



Broomhill
Bank
School

preparation for life

Supported Internship Programme

Raising Aspirations

INTRODUCTION

Are you interested in working with some amazing young people to help them to move into employment?

Broomhill Bank School are looking to extend their successful Supported Internships programme and would like to offer you and your business the opportunity to get involved in the next academic year. We are looking for local businesses and stakeholders to provide unpaid work placements which will benefit both you and the young person!



WHAT IS A BROOMHILL BANK SUPPORTED INTERNSHIP?

Supported Internships are a personalised study programme for learners aged 16-24 who have additional support needs and a desire to work. Internships run for between 3 to 9 months. For a substantial amount of time (between 10 and 20 hours per week), learners will be at their work placement learning a job that fulfils a genuine business need for the employer. The learners will also continue with their studies, either in school or delivered at the workplace.

There is no requirement for the host business to offer continued employment beyond the end of the internship, however if a vacancy exists that the intern could fill then we would be delighted if they were able to apply.

Throughout their time in the workplace learners will be well supported by their job coach (a member of staff from the school) who will spend time with them in the workplace, helping them learn the job, training them in specific tasks and help them gain confidence. The job coach will also support you and your team by offering training and advice so that the placement is a success.

WHAT OUR PARTNERING EMPLOYERS SAY:



*"I am thrilled that Sevenoaks District Council has been able to work with Broomhill Bank School to form such a **valuable partnership**, one which is already having a significant impact. I have seen significant benefits emerging from this project from an employer's perspective. Managers whose teams are hosting interns have reported a positive impact on all staff. The project is also helping to raise awareness about autism and communication issues generally and this is having a much wider impact in the organisation."*

Dr Pav Ramewall, Chief Executive, Sevenoaks District Council



*"**Sevenoaks District Council will never be the same again!** A bold quote perhaps but one that explains the real difference Holly, Krysta and Jack have made to the council since they started as apprentices, the teams they work in and around are full of praise for the way they have thrown themselves into their new roles and those teams who were unsuccessful in getting an apprentice this time around are asking when we will be getting more. Krysta, Holly and Jack have added so much to us as an organisation, and I think they will say it has been a positive experience for them too. Beyond this we have all learned the importance of understanding individuals who see the world differently to us and aren't afraid of saying what they think, this has helped us in understanding our communities better too."*

Councillor Peter Fleming, Sevenoaks District Council

THE BENEFITS OF WORKING WITH AN INTERN?

There are many very good reasons to get involved in our internship programme. You will be helping to make a real difference to the life of a young person and bringing a tangible benefit to the local community.

There are also some other clear benefits:

Workers with a disability demonstrate great commitment and have an excellent attendance record.

It improves morale and team working within your company as employees develop their ability to support others.

Offering a placement will increase an employer's disability confidence and increase the diversity of your work force.

Working alongside a young person with a disability can increase your organisation's understanding of your market. For an average business, 20% of your customers are disabled people.

Organisations that are recognised as fair, equal and caring enhance their standing in the community and as an employer of choice.

Developing an ethical corporate image can be fundamental to business success.



THE IMPORTANCE OF THE JOB COACH

The job coach will work with the young person to ensure that they pick up the tasks required of them so that productivity is not affected and potentially reduce workloads. If any issues arise with the intern, the job coach will work with you to resolve these quickly.



SUPPORTING A YOUNG PERSON WITH A DISABILITY

The job coach supplied by the school will support your employees with communication strategies and identifying appropriate roles and tasks. The job coach will always be onsite to provide support and will be able to provide training to your employees to support the successful integration of the interns.



HEALTH AND SAFETY CONSIDERATIONS

Any young people working as interns will be covered by the employer's insurance as an employee.

The school will carry out a risk assessment on each internship placement and additional checks for any non-office based roles.

WHAT OUR JOB COACH HAS TO SAY:



Lucy Soper
Job Coach

"The role of the Job Coach is to support both the Interns, and the organisation to create a valuable experience for both. Always on hand in the placement, the Job Coach helps the intern gain experience in general work place skills while teaching them how to perform set tasks in their respective roles. A coach will help the intern identify what they are doing well and assist where more guidance is required.

The Job Coach also works with the organisation to support them, working with an intern. This support includes training sessions, progress and review meetings, and hands on support, advice, and guidance when needed.

The Job Coach is the link between the intern, Broomhill Bank School, and the organisation to troubleshoot, motivate and train where necessary, with a polite, positive, can do attitude.

The role of the Job Coach is to smooth the journey of the supported internship for all involved by building and nurturing an honest, trusting relationship between our young person and the work-place staff, thus helping all involved achieve their goals."

WHAT OUR INTERN HAS TO SAY:

"The Broomhill Bank Internship is a great opportunity if you are unsure about your next steps. It will give you confidence to take the steps into your working life.

The council is an amazing place, which will adopt you into their family.

I had the most amazing time during my internship. Also, with Lucy, you will forget that you will be at work!"



Krysta Albethorpe
Intern 2019-2020

We would be delighted to talk to you about our scheme and to present to your staff. Please get in contact to arrange a meeting either online or in person.

Key School Contacts:

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