailto:rbroadbent@togethertrust.org)  
**Subject:** Work employment

Hi Rhiannon,

I've had an interesting month or so to say the least. After I attended the jobs fair on Tuesday, Pizza express Red Rock chain got back to me. Archie set up a phone interview for this evening at [7pm](calendar:T1:7pm). It went really well and he seemed really impressed. He then said towards the end of the interview "normally I would get back to people within a few days but because you've done so well I'm going to give you the job right now" So I've got a job as a chef (back of house) just need to meet Archie on Thursday to give him my national insurance number and other documents. I start training next week, and can also do an NVQ on the job.

Please let everyone know at Inscape but especially Mandy and Richard, oh and Donna. Because I've worked with them since the verh start of Inscape. I'm officially a fully fledged adult and have matured so much it's unreal. Hope everything is ok, and your not missing me to much in the mornings 😉

Take care, hope to hear from you soon

BS ☺

BS – currently into 2nd week of induction training with Pizza Express – finding it intense but the structure offered by this type of organisation (portion sizes etc to go on each pizza) is a very good approach for BS.

**With the focus for progression post Inscape House School being apprenticeships, the achievement of GCSE qualifications is important to ensure this is not a barrier to this pathway:**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **GCSE Results** | **English** | | **Maths** | | **Science** | | **Option subjects** | | **Overall** | |
| **2016** | **2017** | **2016** | **2017** | **2016** | **2017** | **2016** | **2017** | **2016** | **2017** |
| No/% of pass rate | 12/12  100% | **13/14**  **93%** | 2/2  100% | **12/12 100%** | 1/1  100% | **12/12**  **100% pass** | 0 | **Food tech 100% pass**  **Art 3/3 100%** | 15/15  100% | **40/41**  **98%** |
| No/% of good pass rate | 2/12  17% | **4/14**  **29%** | 0/2  0% | **7/12 58%** | 0/1  0% | **3/12 25%** | 0 | **Art 3/3 100%** | 2/15  13% | **15/41 at higher grades = 37%** |

**OCR Cambridge National in Computing:**

|  |  |  |  |
| --- | --- | --- | --- |
| **J810 – single award Certificate** | **Pupil** | **Outcome** | **Progression route** |
|  | GB | Pass 1 | Now on Apprenticeship |
|  | BS | Pass 1 | Now in paid work Paid work |
|  | TS | Merit 1 | Now at Music Technology programme, South Cheshire College |
|  | MA | Pass 1 | Inscape Post 16 and now attending college |
|  | MG | Merit 1 | Now on Apprenticeship |
| **J820 – double award Diploma** |  |  |  |
|  | ST | Merit 1 | Now on Apprenticeship |
|  | MD | Pass 1 | Inscape Post 16 and now attending college |
|  | YE | Pass 1 | Inscape Post 16 and now attending college |
|  | KO’N | Merit 1 | Inscape Post 16 – planning apprenticeship |

**Accessing college 2017/18** - part of preparation for adulthood and apprenticeship pathway:

* The Tannery – Building opportunities once weekly – YE, EC, MA, JM (all new to Post 16 Sept 2017)
* Salford College(Media City) ICT – SG, MA, MD, JM, JN, YE (all new to Post 16 Sept 2017) WG, JA, LM,
* Salford College (Eccles) Carousel – May cease due to not meeting original offer – KM (new to Post 16 Sept 2017), CH, ZW.
* Falconry handling (LANTRA qualification) – JS (new to Post 16 Sept 2017)

**Accessing work experience (May 17 – July 17)**

15 x Post 16 pupils attended work experience utilising the following work placements:

* Oasis Bubble Cafe at hospital x 2 pupils
* Belmont Care Home x 1
* InCafe x10
* Bill and Betty’s cafe x 1
* National Trust @ Quarry Bank x 2
* National Trust @ Lyme park x 2
* Golden Days Garden Centre x 1
* Legoland x 1 – which has now converted to part time work.

8 x Key stage 4 pupils accessed work experience for a week once their GCSE exams had finished

**Accessing work experience (September 17 – October 17)**

9 x Post 16 pupils attended work experience utilising the following work placements:

* Communication and Marketing Team @ Together Trust
* National Trust @ Quarry Bank
* Oddfellows in the Park Restaurant
* Wheels 4 All
* Cheadle Library
* Quality Save
* Cheadle Hotel
* Marine Time Garden Centre
* Oasis Bubble Cafe

2 x Key stage 4 have attended work experience utilising the following work placements:

Whitegate Equestrian Centre and Reddish Vale Community Gardens

**Accessing travel training**

All pupils on the Independent Learning Pathway in Post 16 undertake travel training as part of preparation for adulthood and apprenticeship pathway.

**Other**

* Inscape has set up a Careers Education and Information Advice and Guidance (CEIAG) room
* Inscape has achieved CEIAG Quality Award – Inspiring IAG Stage 1
* A Careers Event being held on 01.12.17 (times) – all the local authorities from which pupils are recruited from have been invited to send careers advisors so pupils and families can learn about what is on offer in their local area. 2 pupils (GB and BS) will be returning to talk about their experience after leaving Inscape in July 2017.
* Christmas Fayre being held on 08.12.17 – pupils will be running their own enterprise stalls

Inscape is now employing 3 apprentices as EAs, through working with Salford College. 2 previous staff recruited in the way have now progressed - 1 to full time employment with Inscape, the other has progressed to university.

**Building links with employers**

**From:** Marie Young [<mailto:myoung@togethertrust.org>]   
**Sent:** 13 October 2017 11:01  
**Subject:** FW: The Business Network South Manchester - Your October Event

I went on a networking lunch yesterday with the Fundraising team.

I went to the event and discussed what we do at Inscape school and my role, which is sourcing suitable work experience, taster days, speakers etc.  Just from the event yesterday I got to meet the manager from the Alderley Edge Hotel who I have to get in touch with for some work experience opportunities in the New Year (currently undergoing renovation).  The Hilton Hotel who want to speak to me in December about a workshop in the New Year either at their hotel on Deansgate or Manchester Airport.  I also spoke to the Marketing Manager at the Marriott Hotel and am contacting them today about who I speak to about work experience and I am arranging for  him to come to school as a guest speaker about working in the hotel industry – this is just a sample off what I got from yesterday.  Is this something I could go to every month as you meet different people at each event that opens up different avenues to explore?

NASS (National Association of independent and non maintained Special Schools) State of the Sector 16/17

For the first time, we asked about students who had left school in July 2016. Data about destinations and outcomes for young people post school is limited but NASS has been aware of assumptions that the majority of young people enter adult social care after they leave one of our schools. This isn’t always a true reflection of what actually happens.

Inscape was one of the 77 schools who responded 77

Across the 77 schools there were 552 leavers in July 2017.

66 schools gave details of the number of leavers going to the following destinations:

* Higher Education – 58
* Further education – 277
* Paid employment – 17
* Apprenticeship/Supported internship – 20 **(**at the time of the response 11 of the 20 where from Inscape House School – some destinations have changed but this demonstrates our commitment to employment)
* Other work/training - 18

This accounts for 390 of the 552 leavers – NASS do not know the outcomes of the remaining 162 leavers.