

SEND Report



Reviewed: November 2021

To be reviewed: November 2022

SECTION 1 – About us

- At Employability Solutions our school motto is 'it's your time' and our education provision is designed to provide a wealth of opportunities for our students to find their moments to shine.
- We recognise that all our young people have unique talents, interests and strengths. We know everyone learns in different ways and aim to teach in a way which is most effective for them.
- We find creative approaches to build the employability of every young person, so they can go off into the world of work and be successful.
- Our curriculum is underpinned by a desire to enable all students to develop their personal, social, academic and employability skills to a level which enables them to lead meaningful, independent and happy lives.

Section 1 – Student Voice

What better way to see how things are working in our school than to hear from our students. At Employability Solutions we value our student voice and ensure they feel heard and included in all aspects of school/college life. We ensure this through building up positive relationships, taking students views on board and making sure we work as a team.

Some of our Students



I like how our college is a relaxed quieter setting which really helps me focus on my work.



The staff are friendly and really easy to get along with. If I need anything they are always there.



The support you get here is amazing, everyone is friendly, everyone fits in, it feels like we have a purpose and we work as a team.



We get so much one to one support, we get pastoral meetings and it's a more chilled out environment, this helps me achieve more.

It's a place for people who need a different way of learning. When I was in mainstream, I got to a point there was nowhere for me to go mentally. I only saw one option. Since I've been here and it's a lot better for me.

I like everything about it, they care about our mental health a lot, the teachers and my peers understand me and accept my positives and negatives. I feel accepted for who I am.





So far so good, I've made some good friends, we do a lot of sports outside. They are very fair with us.



I like coming to college, I like the teachers and the work, I have made good friends.

Section 2 - Parents and Carers

one of our parents



I was anxious about him starting a new college but Employability Solutions have been really supportive, they communicate well with me and I couldn't ask for anything better.

At Employability Solutions, we believe that education is most successful when parents and carers are closely involved in their child's development. We encourage an active partnership through an on-going dialogue and open discussions.

We ensure we work effectively with parents by:

- giving parents and carers opportunities to play an active and valued role in their child's education
- working effectively with all other agencies supporting students and their parents
- making parents and carers feel welcome
- providing all information in an accessible way
- encouraging parents and carers to inform school of any concerns
- focusing on the child's strengths as well as areas of need

Support for parents

Parents can also access support from The Kirklees Local Offer for learners with SEND. <https://www.kirklees.gov.uk/beta/local-offer/the-local-offer.aspx>

One of our parents runs an ADHD support group please contact Corinne Hunter if you wish to get involved via email westyorksadhd@gmail.com or facebook: West Yorkshire ADHD Support group chat

SECTION 3 – who do we cater for?

We specialise in referrals for students with social, emotional and mental health barriers, as well as unique support for children and young people who are looked after and those with education, health and care plans (EHCPs). We make provision for students in the four areas of SEND.

Cognition and learning

Communication and Interaction

Social emotional and mental health difficulties

Sensory and/or physical needs

4 Areas of Need as defined in the Code of Practice.	
Cognition and Learning (C&L) Some examples: <ul style="list-style-type: none">• Specific learning difficulty such as Dyslexia• Moderate learning difficulties (MLD)• Severe learning difficulties	Social, Emotional and Mental Health (SEMH) Some examples: <ul style="list-style-type: none">• Social interactions• Becoming withdrawn or isolated• Anxiety / depression• Displaying challenging, disruptive behaviour• ADHD• Autism Spectrum Condition (ASC)
Communication and Interaction (C&I) Some examples: <ul style="list-style-type: none">• Speech, Language and Communication Need (SLCN)• Developmental language disorder (DLD) (previously language disorder)• Autism Spectrum condition• Reluctant speakers /selective mutism• Stammer	Sensory and / or Physical Some examples: <ul style="list-style-type: none">• Visual impairment (VI)• Hearing impairment (HI)• Sensory processing difficulties• Developmental Co-ordination Disorder (DCD) (Dyspraxia)

SECTION 2 – Identification of SEND

Children and young people who continue to face challenges in their learning despite receiving high quality teaching will need additional strategies in order to meet their needs.

The class tutor will work with the SEND team to carry out a clear analysis of the students' needs, this will draw on:

- the tutor's assessment and experience of the student
- their previous progress, attainment and behaviour
- other tutor assessments where relevant
- the individual's development
- the views and experience of parents
- student's own voice
- advice from external support services where relevant

All tutors and support staff who work with students will be made aware of their needs, targets and support provided. We will regularly review the effectiveness of the interventions.

Once a student has been identified as SEND then a "My support Plan" is compiled between the teacher and the SEND team. The plan is personalised to ensure the desired outcome for the individual students.

SECTION 3 – Our approach to teaching children and young people with SEND.

Have a look at what goes on!



UPCYCLING PROJECTS



CARE PACKS FOR THE HOMELESS



COOKING



LOCAL WALKS



BOXING SESSIONS

To ensure our students needs are met we have:

- additional adult support for our students either on a one to one or small group basis
- one to one Pastoral care for our students well-being needs
- reduced class sizes to create a relaxing working environment
- multi-sensory teaching approach
- adapted curriculum better suited to our students needs
- recommended aids such as laptops. Coloured overlays, visual timetables
sensory aids
- personalised provision and interventions in the 4 areas of SEND
- Drawing and talking therapies,
- Lego therapy
- Relationship building
- Confidence building
- extra-curricular activities E.g. gym session, equine therapy, opportunities to get involved in charity projects

Support between phases is offered to students, during the last term of the academic year SEND staff and class tutors and support workers meet to discuss students leaving and joining the classes in September. Information regarding the needs and the provision is shared and where applicable a personalised transition plan is put into place.

How do we know this works?

To ensure we are always catering for our children and young people effectively we set and review personalised targets ensuring progress is being made and interventions are working, this is reviewed every term to ensure they are effective.

- We build up good relationships with our students and ensure they are heard
- We hold annual reviews for EHC plans where we meet to discuss in detail the progress of our students
- Progress is closely monitored by all staff involved

Management of SEND in school

We have a specialist team who are all involved in the interventions to support our students in the 4 areas of SEND: Class tutors, pastoral workers, 1 to 1 support workers.

SEND team: SENCO, Inclusion manager, SEND operations, Deputy head.

Qualifications of SEND team

NASENCo course

drawing and talking therapy

Lego therapy

circle of friends

Lexia

child mental health

Contacts

To get in touch with our SEND team please contact the office via:

email office@employabilitysolutions.com or phone: 01484 506 307

If you have a concern about your child's learning and progress please talk to your child's class tutor or a member of the SEND team.

Further information can be found in our SEND policy which can be access on our website.

