

## **PLUS Skills Development Ltd**

### **Registered Special Post 16 Institution. (SPI)**

October 2022

SENCO: Clare Townsley

Contact: (01724 849912)

Dedicated SEN time: 5 days per week

Local Offer Contribution: [www.skillscentreplus.co.uk](http://www.skillscentreplus.co.uk)

#### **Our Approach:**

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**Mission Statement:** *To work in partnership and deliver the skills employers are looking for.*

#### **Ambition and aspirations for PLUS:**

PLUS Skills Development Ltd are a North Lincolnshire based provider of vocational training. We support local schools/Academies with delivery in a range of subject-specialist areas. Our experienced team of staff have a proven track record in re-engaging young people back into education.

Our dedicated facilities are known as 'Skills Centre PLUS', houses a purpose-built salon, engineering, motor vehicle and construction workshops together with academic teaching facilities. The Centres are a secure environment and have been designed to comply with the DfE safeguarding guidelines and to ensure the students feel safe whilst learning. One of our key aims is to add real life experiences to learning.

Young people who access our Centres will be given opportunities to explore how the subjects they study relate to the world of work. Our Centre staff link individual student's programmes of study to further and higher education and employment opportunities by drawing on their own personal experience.

Raising aspirations is fundamental to all we do at 'Skills Centre PLUS.' While the importance of achieving qualifications is made clear to the students, we believe that our young people need to prepare for life and all it has to offer. Through active learning we aim to open their eyes to what they can achieve.

We have developed a full time Supported Internship and Foundation Work programme in partnership with North Lincolnshire Local Authority (Working with high needs learners who all have Education Health & Care Plans EHCP).

#### **PLUS Vision/Mission and Values:**

Skills centre plus works hard to improve the perception of the students in relation to Education, relationships, trust, achievement, ambition, self-confidence and the work environment. Some of the students have had previous poor experiences. The whole ethos of the centre and all staff is identified in the mission statement and practised in full.

#### **Vision:**

To make a difference and change lives

#### **Mission:**

To create opportunities for students to believe, achieve, succeed

#### **Values:**

- Respect
- Integrity
- Truth
- Generosity
- Kindness

Underpinning ALL our Centres provision is the **graduated approach** cycle of:



All lecturers and support tutors are responsible for every young person in their care, including those with special educational needs.

**Assess:** All students are referred via the Local Authority to PLUS Skills development Ltd. We assess each individual's needs through a multi agency approach to ascertain if a young person would benefit from our programmes. Our priority is to ensure we have a tangible impact on progressing a young person into the world of work

**Plan:** If a young person is suitable for our type of programme we produce an Individualised Learning Plan and support the young person to transition onto either a Supported Internship or Foundation Work Programme. Every student is assigned a Job Coach.

**Do:** We integrate English and Maths across the provision and embed Occupational Studies qualifications at an appropriate level for the student. Practical workshop activities in a real work environment are supported to facilitate the progression into work placements and full employment.

**Review:** During the programme students are reviewed weekly as to their progress against individual targets and early interventions identified are implemented immediately via action plans. Our core outcome is to enable students to become economically self-sufficient and to contribute positively to the local regional and national economy. As we state:

**SEN Needs:**

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Children and young people's SEN are generally thought of in the following four broad areas of need and support:

1. Communication and interaction

Our Supported Internship or Foundation Work Programme is designed to develop employability skills. Within the qualification studied, communication skills and working with others are developed extensively. These are the key skills that employers look for and so are a vital element of what we do.

2. Cognition and learning

Cognition and learning is an area of need that focuses on:

- Moderate Learning Difficulties (MLD)
- Severe Learning Difficulties (SLD)
- Profound and Multiple Learning Difficulties (PMLD)
- Specific Learning Difficulties (SpLD)

At our Centres we work with students who have MLD and SpLD as our focus is developing young people for life and employment in particular sectors (Engineering/Construction/Motor Vehicle/Hair & Beauty/Retail/Services)

3. Social, emotional and mental health

Our specialist counselling and psychotherapist team works closely with our students and their designated job coach to support progression into work placements. transitions are not always easy and focussed interventions required to address Social, emotional and mental health issues.

**4. Sensory and/or physical needs**

The nature of our programmes necessitates a certain level of mobility to enable active participation on practical activities such as motor vehicle repair, however we have professionals who work with Hearing, and sight impaired individuals to support their progression towards independence.

As of (9<sup>th</sup> March 2021), we have 15 young people receiving some form of SEN Support.

