

# Prospectus



**it's your time.**

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## Our Vision

“An empowered generation of employable young people making a positive contribution to society”

# Who we are

"I believe that Alternative Education should be just that... 'alternative to, not less than' mainstream education. I am fiercely passionate about providing a service that works in close partnership with schools to prevent permanent exclusions and placement breakdown, and since opening the doors in 2012, with our unique approach, we have consistently produced excellent outcomes, both academic and pastoral for our students; transforming young lives and building resilient communities in the process.

In May 2018, I am proud to say we became a Registered Independent School, further galvanising our commitment to providing credible alternative education. We specialise in referrals for students with Social, Emotional and Mental Health barriers, as well as unique support for Children who are Looked After and those with Education, Health and Care Plans (EHCP's).

The clue is in our title, 'Employability Solutions'; We find creative, innovative and common-sense approaches to build the employability of every young person, such that they can go off into the world of work and be successful.

I would urge anyone wanting more information, to come along for an informal chat and a look around our centres. We have an open-door policy and the kettle is always on!

I would like to take this opportunity to welcome our students and their families to Employability Solutions and wish them every success in their education."



**Claire Cook**  
Chief Executive



**Good school**  
**2018**



Our CEO is a fellow of the School for Social Entrepreneurs, part of a global network of social business leaders who disrupt the status quo and do things differently. With this in mind, we are determined to ignite a spark in any young person who has a passion to make a difference through Enterprise.

# Curriculum

The 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, happy lives. This is designed to have a tangible community benefit as well as the obvious positive personal impact on the students. We are personally committed to improving the life chances of the students we care for and to raising their aspirations.



## Our Mission

To transform young lives and build resilient communities through high-quality alternative education

# Personalised Learning

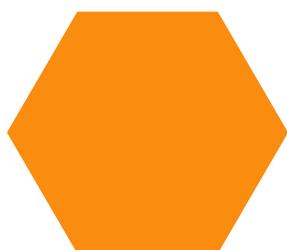
Tailor your own curriculum.

Programmes of study designed to meet students where they are at.

With Maths, English, ICT skills and a strong PHSE curriculum at the core of every students programme of study, students get to choose and try out a range of vocational tasters that are accredited and will help them work towards a recognised qualification.

## 94% of year 11

leavers move into positive destinations.  
40% of those stay on with us and take up one of our study programmes



“

The support and sense of family that I had at ES made me the person I am today. I am passionate about supporting other young people to succeed.

”

**Ryan, former student,  
Trainee Teaching Assistant**

# Careers Education & Employment Programmes

Guided by the Gatsby Benchmarks, Careers education is embedded throughout the students journey to allow them to make meaningful connections and form aspirational targets, goals and plans for their future.

Working in partnership with local employers that complement the vocational pathways on offer, students gain valuable insight into the world of work through our programme of work experience, employer assemblies, guest speakers and industry visits.

Our wider Post-16 employment programmes support local people who are not currently in employment, education or training (NEET) to take control of their own lives and move towards a better future. In fact, our employment programmes have an 89% success rate of moving people into sustainable jobs, education and training.

## 89% success rate

securing sustainable employment for students attending an employment programme



Employability Solutions is a member of Vola, a highly successful consortium of Voluntary Community and Social Enterprise (VCSE) Sector service providers operating in Liverpool City Region.

Being a partner and working collaboratively within this wider network of voluntary organisations opens up more doors and opportunities for us to support young people in the community and allows us to access additional funding to tackle NEET and worklessness through our community-based learning and skills projects.

### Accreditations

We are registered as an exam centre with the following awarding bodies:



## **Inclusion 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 and embrace the opportunity to make a fresh start.

We believe that in education, one size does not fit all, and we provide a responsive, varied curriculum which is practical, physical and creative in essence”.

I wholeheartedly believe that every young person has the potential to succeed given the right environment and support to meet their individual needs.

## **Transition planning**

We work closely with Local Authority transition officers, actively engaging in and facilitating transition planning to enable young people to plan effectively for their future.

The School has well-established relationships with many organisations who support young people and their families in their journey towards adult life.

