



The Henslow School

Post 16 Policy

Background Information:

The Henslow School provides education for some very vulnerable students, particularly those within the Looked after system. 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. It is our experience that some of these students are not ready for the transition to further education, training or employment at sixteen.

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 return to mainstream opportunities in education, work or training.

In doing so, the Henslow School 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 12/13.

The Henslow School is committed to the view laid out in the Governments guidance that with the right preparation and support the majority of young people with SEN are capable of sustained, paid employment.

The decision making process:

Our intention would be to begin the post 16 planning during the student’s Key Stage four 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 Henslow School 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 Henslow School 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 and examinations already offered at Year 11. These need to reflect the expectations that young people must continue to study the core subjects until they achieve equivalent level 2 qualifications.
- Work experience
- Social skills programme
- Personal social and emotional development programme
- Mentoring project

- Skills training courses
- Alternative provision full time but with support from a known and trusted adult.
- New academic study
- Volunteering
- Other alternative provision

This list is not intended to be exhaustive, there are many local activities and options which would be explored once the individual's needs and interests 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 in core subject skills particularly numeracy and literacy

At the Henslow School the study programmes designed for each post 16 student will be bespoke and mindful of the information set out in the Department for Education guidance [16 to 19 study programmes guidance: 2025 to 2026 academic year - GOV.UK](#) about what a programme should include:

1. Substantial qualification (academic or technical) that stretch students and prepare them for education at the next level or for employment.
2. English and Maths, where students have not yet achieved a GCSE grade 4,
3. Work experience to give students the opportunity to develop their career choices and to apply their skills in real working conditions, and
4. Other non-qualification activity to develop students' character, broader skills, attitudes and confidence, and support progression, including appropriate elements of RSE

The core aim of the learners study programme will be identified and recorded. Our work in this area will develop and grow as the need is identified and will necessarily be reviewed regularly. The Henslow school is aware of its responsibility to ensure the Health and Safety for young people placed off site and will carry out the required risk assessments whilst ensuring these remain in proportion with the risk environment.

Employer's Liability Compulsory Insurance for work experience placements

Government guidance states that; The insurance industry has agreed that students on work experience placements should be treated as employees for the purposes of insurance. An employer or voluntary sector organisation that already has Employer's Liability Compulsory Insurance cover does not need to buy additional cover.

If a voluntary organisation has only Public Liability Insurance, it will need to obtain temporary Employer's Liability Compulsory Insurance for the duration of the placement.

The Association of British Insurers has published guidance for employers planning to take on work experience students.

DBS requirements for Work Experience for those over 16 should be considered on a case by case basis following guidance. [16 to 19 study programmes guidance: 2025 to 2026 academic year - GOV.UK](#)

Last reviewed	September 2025
Next review due	September 2026
Reviewed by	Head Teacher