We have internal processes for monitoring quality of provision and assessment of need. These include:

- Initial Assessments and diagnostics
- Weekly curriculum review/progress meetings
- Teaching and learning observations
- Learning walks
- Moderation meetings (IQA led)
- Internal Verification meetings (IQA led)
- External consultant reports

**Consulting with young people and their parents**

Involving parents and learners in the dialogue is central to our approach and we do this through:

| Action/Event              | Who's involved   | Frequency |
|---------------------------|--|-----------|
| EHCP Reviews              | PLUS<br><br>All other Agencies<br><br>parents<br><br>Learner | 6 Monthly |
| ILP Reviews               | PLUS<br><br>Learner  | Monthly   |
| Learner Progress Meetings | PLUS   | Weekly    |

**Staff development**

We are committed to developing the on-going expertise of our staff. We have current expertise in our Centres:

| Initials of person | Area of expertise                   | Level (as per p58 of SEN Code of Practice 2014) |
|--------------------|-------------------------------------|---|
| PT                 | Business/Engineering/Maths          | 7   |
| NL                 | Construction/Education              | 7   |
| CT                 | SENCO/Supported Internships/English | 5   |

|     |                                   |   |
|-----|-----------------------------------|---|
| LH  | Sports/Theatre/Welding            | 5 |
| MS  | Fabrication/Welding               | 4 |
| SE  | Hair & Beauty/Employability       | 4 |
| DM  | Counselling/PSHE                  | 4 |
| LC  | Hair & Beauty/Employability       | 4 |
| MC1 | Counselling/Psychotherapy         | 6 |
| SM  | Outdoor activities/ Employability | 5 |
| MM  | Construction/Employability        | 3 |
| AD  | Job Coach/Student Support         | 5 |
| RB  | Motor Vehicle/Engineering         | 5 |
| JW  | Quality/Compliance                | 7 |

Each year staff undertake CPD activities (Ref CPD log)

### **Staff deployment**

Considerable thought, planning and preparation goes into utilising our support staff to ensure students achieve the best outcomes, gain independence and are prepared for adulthood and employment.

Support staff are deployed according to learner needs. All support staff are timetabled and their activity monitored for effectiveness.

### **Partnerships and Transitions**

Our academic assessment for young people with special educational needs is moderated through our school/academy partners and external consultants. These include St Hugh's School, The St Lawrence Academy and John Leggott College.

We have extensive partnerships with employers and support agencies and are represented on the North Lincolnshire Authority 'Skills and Employability Partnership' and the North Lincolnshire SEND Standards Board.

PLUS dedicated Job Coaches ensure smooth transitions for our students into work placements and employment.

We closely monitor young people's destination data.

### **Complaints**

Our complaints procedure can be found on our website [www.skillscentreplus.co.uk](http://www.skillscentreplus.co.uk)

This year we did not have any complaints.

## **Challenges this year**

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Challenges for our company have included:

- Supporting Learners and families/carers with COVID-19 protocols. Helping learners and staff keep safe whilst providing face to face teaching
- Development of remote learning materials to support catch up activities
- Securing additional premises
- Further development of Normanby PLUS Enterprise Centre
- Employer engagement

We will address these challenges by:

- Develop robust policies/procedures to deal with COVID-19 and implement risk assessments.
- Following strict time management protocols and effective project management
- Recruit a manager for the Centre and set targets for activities including pop up shops. Securing CLLD funding £165k to support development.
- Employ additional employer engagement staff to facilitate targeted recruitment/engagement of employers.

## **Further development**

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Our strategic plans for developing and enhancing SEN provision in our Centres next year include:

- Increasing our staffing profile
- Development of a new Centre in the Doncaster area
- Widening our offer to other Authorities
- Opening additional Centres that will offer vocational provision in other sectors
- Develop International partnerships for student exchanges/Develop educational institutions. (Bangladesh) – COVID restrictions permitting
- Further develop partnerships across our region
  
- Develop funding bids in partnership with LA's for Community Renewal Funds

## **Relevant Centre policies underpinning this SEN Information Report include:**

- Safeguarding
- Health & Safety
- CSE Addition to safeguarding
- Equality & Diversity
- Student Behaviour
- Quality Manual
- Self-Assessment Report

## **Legislative Acts considered when compiling this report include:**

- Children & Families Act 2014
- Equality Act 2010
- KCSIE
- Mental Capacity Act 2005

**Date presented to/approved by Directors: 11<sup>th</sup> October 2022**

**Review date for this document: 10<sup>th</sup> October 2023**