

TransformUK



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TransformEducation

Transforming Character

Vision and Values

TransformUK exists to bring locally-focused transformation to the poorest parts of the UK, by providing a holistic range of services and projects to bring about whole individual and whole community change and transformation. TransformEducation has set up high quality alternative provisions and intervention programmes for young people who have either completely disengaged from mainstream education or are at risk of doing so. We at TransformShoreditch recognise that the young people we work with face daily challenges within and outside of their educational settings and therefore need a different approach to learning and pastoral support in order to re-engage and achieve.

TransformEducation provide an intensive personal and social development programme focused on transforming character. This is achieved through a diverse and creative curriculum where all sessions are aimed at developing the following character strengths:



These character strengths are at the heart of everything that we deliver on our TransformEducation programmes and underpin all curriculums, interventions, enrichment, project based and vocational learning. We aim to use these character strengths to create a safe and supportive space for our young people where they can flourish, reach new potentials and take ownership of their future success.

Our staff team is made up of high-quality practitioners, youth development coaches, teachers and leaders. Through transformational love, patience and lived experience our staff are able to encourage, support and challenge our young people in developing the skills and character strengths they are needing to become healthy and successful adults.

TransformShoreditch staff aim to develop strong and purposeful relationships with all young people we work with. This we believe assists young people in buying into our culture of family and community, as a result they are able to easily invest in their personal progression and transformational journey.



'They genuinely care about us'

Student alternative provision



Assessment, Monitoring and Recording

In order to establish how far a learner has come in their character development we monitor, track and assess our learner's achievement using our character strengthsreview.

Character Strengths Review:

Name:
Date:
Project:

Start of Project/End of Project
Where are you?

How would you rate yourself in these areas on a scale of 1-10?
Give yourself a target for the top 3 you need to concentrate on!

