

WE NEED YOU



Partner with St Phillip's School to help young people with special educational needs gain understanding and experience of the world of work

WHO WE ARE

St Philip's School caters for students aged 9-19 years, with Moderate Learning Difficulties, Autism Spectrum Conditions and other learning needs.

Our learning environment helps all our students to achieve their full potential, both socially and academically. We aim to support students to become as independent as possible in all areas of their lives, and crucially enable them to progress into meaningful outcomes after they leave education.

All our students go on to Further Education each year and aspire to part-time work whilst at college and meaningful employment longer term.

The SEND Code of Practice defines 4 groups of additional (SEND) needs:

Communication and interaction - Speech, language and communication needs, Autistic Spectrum Disorder.

Cognition and learning - Specific learning difficulty, moderate or severe learning difficulty or profound and multiple learning difficulty.

Social, emotional, and mental health difficulties (SEMH) / behaviour sensory.

Physical needs, including visual impairment, hearing impairment, multi-sensory impairment, physical disability.

WHY THIS IS IMPORTANT

"Having a job not only means our students have greater independence and a wider range of choices in their life, but it also leads to greater social inclusion and a powerful sense of self-worth"

Ben Walsh, Headteacher



DID YOU KNOW...?

There are over **700,000** autistic people in the UK

Only **16%** of autistic adults are in full-time work... but **77%** of autistic adults want to work (National Autistic Society)

Only **6%** of adults with a learning disability are in full time paid employment, even though over **65%** would like a job (Mencap)

Careers for all is a social justice issue:

- Young people with special educational needs and disabilities (SEND) face unique challenges as they progress from school to further learning and the workplace.
- They are less likely to achieve, both in terms of their attainment and progression and more likely to be NEET (not in education, employment or training) than their peers.
- The charity Scope identified in April 2015 that if one million more disabled people were working by 2030, the UK economy would benefit by £45 million

CREATING SUCCESS STORIES

- Young people with SEND need a supportive, long term systematic approach to their careers education and a stable careers programme delivered over a long period of time for the greatest chance of a positive career outcome
- With your help, we can raise the confidence and aspirations of our young people so that they can tackle their anxieties and fulfil their potential. By partnering with us, you can have a positive impact on the lives of young people with learning difficulties and additional needs and challenge the status quo to create lasting change in our society.
- We want to create a programme which improves the possibility and probability of work for our students. We know that regular and meaningful work experience impacts positively career aspirations.

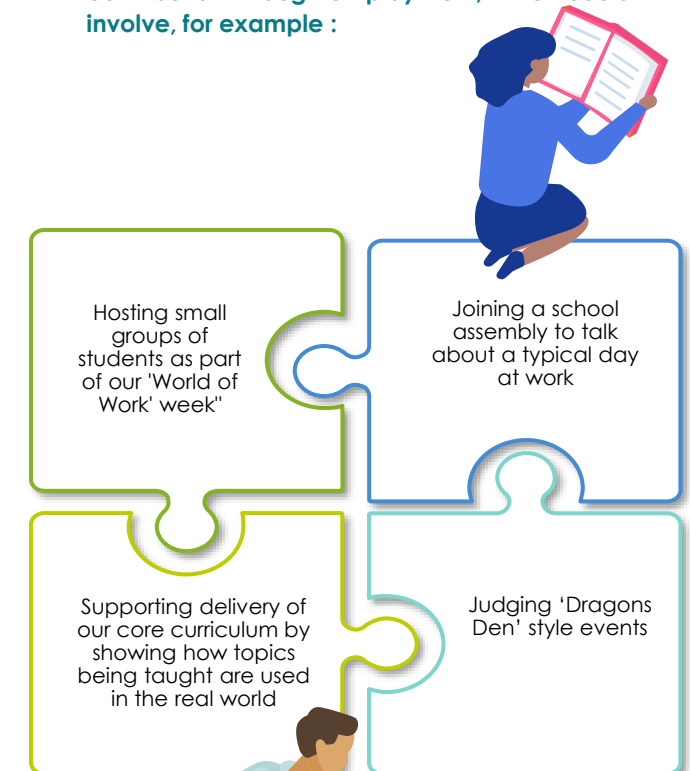


"I left St. Philip's in 2016 after completing 5 years there. I went on to Kingston college and the creative industries centre of art school. I was at college for four years and then I decided to go to University. I ended up attending Solent university at Southampton to study a BA Fashion course. I have just completed my first year, and I will be starting my second year in September which I am very excited about."

Miche Watumwa (St Philips student 2011-2016)

WHAT WE'RE ASKING FOR

We are looking for local employers to partner with us, to help prepare and inspire our young people for the fast-changing world of work. We are looking to create a careers programme which inspires our pupils to believe in themselves and aspire to making a meaningful contribution through employment, which could involve, for example :



Hosting small groups of students as part of our 'World of Work' week"

Joining a school assembly to talk about a typical day at work

Supporting delivery of our core curriculum by showing how topics being taught are used in the real world

Judging 'Dragons Den' style events



Making a 'day in the life' video that we can share with our young people to help them understand a typical work day

Providing week long work experience placements for one or two of our older pupils

Speaking to small groups to help prepare them for work, e.g. how to apply for jobs, CV preparation, running mock interviews, etc.

Attending our annual careers fair to speak to our young people and their parents about what you do

WHAT WE CAN OFFER YOU

There are **many** benefits of partnering with us

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Of course, students arrive with some trepidation that a new environment and new people can bring. We therefore introduce them to our business, ask what they want from us and explain what we want from them; they will not be wandering around making cups of tea. **The students we have worked with from St. Philip's School, have arrived here with a sense of inquiry coupled with enthusiasm and a willingness to work** that reduces any apprehensions that they or we may have. It is remarkable how these students adapt, fit in, apply a new energy and perspective and rapidly become part of the team. In offering these placements, **we have created a win-win situation for both our company and the students that undertake our programme.**”

Kevin Martin

Training Manager at
Community Motors



For you and your staff:

- Your staff will overcome any misconceptions about learning disabilities by getting to know a colleague with a learning disability
- This will be useful when dealing with disabled clients or customers.
- Team dynamics and overall performance have been known to improve as a result of employing someone with a learning disability
- Neurodiverse teams can be up to 30% more productive than non-neurodiverse teams (Harvard Business Review)



For your customers and the local community:

- 70% of the public think more highly of companies that employ a diverse workforce
- You will be creating a strong link with your local community and demonstrating leadership in 'doing the right thing'
- 64% of so-called 'millennials' only wish to work for an employer with strong corporate social responsibility (CSR) values



For the young person:

- Overcoming challenges to find work is a huge achievement and this is often reflected in the positive attitudes they bring to the workplace as a result. Their enthusiasm can be infectious and improves staff morale.

**GET IN
TOUCH**

Lara Birkett,

Teacher and Careers Lead

E: Lbirkett@stphilips-chessington.org

Ben Walsh,

Headteacher

T: 0208 397 2672

E: BWalsh@stphilips-chessington.org