



Navigators

Learning, Developing, Enjoying

PASSPORT 2 WORK



Navigators Mission Statement:

Intelligence is composite.

Navigators endeavours to develop social and ethical intelligence in children and young people who for whatever reason find themselves outside of mainstream education and society, through a nurturing, thematic, practical, vocational and academic programme to help them in their next stage of their lives.

Navigators are proud of the work they carry out with vulnerable children and families. Testimonies and references from parents, carers and the children themselves are the biggest pat on the back and gratification we can wish for.

See below just one of the many comments we get:

“Just want to let you know that the service you provide for my son, whom hadn't been in education for three years and never left his bedroom and didn't interact with anyone and as a family we were fighting a losing battle and I didn't know where to turn to after every other service let us down, then your service came along and changed all that. My son attends Navigators 5 days a week he is getting an education which I thought would never happen it's like a light switch has been turned on and I have a completely different son who looks forward to going out with his mentor.

I can't thank this service enough for what they have done for my family, I would recommend them to anyone who has gone through the same situation as myself”

R McCahill – mum of Navigators pupil

A message from the founder:

Navigators is a family run organisation with family values, a family ethos and a philosophy of nurture at the heart of its objectives and existence. We look to recruit the best compassionate and empathetic staff to make a difference to lives of vulnerable children and young people and their families, through a robust Safer Recruitment process. As a looked after child myself, I understand how important this should be in the influencing years of a child's life.

Intelligence is composite. We believe that Social and Ethical intelligence is just as, if not more, important as a person's IQ. This is our key area of development with each child we work with.

We believe that all children are amazing in their own individual way, and therefore all interventions should be individual, it really is simple. Not all interventions will work, and we believe that the 1 step backwards is just as important as the 2 steps forward.

At Navigators we use a simple 3 step approach, with all 3 areas being as important as each other.

To entice children to re-engage and trust adults, we need to **Create the Environment**. This is as simple as the mentors we place around them in their day to day learning. Children should not be placed in poor facilities or isolation.

Children's learning and development should be fun and motivating and should be built around their interests. **The offer** to the child should be inspirational and re-ignite their aspirations and learning.

The child is the curriculum and should be placed at the heart of any programme you are asking them to engage in.

We also use a positive language philosophy around the children every day and all staff are trained to use a Growth Mindset approach with "Not Yet" rather than "fail" focus in their learning. Our logo was designed by feeding the carefully selected key words to describe our provision into the search engine: LEARN – DEVELOP – ENJOY.

We are constantly looking and learning from positive child development and educational specialists and Professor Carol Dweck has a massive impact on my philosophy.

Anthony Thompson

Passport 2 Work

Navigators new and exciting Year 12 post 16 programme provides a safety net for those young people not quite ready for a full college experience. As a springboard to year 13, our bespoke programme allow young people to take their time in preparing for adulthood and the world of work. Passport 2 Work programme prepares young people for the next stage in their development.

Passport 2 Work is a new and unique vocational, practical and work experienced based post 16 programme for children and young people who need that extra bit of support when leaving school and transitioning into the next stage of their life-long learning.


Through 121 mentoring and support aimed at nurturing and empowering, the programme will build confidence, self-esteem and develop social and ethical intelligence to help support their aspirations and ambitions.

The programme has a menu of accredited elements which can be chosen by the student to best support them at their current level of engagement and is usually interest based. These include:

- NCFE Level 1 – Navigators Passport 2 Work
- NCFE Level 1 - Navigators Personal Development Curriculum
- ASDAN Vocational short courses (a range of themes including Construction, Sport & Fitness, Leisure, Hair & Beauty, Animal Care, Computing and more)
- NCFE Functional Skills in English, Maths & ICT (if required)

All students will be offered a weekly bespoke work experience placement in the field of their choice, using a bank of employers who understand the needs of each student and have been carefully selected in partnership with Navigators.

ncfe.

 Customised Qualification Accreditation Application Form
(Existing NCFE Centre)

Qualification Units

Detail the units that make up the qualification.

1	Personal Development	View	DELETE
2	Independent Travel Train	EDIT	DELETE
3	Managing My Money	EDIT	DELETE
4	My Career	EDIT	DELETE
5	Work Experience	EDIT	DELETE

- Introduction
- Centre Details
- Satellite Centres
- Qualification Details
- Qualification Units**
- Supporting Info
- Supporting Info Cont
- Internal Staff Details
- Feedback
- Declaration



The key to developing children and young people is relationships and our staff are empathetic and caring at all times and we only see the good in the child. All staff are trained and developed to deliver the core ethos and values of the organisation, which in turn passes onto the students.

