

EAN CASE STUDY:

HEATHLANDS SCHOOL & T&B (CONTACTORS) LIMITED

ABOUT THE SCHOOL

Heathlands is a single site school for deaf pupils of all ages, offering both daily and weekly boarding provision in St Albans. The school is organised into three departments comprising of Lower (including nursery), Middle and Upper schools, which ensures the curriculum and educational experience offered is suited to each age range.

The school's Careers and Enterprise link is Nicola Jackson, Curriculum Lead Teacher of Humanities and Arts.

ABOUT THE ENTERPRISE ADVISER

T&B (Contractors) Limited, based in Wheathampstead, is a well-established principle contractor that operates across London and the South-East, undertaking fit-out, refurbishment and alteration works through its General Contracting and Interiors divisions.

Danie French is T&B's CSR and Office Manager. She has a real desire to help others and dedicates hours of her time to charitable causes. The role of Enterprise Adviser appealed to her and her employer as it would allow her to develop a strategic focus and enhanced planning skills. By participating in the programme, T&B gains access to its future workforce while its employees develop an understanding of how to work with people with disabilities.

WHY HAVE AN EA AT HEATHLANDS

The school's Careers and Enterprise Audit made it apparent there was minimal employer engagement taking place, which meant students were unable to gain valuable experience interacting with employers.

The introduction of an Enterprise Adviser has changed this and Danie and the school link, Nicola Jackson, have worked together to develop relationships with businesses who would benefit from working with young people with hearing difficulties.



WHAT THE OUTCOMES ARE

Danie and Nicola identified suitable opportunities for the students to gain experience of careers & workplaces, including:

Site visits to T&B, including a formal work experience placement.

A talk held at the school by the T&B Design Manager who spoke about careers in architecture.

Group visits to Whipsnade Zoo by students from Years 9, 10 and 11 to learn about the variety of roles and skills required at a local major employer.

A workshop held for Year 7 students by a local Police Officer about young people's rights when stopped by the police.

HOW THIS HAS HELPED THE SCHOOL

"I had been working closely with Danie for just over a term when she agreed to be our Careers and Enterprise Advisor to help us develop our links with local businesses. The impact she has had on me and the students at Heathlands has already been significant.

The range of contacts she has is proving invaluable to us as we try and give the students an insight into different careers and jobs they might be interested in.

I am looking forward to working with her next term setting up a more structured programme which will see the primary school getting more involved, as well as trying to get more deaf employers/employees to visit the students so they can see that anything is possible."

Nicola Jackson

Curriculum Lead Teacher Humanities and Arts

HOW THIS HAS HELPED THE EA

"Through my role as Enterprise Adviser, not only have I learnt so much about the needs of those with disabilities but I've also learnt a lot about myself. We get very content in our bubbles of life and can take a lot for granted; working with Heathlands has made me appreciate a lot but especially my hearing.

I'm now broadening the awareness of deafness to my friends and work colleagues by educating them about the needs and struggles of these young adults, who are our future."

Danie French

CSR and Office Manager

T&B (Contractors) Limited

HOW THIS HAS HELPED THE EMPLOYER

"We are acutely aware how difficult it is for those with disabilities to make their way into the work environment, particularly in the construction industry. It is through work placements and working alongside schools such as Heathlands that we can understand what adjustments we may need to make.

T&B has always had a strong ethos on training and development and many of our current staff have benefitted from this, so for them now to be able to help others develop careers within our business is very rewarding."

Mark Hickson

Managing Director, T&B (Contractors) Limited

FUTURE STEPS

There are now plans to invite employers into the school to meet with students on a monthly basis. This will allow for individual students to receive focused careers advice in areas they have shown an interest or aptitude for.

Danie will meet with Nicola on a monthly basis and in between will be proactively speaking with her business contacts to ensure that there is a larger number of employers introduced to Heathlands School.