	1 This doesn't describe you at all		10 You're already amazing at this
Resilience Strength, not giving up, determination, stamina & persistence	Scenario You want to play in the match but you twisted your ankle, will you rest, train again, and then get back to where you were?	<div style="display: flex; justify-content: space-between;"> <div style="border: 1px solid orange; padding: 5px; width: 45%;"> 1 I cannot bounce back from difficult situations and if I'm feeling bad I can't think about my goal. </div> <div style="width: 10%; text-align: center;"> Start <div style="border: 1px solid orange; width: 30px; height: 30px; margin: 0 auto;"></div> </div> <div style="width: 10%; text-align: center;"> End <div style="border: 1px solid orange; width: 30px; height: 30px; margin: 0 auto;"></div> </div> <div style="border: 1px solid orange; padding: 5px; width: 45%;"> 10 I can bounce back from difficult situation and I can stay focussed on my goals even if things aren't going well. </div> </div>	
Compassion Care, sympathy, understanding & empathy	Scenario Someone in your class is getting bullied for what they look like, do you care about them enough to stand up to the bullies/someone in your class is very annoying, can you take time to understand that they might be going through a difficult situation?	<div style="display: flex; justify-content: space-between;"> <div style="border: 1px solid orange; padding: 5px; width: 45%;"> 1 I don't care about other people and their problems. I don't understand why people can't just sort themselves out. </div> <div style="width: 10%; text-align: center;"> Start <div style="border: 1px solid orange; width: 30px; height: 30px; margin: 0 auto;"></div> </div> <div style="width: 10%; text-align: center;"> End <div style="border: 1px solid orange; width: 30px; height: 30px; margin: 0 auto;"></div> </div> <div style="border: 1px solid orange; padding: 5px; width: 45%;"> 10 I do care about other people and their problems and offer to help when I can. I realise everyone is different so they might respond differently to their issues. </div> </div>	
Gratitude Thankfulness, thanks & gratefulness	Scenario Even if your life is difficult, can you think of things you can be thankful for? Being alive, family, friends, food to eat?	<div style="display: flex; justify-content: space-between;"> <div style="border: 1px solid blue; padding: 5px; width: 45%;"> 1 I find it hard to appreciate the good things in my life and if someone is kind to me I don't normally notice. </div> <div style="width: 10%; text-align: center;"> Start <div style="border: 1px solid blue; width: 30px; height: 30px; margin: 0 auto;"></div> </div> <div style="width: 10%; text-align: center;"> End <div style="border: 1px solid blue; width: 30px; height: 30px; margin: 0 auto;"></div> </div> <div style="border: 1px solid blue; padding: 5px; width: 45%;"> 10 I really appreciate the good things in my life and let people know I am thankful. I am kind to people who are kind to me. </div> </div>	
Self-discipline Willpower, drive, determination & self-control	Scenario You want to avoid going to Back on Track (or some other punishment) can you make the decision not to answer back for a whole week, however unjust or annoying the situations are that you find yourselves in?	<div style="display: flex; justify-content: space-between;"> <div style="border: 1px solid green; padding: 5px; width: 45%;"> 1 I can't control my emotions and find it difficult to stay focused on any tasks I need to do. </div> <div style="width: 10%; text-align: center;"> Start <div style="border: 1px solid green; width: 30px; height: 30px; margin: 0 auto;"></div> </div> <div style="width: 10%; text-align: center;"> End <div style="border: 1px solid green; width: 30px; height: 30px; margin: 0 auto;"></div> </div> <div style="border: 1px solid green; padding: 5px; width: 45%;"> 10 I can control my emotions and am able to finish tasks I'm set, as well as planning ahead what might come up. </div> </div>	
Humility Quiet confidence, putting others first, humble & modest	Scenario You're the star of the school play but a friend needs help putting out the chairs for the audience, could you help them even though it's not your job?	<div style="display: flex; justify-content: space-between;"> <div style="border: 1px solid pink; padding: 5px; width: 45%;"> 1 I cannot take constructive feedback without being offended. I can't reflect on the things I do or make any changes. </div> <div style="width: 10%; text-align: center;"> Start <div style="border: 1px solid pink; width: 30px; height: 30px; margin: 0 auto;"></div> </div> <div style="width: 10%; text-align: center;"> End <div style="border: 1px solid pink; width: 30px; height: 30px; margin: 0 auto;"></div> </div> <div style="border: 1px solid pink; padding: 5px; width: 45%;"> 10 I have a right view of myself as worthy and valuable. I take constructive feedback well and can reflect on the things I do and make positive changes in my life. </div> </div>	
Optimism Positivity & hope	Scenario You wake up on a cold rainy day to go to school, can you see that it's going to be a good day?	<div style="display: flex; justify-content: space-between;"> <div style="border: 1px solid purple; padding: 5px; width: 45%;"> 1 I generally feel negative and think the world is against me. I don't like to think about the future because it doesn't look good. </div> <div style="width: 10%; text-align: center;"> Start <div style="border: 1px solid purple; width: 30px; height: 30px; margin: 0 auto;"></div> </div> <div style="width: 10%; text-align: center;"> End <div style="border: 1px solid purple; width: 30px; height: 30px; margin: 0 auto;"></div> </div> <div style="border: 1px solid purple; padding: 5px; width: 45%;"> 10 I generally feel hopeful about the future even if things are hard. I can help my friends look on the bright side. </div> </div>	
Unity Teamwork, togetherness & peace	Scenario You had a big fight with someone who was your friend. Can you be the first person to go to them and make things better/make peace?	<div style="display: flex; justify-content: space-between;"> <div style="border: 1px solid green; padding: 5px; width: 45%;"> 1 I don't work well with other people, I don't care about keeping things peaceful and I can be disrespectful to people who are different from me. </div> <div style="width: 10%; text-align: center;"> Start <div style="border: 1px solid green; width: 30px; height: 30px; margin: 0 auto;"></div> </div> <div style="width: 10%; text-align: center;"> End <div style="border: 1px solid green; width: 30px; height: 30px; margin: 0 auto;"></div> </div> <div style="border: 1px solid green; padding: 5px; width: 45%;"> 10 I work well in a team and I am a peacemaker. I treat everyone well, even if they are different from me. </div> </div>	

Attitude towards teacher

1
 I do not like my teachers and I do not respect them

End

End
Start

10
 I am respectful towards my teachers even when I don't agree with them

Attitude towards school

1
 I do not like school and I don't want to be here

End

End
Start

10
 I enjoy school and use my time here well

Aspiration

1
 I don't care about my future, it won't work out well anyway

End

End
Start

10
 I see a really good future for myself and I am prepared to work for it

Motivation

1
 I am not motivated to create the life I want and would rather spend all day in bed/ on the sofa

End

End
Start

10
 I know I need to work to get what I want and I get on with it

Attitude / respect towards fellow students

1
 I don't care about other students, except a few friends

End

End
Start

10
 I treat all the other students with respect, even if I don't know them or they are different from me

Mental Health Scale

↑

10 = Peaceful

Start

End

1 = Anxious

↑

10 = Joyful

Start

End

1 = Depressed

↑

10 = High self-esteem /confidence

Start

End

1 = Low self-esteem /confidence

↑

10 = Calm

Start

End

1 = Angry

What impact do you think the last half term has had on you?