Our staff have amazing engagement skills and we use a tried and tested model of mirroring and sometimes replacing a big brother/sister, cousin, uncle/auntie, gran/grandad and even dad, as the main missing ingredient in a vulnerable child's life is usually a positive role model. Our staff quickly develop positive, professional relationships and show the love, care, nurture and advice which is sometimes missing from their lives.



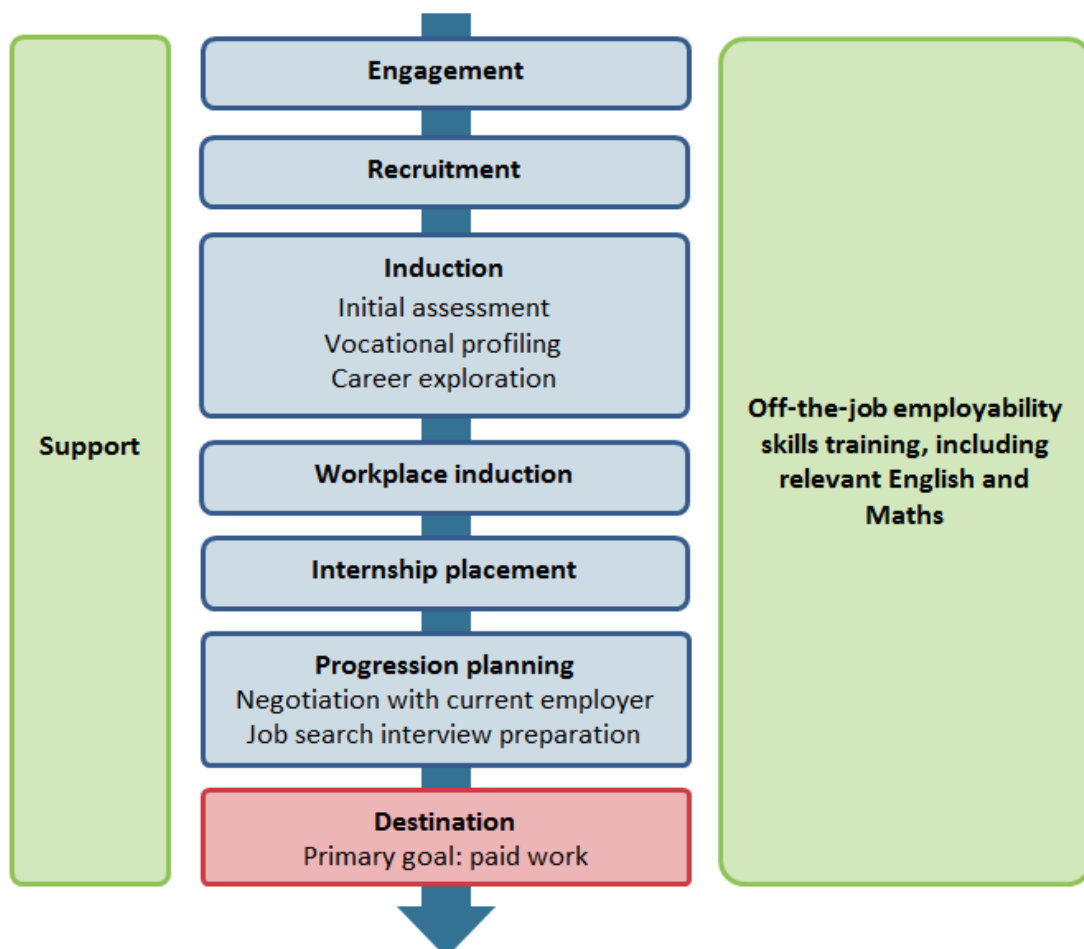
AIMS, OUTCOMES & PATHWAYS

The Navigators Passport 2 Work initiative endeavours to provide solutions to allow access to employment and work for those students who need bridging support after leaving school.

Navigators will provide the core study programme for all students who will leave with at least a Level 1 Passport 2 Work and Level 1 Personal Development qualification.

Navigators have commitments from and have partnered with key employers through the Greater Manchester Combined Authorities Social Values framework. These employers offer supported internships through close working relationships with Navigators and support into the workplace, leading to apprenticeships and employment, if the students commit to the placement. This will be delivered at no extra cost and is included in the costing element of this document.

The diagram below (taken from DfE Supported Internships guidance) shows the possible outcomes for all students which Navigators is fully committed to:



THE PROGRAMME

A 39 week programme which runs alongside the generic academic year from September to July. Each student will be offered 12 learning hours per week, usually across 4 days, around 3 hours per day. These days and hours can be extended based on the student's capabilities and commitment.

