Manor Green School

Embedding Supported Employment in Special Schools

Ania Hildrey, Headteacher
Debra Burnett, Senior Employment Adviser

9th September 2015
Our school - facts and figures

- Maintained co-educational special school in Maidenhead
- Students age 2-19
- Total number of students: 238
- Total number of staff: 190 plus 22 volunteers (212 total)
- Latest Ofsted grade: Good (2)
- SEN profile by primary need:

<table>
<thead>
<tr>
<th>ASD</th>
<th>MLD</th>
<th>PMLD</th>
<th>SLCN</th>
<th>PD</th>
<th>SLD</th>
<th>SE&amp;MH</th>
<th>BESD</th>
<th>SpLD</th>
<th>OTHER</th>
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</thead>
<tbody>
<tr>
<td>30%</td>
<td>25%</td>
<td>12%</td>
<td>11%</td>
<td>11%</td>
<td>5%</td>
<td>2%</td>
<td>1.7%</td>
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Who are we?

School’s Vision and Mission Statement

To be the Centre of Excellence for students with special educational needs
What are we trying to achieve?

School’s Aims

To ensure outstanding outcomes for all students at Manor Green School
What is our daily mantra?

School’s Motto

‘Excellence for All’
Headteacher’s personal aspiration...

- To be the “School of Choice”
- To be the “Employer of Choice”
  - To develop people
  - To shape the future
  - To spread “good”
Our Philosophy of Education

ACE Model

- Academic Progress
- Care and Therapeutic Learning Support
- Enrichment and Life Skills
Changing paradigm

2010 - Work experience

- 100% participation
- 0% success rate

2015 - Job coaching

- lower % participation
- Higher (ultimate) success rate
The Job Coaching Project

- Use traditional supported employment techniques
- Totally *holistic* person centred approach (ACE Model)
- Students – setting short term goals and long term aims
Year 1 – Changing the culture

- Reviewed current practice – what worked – what didn’t
- Built relationships within school with key personnel
- Staff and parent information sessions
- Vocational profiling led to relevant work experience to build necessary skills
Year 1 - Challenges

- Students starting from the same point – a blank page!
- The culture and (lack of) belief within school and at home
- Interruptions to the timetable & changes in staff
- BUCKETS of time needed to support/liaise with parents
- Transport
Year 1 - Successes

Students *enjoyed* their work experience/developed skills – students, staff and families started to believe

<table>
<thead>
<tr>
<th>Year 1 Achievements</th>
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<tr>
<td>12 students</td>
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<tr>
<td>Company visits</td>
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<tr>
<td>Social Enterprises</td>
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<tr>
<td>Paid work</td>
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<tr>
<td>Travel training</td>
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Year 2 – Focus on Delivery

- Students now worked through school holidays
- Continued delivery with existing students and vocational profiling started with new students
- Continued support for students in paid jobs
- Existing students experienced positive peer pressure
- MGS ‘walk the talk’ - Apprenticeship role job carved
- Intensive travel training course
Year 2 – Challenges and Successes

- Challenge = Capacity  Success = Belief /Momentum
- Options introduced into timetable influenced by VP
- Apprenticeship created at Manor Green School

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<thead>
<tr>
<th>Year 2 Achievements</th>
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<tbody>
<tr>
<td>Work Experience Placements</td>
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<tr>
<td>Paid work</td>
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<tr>
<td>Travel training</td>
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<td>Company visits</td>
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Year 3 – Focus on Sustainability

- New part time Job Coach employed and developed
- 5 more posts created at Manor Green School

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<thead>
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<th>Year 3 Achievements</th>
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<tbody>
<tr>
<td>Work Experience Placements</td>
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<tr>
<td>Last year jobs supported</td>
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<tr>
<td>Paid Work this year</td>
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<tr>
<td>Travel training</td>
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<td>Company Visits</td>
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FILM – Supported Employment in Partnership
Case Studies

Jacque

Tegan

Jordan
Future

**FADE Model**

- **F**ocus on doing less but doing it (even) better!
- **A**nalysed what works well and what does not, so that you:
  - **D**o what is right!
  - **E**valuate the impact of everything you do.
Contacting us

Any person at the school can be contacted by email: firstname.surname@manorgreenschool.co.uk

You can contact us:

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www.manorgreenschool.co.uk
Following us

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