**EDUCATION, EMPLOYMENT AND TRAINING POLICY**

1. **Purpose**
   1. The purpose of this policy is to provide support and understanding of Omega Care Groups role and responsibility in relation to education and employment to all young people supported through the service.
   2. This policy will outline how Omega Care Group will adhere to relevant guidance and legislation issued from professional bodies and Department of Education.
   3. Guidance within this policy is inclusive of guidance from sections 18 and 68(4) of the Education and Skills Act 2008 (ESA 2008) in relation to sections 10, 12 and 68 of that Act.
   4. Outline any detail Omega Care Group will facilitate to support access of education, employment and training
   5. This policy will refer to relevant guidance from The Children Act 1989, as amended by the Children and Families Act 2014 and the Children and Social Work Act 2017. The Care Planning, Placement and Case Review (England) Regulations 2010, as amended.
   6. This policy is applicable to both Children Residential Services and 16 plus services
   7. For the purpose of this policy, the term ‘young person’ is inclusive of children and young people.

**2. Aim**

2.1. By implementing objective guidance will support staff’s understanding and knowledge of Omega Care Group role and responsibility in supporting young people to access education and employment.

2.2. Provide a clear pathway and information to overcome obstacles preventing a young person accessing education or employment.

2.3 To identify where a young person within Omega Care Group may not have an education or employment placement, or an unsuitable education or employment placement and Omega Care Group and all employees have a duty to facilitate as well as all young people supported by the service.

**3. EDUCATION AND EMPLOYMENT**

3.1. The law requires all young people in England to continue in education or training until at least their 18th birthday or be partaking in employment.

3.2. Each local authority has a critical role to play in supporting young people to access education and training – and therefore in understanding the characteristics and current activity of the young people in their area.

3.5. Each young person has three options:

* Option one: is to study full-time at school, college or with a training provider. The definition of full-time participation is at least 540 hours a year; this is around 18 hours per week.
* Option two is full-time employment or volunteering (full-time is counted as more than 20 hours a week) combined with part-time study or training. To count as full-time work, the job must be for 8 or more weeks consecutively and for 20 or more hours per week. Part-time education or training alongside full-time work must be at least 280 hours per year.
* Option three is to enrol in an apprenticeship, traineeship or supported internship

3.6. Local authorities have a duty under the Children Act 1989 to safeguard and promote the welfare of a young person looked after by them. This includes a specific duty to promote the young person’s educational achievement, wherever they live or are educated. The responsible authority must, therefore, give attention to the educational implications of any decision about the welfare of those children.

3.7. Looked-after and previously looked-after young people start with the disadvantage of their pre-care experiences and, often, have special educational needs. Virtual School Heads (VSHs) have a key role to ensure these children have the maximum opportunity to reach their full educational potential - an important part of why this role was made statutory

3.8 As a part of the local authority role of corporate parent, VSH needs to be the educational advocate and will promote educational achievement of these children through the provision of advice and information.

**4. PERSONAL EDUCATION PLANS (PEP)**

4.1. Each looked after child from the age of three to eighteen require a Personal Education Plan (PEP), this is applicable to young people who are not attending education or training too. PEP is apart of the care plan and should be updated alongside all care plans.

4.2. PEP should include:

* PEP should include current progression and engagement alongside targets.
* Any education or training programs which the young person meets the criteria for if they are currently out of education.
* Any relevant learning support to allow the young person to meet their full potential.
* Support needed to help the child realise their short and long-term academic achievements and aspirations
* Details of expected levels of progress for the relevant national curriculum key stage,
* Career advice and guidance and financial information about further and higher education, training and employment. Discussions about longer term goals
* Out of hours learning activities, study support and leisure interests.

**5. EDUCATION HEALTH CARE PLANS (EHC)**

5.1.EHC plans are for children and young people whose special educational needs require more help than would normally be provided in a mainstream education setting (a college or school). The plan can include health or social care needs, and only is available to young people who have health or social care needs that do affect their education.

5.2.An EHC plan can be issued to a child or young person between the ages of 0 and 25 years.

5.3. EHC plans will detail Cognition and learning, Communication and interaction,

Social emotional and mental health and Sensory and physical.

5.4. EHC plan is inclusive off:

A: The views, interests and aspirations of young person   
B: Special educational needs (SEN).  
C: Health needs related to SEN.  
D: Social care needs related to SEN.  
E: Outcomes - how the extra help will benefit your child  
F: Special educational provision (support).

G: Health provision.  
H: Social care provision.  
I: Placement - type and name of school or other institution (blank in the draft plan (link to info about draft plan))  
J: Personal budget arrangements.  
K: Advice and information - a list of the information gathered during the EHC needs assessment.

**6. OMEGA CARE GROUP PROCEDURES TO SUPPORT ENGAGEMENT OF EDUCATION, TRAINING OR EMPLOYMENT**

* 1. Omega Care Group will support all young people supported by the service to reach their full potential.
  2. Omega Care Group recognises its remit of support for young people and will therefore seek to encourage and advise young people to attend, engage and grow in education, employment or training.
  3. Omega Care Group will seek to build and maintain close working professional relations with all potential education, employment and training providers.
  4. Omega Care Group will work in partnership with all young people, families, friends and professionals to support the accessibility of education, employment and training.
  5. Every young person will complete a young person welcome guide detailing to each young person how Omega Care Group will support them to participate in education, employment and training.
  6. Omega Care Group will facilitate advise on education, training and employment through various means which reflect different learning styles.
  7. Each home provision will hold relative knowledge and information regarding opportunities within the local area. Information will be accessible to young people in multiple ways including digital and physical copies.
  8. Omega Care Group operates Independent Living Program (ILP) which places focus on 12 areas of a young person’s life. Within the ILP, each young person can complete a section on Education and Learning.
  9. Each young person can participate in keywork sessions or development sessions (service dependant) each week with their allocated support worker. Key areas of concern will be targeted, and actions will be set. A young person will be supported through developmental sessions to access education, employment and training.
  10. Omega Care Group will support all young people to attain the relevant documentation to access education, employment training and will encourage each young person to add this documentation to their moving on file.
  11. All young people will have a moving on file holding relevant material required post 18 (including CV)
  12. Every young person accessing Omega Care Group of appropriate age will be encouraged to complete a CV
  13. Every young person accessing the Omega Care Group will be encouraged to complete online learning on a variety of topics and will be awarded upon completion with an accredited certificate.
  14. All efforts towards education, employment and training will be captured within relevant section on daily logs
  15. Every young person will be supported where possible to overcome obstacles and determinants affecting their access to education, employment and training.