## **Supported Employment**

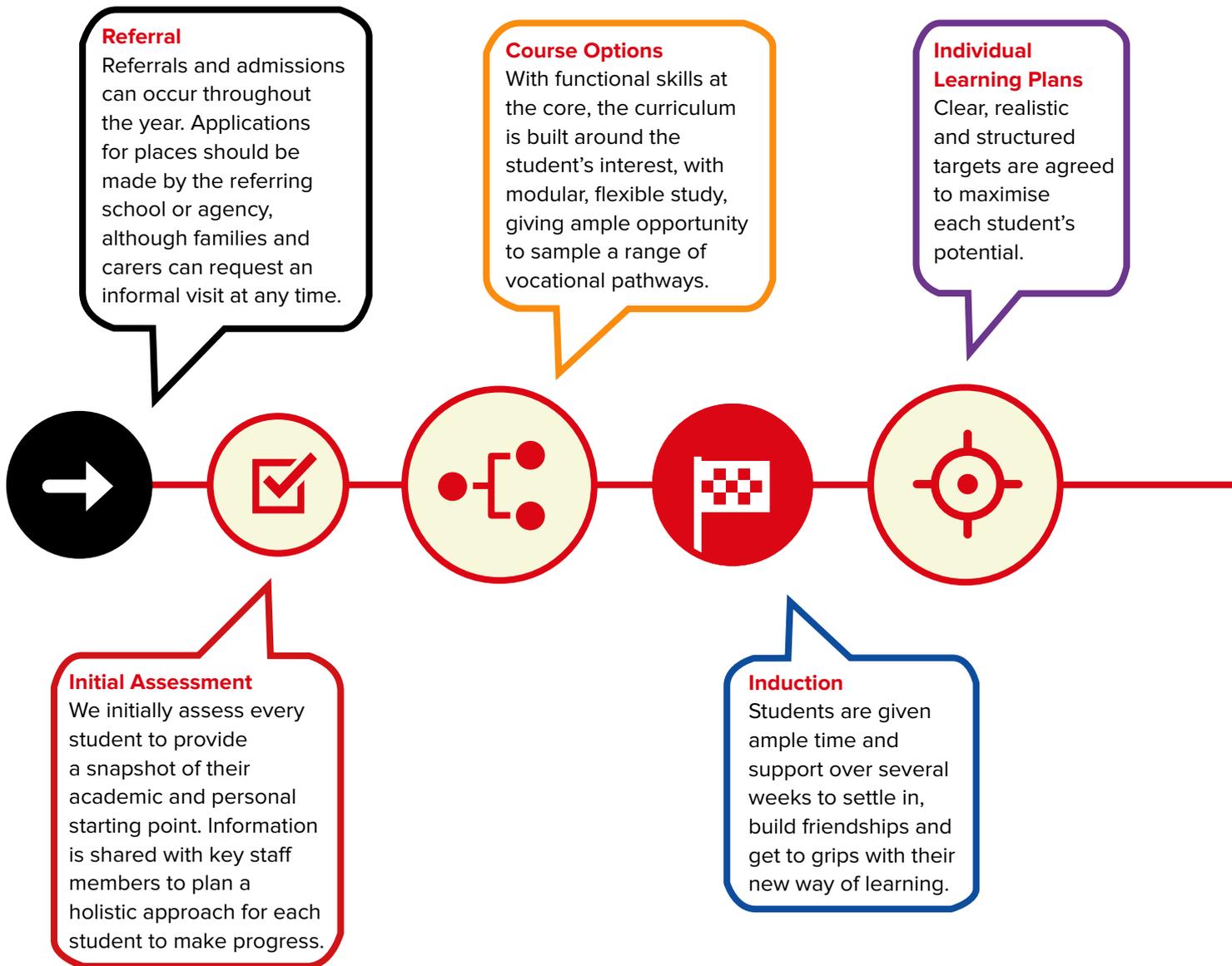
We offer supported internships and traineeships for students with EHCPs. We have a committed network of supportive local employers who want to help young people access real opportunities for employment.

Our delivery model is to train their ‘Managers as Mentors’ so they may successfully host young people with SEND for up to 1 year.



**Gayle Worswick, SENDCo**  
Head of Education

# Student journey



## Promoting Positive Behaviour

We have high expectations of our students and believe that they will learn, feel safe, secure and positive about themselves if they have clear and consistent boundaries.

Our school successfully creates a welcoming, calm and purposeful atmosphere in which students are valued as individuals and treated with dignity and respect.