This document is completed with all young people on our education programmes and is used to track and monitor the progress made across the core 8 character strengths, their behaviour and attitude towards others and their learning and overall mental wellbeing.

We use a variety of influences in our assessment including feedback from teachers, peers, parents, coaches and the learners themselves.

Learners will complete this as part of their initial assessment when starting work with TransformShoreditch. Learners will track their progress with regular assessments with their coach/tutor every 6 weeks and when completing their programme. During the CSR meetings, learners will receive feedback from staff before having the opportunity to reflect on their character development as well as set goals and targets for their next feedback meeting.

Assessing and monitoring the learners character development allows learners to reflect and work on their strengths and areas of development in order to progress into further education, training or employment as fantastic and positive members of society.

‘TransformUK’s nine-week girls provision provided ten girls, each facing educational, social and emotional difficulties, the opportunity to hone their talents through music as well as expressing themselves. The music section of the programme affected each of the girls differently; for one giving her the opportunity to overcome her lack of confidence and go on to perform publicly at the end of the provision. This confidence could be seen at school through the girl’s ability to engage in the classroom in a way she was not able to before.’

Teacher at the school from which the Girls Provision student was referred

Personal Development Plans-PDP's:

We at TransformShoreditch recognise the importance of goal setting and reviewing. On our part-time education programmes young people use their Personal Development Plans to set daily goals around their behaviour, attitude and academic progression. From this staff are able to monitor and review patterns of behaviour using the staff feedback section and the behaviour marks given out each day according to the code below:

- 1 - Good behaviour with a positive attitude
- 2 - Unwanted behaviour and warning
- 3 - Unacceptable behaviour and sent home








Name: _____

Date: _____

TransformUK

Personal Development Plan Review

Character Strength Focus:

My Goal today is: _____

To achieve this I will: _____

This is important because: _____

Did I achieve my goal? _____

What went well? _____

What could have made it better? _____

Reflections on Behaviour

1	2	3
<div style="border: 1px solid #ccc; padding: 5px;">Staff Feedback</div>		

'The project has helped me to develop my resilience and self-worth. I love music and being around music. This project has helped me to find out what I really love and want to do.'

Girls Provision Student


'This has helped me to bond with girls that I would have never met or thought I would like. When I first started on the project I wanted a baby, now I want to focus on myself.'


Girls Provision Student

TransformShoreditch Weekly Reports:

We know how important it is to be connected and working in collaboration with schools, PRU's and other key professionals working with our young people. A weekly report will be sent out for all learners who are enrolled on our Bespoke Coaching Programmes and Bespoke Alternative Provision by our Education Co-ordinator. This report will comment on the following areas and be sent out based on the previous week's intervention with the learner.

- Attendance and punctuality
- Character education
- Vocational education
- Pastoral support
- Behaviour and attitude
- Short term and long-term goals
- Weekly behaviour marks






TransformEducation-Bespoke Alternative Provision Report


Student Report & Feedback


Name:	Date:
Report on W/C:	


Attendance %	
Punctuality %	
Comment on Punctuality:	


Character Education



 Excellence



 Competition


 Ambition



 Self-discipline



 Resilience



 Optimism



 Unity

Character Strength focused on:	
Comment made on progress made in Character Education:	









Vocational Education





Study areas so far:

Overall Comments:

Behaviour Levels Report		
Level 1: Great behaviour and working at a good level.	Level 2: Unwanted behaviour and has received warning.	Level 3: Unacceptable behaviour and has been sent home.
Monday		
Tuesday		
Wednesday		
Thursday		