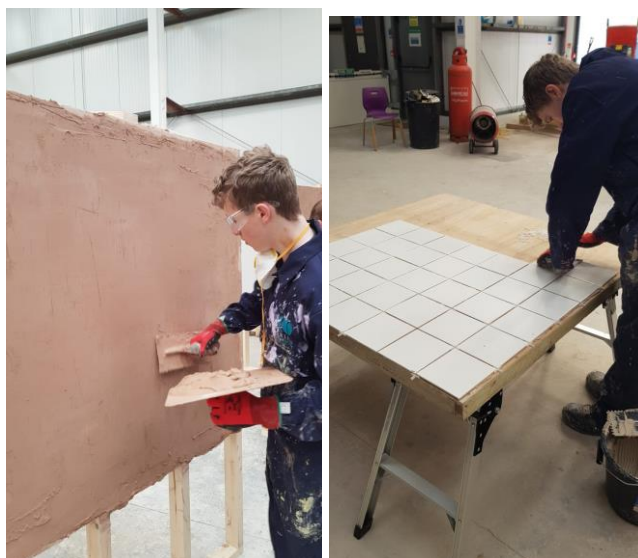
Students will be picked up at home and dropped off after and will be provided with a healthy lunch each day.

Students should take part in at least one day per week of work experience through an agreed supported internship or traineeship, at a carefully designed and selected placement of their choice, with their regular mentor in attendance until students have the skills to function in a new environment. These placements will be risk assessed, monitored and evaluated by the student mentor in partnership with the employer.

The day will be structured with short sessions, with breaks in between, to allow the students to learn at their own pace. A usual day will look like:

A structured session in the accredited short course of their choice(ASDAN or AQA), 121, small numbers or group based learning and will be on a carousel basis with a choice of activities from:

- Music
- Sport
- Animal Care
- Hair & Beauty
- Electronics
- Construction
- Warehouse Operative



The next session will be based on the Navigators Personal Development Curriculum. Navigators has carefully designed, and accredited through NCFE, a Level 1 course in Personal Development with 3 strands of:

Health & Wellbeing
Relationships
Living in the Wider World

This is a Life Skills & Information session including discussions, debates and practical awards in:

- Travel Training
- Independent Living
- Employability
- Child Sexual Exploitation
- County Lines
- Sexting
- Sexual Health
- Social Media
- Drugs & Alcohol Awareness
- Territorial Boundaries

These sessions will be delivered by other professionals as well as our own internal staff.

This session will be usually followed by lunch

The final session of the day is a reward activity which is a mixture of on site and off site inspirational and engaging activities, ranging from:

- In The Fast Lane – Remote Control Car Racing (up to 50mph)
- Trampolining
- Gym & Fitness
- Professional Sport sessions
- Fishing
- Cycling & BMXing
- Fell Walking
- Team Building
- Water Activities
- Fun Pools & Swimming
- Crazy Golf
- Theme Parks
- Orienteering

PERSONAL DEVELOPMENT

It is very difficult to measure personal development progress as there are so many highlights each day where the students are progressing socially and ethically in the simplest tasks such as, holding a door open for somebody, putting their litter in a bin, clearing up after them, using manners.



However, Navigators has devised a fit for purpose measuring tool which will monitor and evaluate the young people's development during their time with us. This will show a starting baseline and we can report via graphs and tables daily, weekly, termly and annually. Each day every young person will be scored in 5 areas:

Communication Skills

Does he/she make eye contact with you and others? Does he/she engage in open conversation with you and others?

Actively Engaged

Does he/she engage in all planned activities throughout the day

Effort to Achieve

Has he/she given it a good go in the academic part of the day?

Positive Behaviour

Has he/she shown positive behaviours throughout the day? Cleaning up after themselves etc.

Being a nice person

Has he/she shown good manners, been polite to you and others, done something new to help others like open a door etc?

These will be graded in 5 simple steps:

1. Not Yet....

2. Improving
3. Flying
4. Amazing
5. Special!

Not Yet

Has barriers to learning and development. Maybe been out of education for a long time. Maybe has difficult social circumstances. Not yet ready to open or read a book or pick up a pen/pencil

Improving

Student is attempting to, or showing signs of, improving on the specific area

Flying

Is well on track to achieve awards and qualifications and become a responsible citizen, no barriers to learning and development

Amazing

Shows an excellent attitude to learning and will achieve outcomes set in all subjects and courses. Knows how to conduct themselves in society.

Special!

Has achieved a special milestone or produced a special piece of work. Will be a case study or story on the website.



For further information or for an informal discussion please contact the proprietor Anthony Thompson on 07508947921 or at anthony@navigator.org.uk