



## Post 16 Policy

### **Background Information:**

The Fitzroy Academy provides education for young people with a range of learning difficulties and other complex needs; many are vulnerable, particularly those within the Looked after system. Whilst we will work hard to plan for transition from Key stage 3, we understand that some of these students are not ready for the transition to further education, training or employment at sixteen. Some students become “stuck” in their cognitive development as a result of severe emotional trauma which directly impacts on their social integration and educational attainments. It is often the case that these students are then forced to leave a safe, therapeutic learning environment simply because they have reached the chronological age, without due consideration for the needs of the individual.

### **Purpose of Post 16 Provision:**

With this in mind we have secured post 16 status and offer a bespoke programme to suit any individual who needs additional preparation in order to access opportunities in education, work or training.

In doing so, The Fitzroy Academy can employ staff or set up a Post 16 curriculum in advance. The intention of our post 16 provision is to genuinely provide for the needs of each individual and so any provision will naturally be bespoke to the young person remaining into Year 12.

### **The decision making process:**

Our intention would be to begin the post 16 planning during the student’s Year 11 and to include a staying on option as one of those considered. College, training and employment should be considered first and should be explored with the support of a Careers Advisor. The best options may in fact be for the student to attend alternative provision but with regular opportunities to stay in touch and receive support from trusted adults. Where there are concerns about an individual student’s ability to cope with these mainstream options, a programme may also be considered which offers more time at the Fitzroy Academy before transferring to education, employment or training. Throughout this decision making it is vital that the student is involved in discussions and enabled to have as much decision making opportunity as possible, considering what is appropriate to their current situation. The aim is always to reintegrate students and to increase their ability to maintain an independent adult life. In making the decision to remain at The Fitzroy Academy post 16, the student’s local authority will need to be involved and will need to agree for funding arrangements to continue.

### **Possible Post 16 programmes:**

Depending on the needs of the individual student we may be able to offer a programme made up of the following elements:

- Part time educational courses, these include accreditation qualifications already offered at Year 11. These reflect our aspirations of all students leaving The Fitzroy Academy with accreditation which allows access to further learning, training or employment. This may be entry level, level 1 or 2 in core subjects of Maths and English as a minimum.
- A range of ASDAN programmes leading to accreditation and which promote;
  - The development of personal and social skills
  - Independent living skills
  - Skills for employment
- Work experience

- Mentoring projects
- Skills training courses
- Alternative provision full time but with support from a known and trusted adult.
- Volunteering and charity work

This list is not intended to be exhaustive, there are many local activities and options which would be explored once the individual's needs are fully understood and in discussion with them.

The key elements of any course for vulnerable post 16 students are;

- Ongoing support from known adults
- Opportunities to access education at an appropriate level with a meaningful purpose
- Ongoing contact with a known peer group.
- A programme catered to meet individual needs.
- A programme which will result in progression towards and eventual reintegration to a mainstream setting be it work, training or education.
- Improvement of core subject skills particularly numeracy and literacy

At The Fitzroy Academy the study programmes designed for each post 16 student will be bespoke and mindful of the guidance set out in the Department for Education guidance about what a programme should include:

- Substantial academic, applied or vocational **qualifications** that stretch students and prepare them for education at the next level or to employment.
- **English and Maths** where students have not yet achieved a GCSE grade 4.
- **Work experience** to give young people the opportunity to develop their career choices and to apply their skills in real working conditions.
- Other **non-qualification activity** to develop students' character, skills, attitudes and confidence, and to support progression.

Our work in this area will develop and grow as the need is identified and will necessarily be reviewed regularly.

Last reviewed	September 2023
Next review due	September 2024
Reviewed by	Head Teacher