Behaviour and Attitude

TransformShoreditch

TransformUK

Kate Hilton – Creative Education and Engagement Co-ordinator

Overall Comments and Feedback

Kate Hilton – Creative Education and Engagement Co-ordinator

Pastoral Support

Kate Hilton – Creative Education and Engagement Co-ordinator



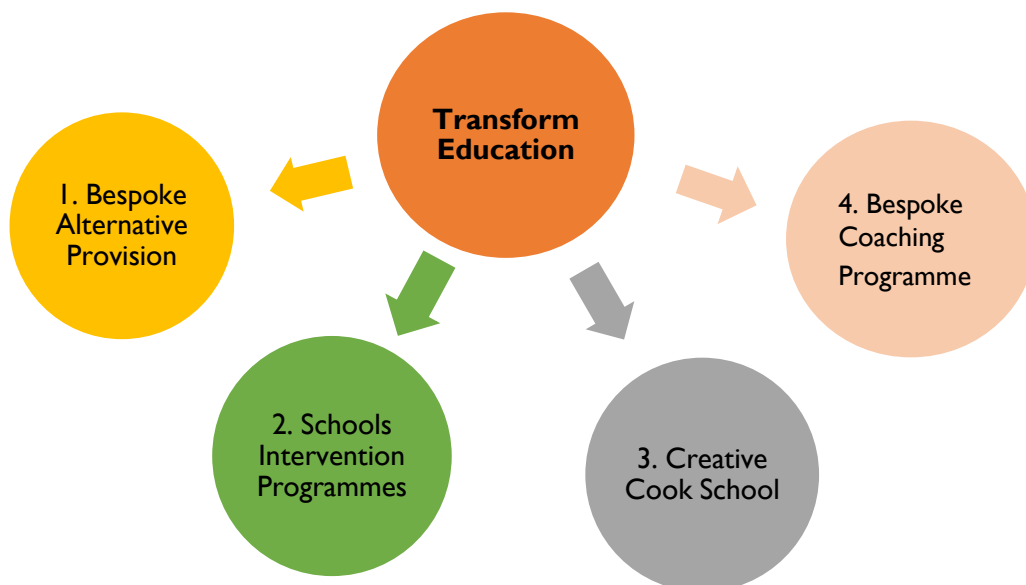
On all our education programmes TransformShoreditch staff send regular project and learner updates and inform our partners of all the exciting work our young people are getting up to.

For another girl, the lyric writing part of the provision allowed her to vocalise events in her life that continue to affect her, despite being very nervous about performing, she felt a strong sense of pride in being able to do so at the end. This young person said that the project had helped her to talk about her feelings and along with all participants had developed their ability to express their feelings.'

Teacher at the school from which the Girls Provision student was referred

Programme Streams:

TransformEducation consists of four main projects. These are:



1. Bespoke Alternative Provision

Overview

Our part-time Bespoke Alternative Provision aims to improve life chances for the most disengaged through an outstanding character and vocational education curriculum. The provision is for students in Years 7-11 with the focus year groups being Years 9-11. This programme is suitable for learners who significantly lack engagement within education and who would benefit from an individualised personal development programme and thrive by learning practically and creatively.

We aim to provide a nurturing and loving environment where learners are given the opportunity to work with highly experienced and skilled practitioners and mentors. Our staff offer both outstanding teaching and pastoral support, with an aim to transform character through a range of learning, coaching and experiences. In order to achieve this, we work alongside families, external experts, creative practitioners and a wider network of agencies in order to provide a holistic approach to development.

Using OFSTED's social, moral, spiritual and cultural framework, the programme develops student's confidence, ability to work in a team, employability and functional skills whilst ensuring students engage in activities and take ownership of their development.

As part of this programme learners will be given the opportunity to get involved in weekly community programmes such as Chill and Chat, our project for elderly service users and Peoples Project, our project for people experiencing homelessness. All this enhances their ability to transition successfully into their next phase of education or employment. Our curriculum is also mapped against the British values highlighted in the Prevent Agenda.

Curriculum Offer and Accreditation

The bespoke part-time alternative provision can be offered to a learner for up to 4 days per week, this includes up to 5 sessions per day. This is a flexible timetable which is designed based on the needs of every individual learner and partner. Students study the following subjects within their timetable; character education, vocational, SMSC, offsite education and coaching. Each session embeds functional skills, employability and equality and diversity themes. These sessions are delivered by permanent specialist tutors and coaches as well as external professionals as and when appropriate.