Small class sizes, longer contact time and excellent resources ensure the learning environment is conducive to positive behaviour. In keeping with our ethos, our restorative approach to handling mistakes gives the students an opportunity to take responsibility for their actions, make amends and move forward. We do this through structured coaching conversations, guidance and support.



**Ask us about this year's pledge, demonstrating our commitment to re-investing 100% of the profits by providing added-value experiences such as camping, residentials, restaurant visits and more!**

### Home-School Communication

Parents and carers are our partners and we actively encourage them to be as involved as possible in the young person's education. Regular home visits are carried out to support students and their families with attendance, well-being and safeguarding.

### Enrichment / SMSC

Extra-curricular involvement is of equal importance to academic progress. We provide opportunities that will develop the social, moral, spiritual and cultural experiences of our students.

### Progression

Students often elect to return to our 6th form after Year 11. But whether it's moving onto the next phase of their education with ES or onto pastures new, we work with students to carefully plan their progression and ensure it is as smooth as possible.



### Reviews

Students meet with their tutor each half term to discuss and record their actual progress against targets, both academic and pastoral, and to plan for the next stage of their learning.

### Rewards

We recognise the positive contributions that students make to both the school community and to their own personal development and acknowledge them in our celebration assemblies with rewards such as certificates or collaborative trips.

“

I went to 9 different schools before I came to ES. I never thought I would stick at education, but it was different here...they made me take responsibility for my own actions. I learned so much by going through the mistakes process with the staff.

”

**Jordanna, former student,  
now employed as a receptionist**

**98% of  
our Post-16  
learners**

complete their study programme  
in full

# Student Services

“As an organisation, we’ve never been great at shouting about the work we do, and neither our prospectus nor website will ever truly be able to explain at length the work that goes into supporting and caring for every young person that comes through our doors at Employability Solutions. We feel that our duty of care extends beyond the school day. Opportunities for students are personalised and carefully planned. Parents and students

will refer to ES as a ‘family’ and this is also how we see ourselves”.

The strong links we have built within local communities and with families ensure we have a network of people all working to help our students exceed expectations and achieve outcomes far beyond their starting point; We believe

**“It takes a village to raise a child”.**



**Nadia Miller**  
Head of Student Services  
Designated Safeguarding Lead

## Safeguarding

**‘Safeguarding is everyone’s business’**

Employability Solutions Independent School is fully committed to the Safeguarding of students and staff and those who have direct links with the school.

We actively promote the positive welfare of our students and young people and expect all staff, volunteers and partners to endorse and practice this commitment at all times.

Staff are fully-trained in Safeguarding to the appropriate level and within the relevant Local Authority, ensuring they

are familiar with the processes. Designated Safeguarding Leads in each centre have two deputies working together to competently handle safeguarding issues. Safeguarding training is updated annually as a minimum and staff access additional CPD training, for example, Youth Mental Health First Aid and Online Safety.





## Pastoral Care

The wellbeing of our students is given the highest priority. We know that for students to learn well, they need to feel happy and be safe. That's why at each of our centres, we have a dedicated lead for Student Services, providing an outstanding Pastoral support service.

Staff are always on hand to offer a listening ear and support in times of need and using tried and tested coaching methods our pastoral

team will nurture, guide and challenge every young person in our care to make progress that is personal to them.

Our dedicated team are there to raise the aspirations and encourage every young person to reach their full potential. The importance of friendship and healthy, active lifestyles is regularly emphasised, and we provide a rich and diverse curriculum of enrichment and community

involvement. Every student is encouraged throughout their journey to participate actively in projects, volunteering or activities which will provide meaningful benefit in our community.

Student efforts are rewarded in all sorts of ways appropriate to the individual, and their victories celebrated through our celebration and reward assemblies.

“

Their conviction for keeping kids safe and never giving up on them is commendable.

”

**Mandy, parent**



## Ofsted says:

*“Pupils make considerable improvements in their attendance after starting the school...”*

*“Staff routinely go the extra mile to help families so that pupils can overcome their often considerable barriers to learning...”*

*“Safeguarding and pastoral care are excellent. Pupils are protected and well supported by a vigilant and caring staff, who have their interests at heart...”*



[www.employabilitysolutions.com](http://www.employabilitysolutions.com)

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