

Manor Green School

Embedding Supported Employment in Special Schools

Ania Hildrey, Headteacher
Debra Burnett, Senior Employment Adviser

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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:

ASD	MLD	PMLD	SLCN	PD	SLD	SE&MH	BESD	SpLD	OTHER
30%	25%	12%	11%	11%	5%	2%	1.7%	0.4%	0.4%



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

Year 1 Achievements	
12 students	19 work placements
Company visits	2
Social Enterprises	2
Paid work	1 permanent part-time, 1 seasonal part time and 1 ad-hoc peak time
Travel training	3
Referrals to other agencies and supported transition	

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

Year 2 Achievements

Work Experience Placements	13 - lower than Year 1 due to paid work
Paid work	2 Apprenticeships, 2 long-term seasonal part time and 3 ad-hoc peak time
Travel training	5
Company visits	2

Year 3 – Focus on Sustainability

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

Year 3 Achievements	
Work Experience Placements	9
Last year jobs supported	3
Paid Work this year	2 permanent part-time, 2 seasonal long-term part time and 4 ad-hoc peak time
Travel training	2
Company Visits	2



FILM – Supported Employment in Partnership



Case Studies

Jacque



Tegan



Jordan



Future

FADE Model

- **F**ocus on doing less but doing it (even) better!
- **A**nalyse 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:

Ania Hildrey – **head@manorgreenschool.co.uk**

Debra Burnett - **debbie.burnett@manorgreenschool.co.uk**

www.manorgreenschool.co.uk

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