For this academic year 2019/20, learners have access to gain the following qualifications:

Qualification	Accreditor
Personal and Social Development Award	ASDAN
Arts Award Bronze, Silver and Gold	Trinity College
Food Hygiene	City and Guilds
Food Wise-Short Course	ASDAN
Expressive Arts-Short Course	ASDAN

We are ambitious for our students and are always exploring new qualifications and courses to work on with our learners within our Transform Education programmes. We have some

exciting developments within our site and in the next few months where we hope to have a fully equipped **music studio** and **performing arts space** up and running. We are also looking forward to opening of our **community café** and **TransformShoreditch coffee** launch in the next 6 months. All of this we know will bring about new creative qualifications and employment opportunities for our future learners on this programme.

'They are always there to support you and are real people with real experiences'

Student AP



Outcomes

As well as academic outcomes learners are monitored and assessed using our 'character strengths review' and 'personal development plans'. Learners ending their time at TransformEducation will have the opportunity to gain/develop in the following (but not limited to) areas:

- Qualifications listed above
- Ability to communicate professionally with peers, staff and employers
- Aptitude for working in a team
- Increased confidence, self-esteem and self-worth
- Willingness to engage in further education or employment
- Understanding of the value of education
- Career plan and progression coaching
- Increased appropriate behaviour
- Increased attendance and punctuality
- Increased level of compassion for community and local residents

The ultimate outcome for us is that students who engage with TransformEducation are transformed in character through skills gained, the process of learning and working on self and the power of knowing that they are cared for.



'The project has helped me to develop my resilience and self-worth. I love music and being around music. This project has helped me to find out what I really love and want to do.'

Girls Provision Student

1. Schools Intervention Programmes

Overview

Through our school's intervention programme, TransformEducation offer targeted intervention for students that are at risk of exclusion or presenting challenging and concerning behaviour. Our students on this programme can be referred to us due to disengagement, low attendance, disadvantage, displaying poor behaviour, mental health concerns, substance misuse, CSC, at risk of offending or other risk issues.

Through our partnerships with schools, we provide a team of specialists with over ten years of experience in schools and alternative providers. TransformEducation build tailor made programmes delivered through coaching and mentoring models, that intervene in student's lives and see their behaviour and learning transformed within weeks. In addition to this TransformEducation deliver training for teachers and senior leadership teams to up-skill staff; leaving a legacy of lives changed within each school.

Alongside the assessment process for individual schools, TransformEducation deliver a curriculum and assess students using the character strengthsreviewdocument mentioned on page four to five.

Curriculum Offer

Our individualised programmes cover a range of different topics depending on specific student needs. These include:

- Confidence and self-esteem
- Anger management
- Substance misuse
- Career planning and setting goals
- Identity
- Aspirations
- Handling emotions
- Anxiety, mental health and well-being
- Outside activity and gang affiliation
- Sex and relationships
- Challenging conflict
- Offending and anti-social behaviour
- Communication development
- Behaviour and attitude

Outcomes

The School InterventionProgramme has a proven success record. Within the last six months, work with two London based schools saw the following outcomes:

- 100% students at risk of exclusion have been retained
- Attendance amongst high risk learners has increased
- Attainment and exams results have improved through targeted intervention
- Teachers, coaches and students from both schools stated there has been significant improvement in learner behaviour

Feedback from schools has been outstanding:

‘Since TransformEducation came into our School, our student’s behaviour, concentration, attitude and learning have drastically improved in a very short period of time. The targeted intervention is incredibly effective’

Deputy Head, Ruislip High School

2. Creative Cook School

Overview

Similar to our School Intervention Programme, Creative Cook School aims to work with young people who are disengaged from education and are presenting low level behavioural issues in mainstream school environments. Creative Cook School provides a six-week programme where students can learn recipes, cooking techniques and hospitality through experienced leading professionals within the catering industry. One day per week, learners follow recipes and create meals for the elderly service users from the local community on our Chill and Chat project. As part of their day with us learners will work with our tutors to achieve a food hygiene qualification. Each programme includes up to five visits to local restaurants and food businesses and embeds a range of employability skills.



Curriculum Offer

Each student will not only develop their soft skills through the projects practical exploration but will also leave more knowledgeable due to achieving the following qualification:

Qualification	Accreditor
Level 2 Food Safety and Hygiene Certificate	City and Guilds

Outcomes

Upon completion of the programme, all students will:

- Achieve level 2 food safety and hygiene qualification
- Learn foundational cookery skills
- Visit at least five local restaurants businesses
- Increase impact in the local community
- Cross-generational learning
- Increased confidence in own abilities
- Improved engagement at school
- Access career and progression planning support and take away a clear plan of next steps

Creative Cook School has a history of working with hundreds of young people from a local East London school. Since September 2018, 60 young people took part in the programme and feedback from students and parents has been extremely positive.



'My son really struggles at school is often overlooked. The work you guys (TransformEducation) do has been crucial for him being successful this year. You show genuine love and care in the way you work with young people.'

Parent

'This project has helped myself esteem and taught me to work with others in a positive way.'

Student

3. Bespoke Coaching Programme

Overview:

Through our partnership with local schools we are able to offer bespoke coaching intervention for specific learners who may be presenting extremely challenging behaviour both in and outside of school. Learners referred to this programme may have already disengaged from mainstream education and may currently attend a PRU unit or accessing alternative provision.

Our expert tutors and coaches offer onsite and offsite one to one coaching with these learners making up for 1-4 hours of intervention each week. In these sessions our coaches are able to build up strong and sustainable relationships with the learners whilst working through a tailored coaching programme, created in response to the challenges faced by the learner. This intervention looks to work in partnership with families, schools and external agencies with an overall aim to assist in the transformation of character and re-integration into mainstream education. This programme consists of high-quality coaching, visits and support to schools/new education providers, offsite visits that look to engage the learner into positive and creative activities along with aspiration and higher education visits.

Alongside our weekly report, which is sent out to all professionals working with our learners, TransformEducation will monitor the learner's progression through regular reviews using our character strengths review document mentioned on page four to five.

Curriculum Offer

Our individualised programmes cover a range of different topics depending on specific student needs. These include:

- Confidence and self-esteem
- Anger management
- Substance misuse
- Career planning and setting goals
- Identity
- Aspirations
- Handling emotions
- Anxiety, mental health and well-being
- Outside activity and gang affiliation
- Sex and relationships
- Challenging conflict
- Offending and anti-social behaviour
- Communication development
- Behaviour and attitude
- Family and home
- Weekly goal setting and review

Outcomes:

Upon completion of the programme, all students will:

- Increase confidence in own abilities
- Improved engagement at school
- Access career and progression planning support and in order to take away a clear plan of next steps
- Development in 8 core character strengths including self-discipline and resilience
- Confidence and self-worth
- Improved behaviour and attitude towards school and learning
- Increased engagement in youth provisions and enrichment activities

Our feedback from students and staff on this programme has been amazing and clearly demonstrates the impact the intense and bespoke intervention can have on the learners we are working with.



'The project has taught me to talk to people and give other people respect for their skills. It has developed my confidence'

Student



Success Story:

We at TransformShoreditch have been privileged to work with numerous young people who we have gone on to see transform character, successfully re-integrate into mainstream education and dramatically shift and transform their behaviour and attitude.

One learner has gone above and beyond this and after a significant transformation in character, behaviour and outside activity has now come back to join our TransformShoreditch staff team as our first Apprentice. Paris Sellwood was one of our first learners on our bespoke alternative provision. Paris presented extreme levels of behaviour and was involved in anti-social behaviour early on. Through her engagement within our provision we were able to support her in working through her anger issue's and attitude towards her education and future success. Over the last three years we have continued to support Paris in achieving her GCSE's, securing work and education placements and assisting her when needed in her personal progression journey. We are so pleased and excited to continue to watch Paris grow from strength to strength as she uses her own lived experiences as an ex-student of TransformShoreditch to encourage and support other young people in reaching their full potential and transforming their lives in doing so.



Paris's Testimonial

"TransformUK has taught me many things, but one being not to judge a book by its cover. Due to my other previous alternative provisions, I struggled engaging with new people because I felt as if I had been failed on to many occasions. However, the staff at TransformUK changed my views on that after showing me real transformational love and support. Everyone on the team has had previous experiences on everything I needed support with, and because of their consistent help my narrow-minded mentality became open and allowed me to see things in a better perspective. With their ongoing love and support even after I had left TransformUK as a student, I am now a full-time Apprentice and I continue to learn more here every day. TransformUK assisted me in saving myself from a self-destructive lifestyle and continue to do the same for young people all over Tower Hamlets and Hackney. I am excited about growing with TransformUK, not only personally but growing as an organisation. They gave me everything I needed as a young person and are allowing me to do for others what they did for me.

Find out More

If you would like to find out more information or to discuss any of our education programmes further please contact:

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TransformShoreditch

TransformShoreditch
is a partnership between Shoreditch Tab and Transform UK



"Bringing transformational love to our local community"