





## WILLOW DENE SCHOOL DEVELOPMENT PLAN 2025-26

-  To secure a future for our Year 14 leavers as life-long learners and valued and valuable citizens, including tailored post-school destinations guided by their strengths, interests and experience
-  This is our first cohort of Year 14 leavers and securing the right future destinations for them so that they can live a fulfilled adult life is a priority.
-  0% NEET with young people having had a smooth transition to the right placement for their individual needs, ensuring that post school destinations have the right information to ensure a successful future.

SPRING 2026

What? (action)	Why? (is the change needed)	Success (what will it look / sound like?)	Evaluation (sources of impact feedback)
Self-advocacy group through the proposed EOTAS offer	We want our young people to be at the forefront of their bespoke offer and ensure that their needs, interests and opportunities are met through the package	Discussions with RBG colleagues and current borough led advocacy group, plan and pilot programme will inform us of what's needed and what we can implement in preparation for adulthood	Meeting minutes Review of submitted case studies
Self-advocacy group for sixth form	Through our research, attendance and discussion there are few to no options of self-advocacy for our young people who are non-verbal.	Links with current self-advocacy group run by RBG alongside a Willow Dene initiative to ensure our young people are heard	Meeting minutes Pilot scheme
Develop RBG colleagues understanding of the needs and complexities of our young people to support their transition to post 19 provisions	Some RBG colleagues have visited Willow Dene for the first time after years of working alongside us. We feel developing their knowledge of our young people will help to inform consultation discussions and further discussions with parents	In future discussions our RBG colleagues will have a greater understanding of our young people's needs, presentation and understanding of how we ensure our curriculum is suitable, fulfilling and ambitious.	Discussions following visit from RBG colleagues through EOTAS meetings, panel and consultation process

Completion and review of work experience for Year 14 young people with local providers and external companies	Our young people have experienced internal work through our business ventures, however, to extend their skills, resilience and communication we will be completing external work placements.	We will be able to explore external opportunities on a consistent basis and link to our curriculum. Feedback from providers and evaluation of their service will support plans moving forward	Portfolio evidence for each young person Feedback from providers/Ductu
Continue to develop the road map document to share with parents to outline leisure opportunities	Parents are not aware of the provisions and opportunities available for their young people since turning 18	Extensive live document with information and links included and shared with parents via a coffee morning	Feedback of document
Further explore the supported internship offer particularly; Shooters Hill College 1 year programme preparation for employment, including comparison to Mencap offer	The current supported internship programme would not meet the needs of our learners, and we would like to discuss and initiate a bespoke offer for our young people including Willow Dene becoming an employer	Established links with Shooters Hill. Develop our knowledge, understanding and processes surrounding offering internships	Meeting minutes & visits
Throughout the whole of sixth form develop the independence focus through curriculum and responsive adult	Independence is at the heart of our curriculum and as our cohort grows and varies it is imperative that we maximise every opportunity for independence and engagement to help sustain interest for our young people	Consistent expected standards being met across sixth form and informal drop in feedback is shared amongst sixth form leaders and wider leaders to agree on focus points	Drop in feedback forms Leads meeting minutes PDM meetings with whole team
Explore potential involvement of the proposed TLC/Bexley Road project	There are currently no provisions within Greenwich borough which could meet the needs of our most complex young people, the demand is high and location is imperative	A huge opportunity for Willow Dene to continue to shape and support the lives of our young people, from those who know them best adulthood outcomes can be taught and secured	Meeting/webinar minutes

AUTUMN 2025

<b>What?</b> (action)	<b>Why?</b> (is the change needed)	<b>Success</b> (what will it look / sound like?)	<b>Evaluation</b> (sources of impact feedback)
Amend annual review documentation to ensure preparation for adulthood and destination pathway is the focus.	To ensure that information is distilled so that key information is clearly communicated.	RBG team have a greater understanding of how lifelong learning applies to our young people.	Format has been amended and all year 14 annual reviews are complete.
Ensure annual reviews are completed in Autumn 1 with connections made with local authority colleagues who can keep us informed for each individual.	To ensure timely transfer of information to RBG team who understand and can help.	RBG team have information about young people as early as possible and understand how they can help.	All annual reviews have been completed and shared with RBG, this was an extensive piece of work as every young person required a re-write of their EHCP which was also completed.
Work with the University of Oxford to develop character strengths as a way of quantifying progress and future potential.	Currently only academic progress is valued by external agencies.	Young people's unique and varied character strengths are presented as areas of benefit and valued as areas where progress can be made.	Initial meetings have been completed and there is a plan and timescale in place for the Spring term.
Liaise with Compass HR, legal team and DWP about becoming an employer for school leavers.	There is no clear pathway to employment for young people without capacity for independence. The school has capacity and could benefit from our young people's skill set.	An additional pathway to employment is created through the school's resource.	This is on-going.
Liaise with supported internship team to adapt some of the current pathways to make them more accessible and to consider providing our own. Including contact with the NAS for ideas about external support.	Current pathways are not inclusive and pitched at young people with a greater degree of independence.	Supported internships are more inclusive and appropriate to our young people.	A maximum of two young people will be completing a supported internship and discussions are on-going.
Produce a road map for parents which links to individual future map identifying YP's pathway to work, education and leisure.	Because parents will need to live without the structure that school provides for their young person and we want this to be successful.	Parents will have a comprehensive road map of how their young person will navigate life beyond Willow Dene in all aspects of their life.	Road map document is a working document.

Ensure every Y14 has an external work experience placement in the school year.	To broaden their experience and visibility in wider society and for them to generalise some of the skills that they have learned.	Young people are well matched to their work experience placements and there is positive feedback from employers/providers.	Established link with providers and companies including Dutcu to implement in the Spring term.
Meet with SEN transport to discuss independent travel training, opportunities for supported internship and observations to support travel beyond school.	To set foundations for collaborative working between SEN transport and the sixth form team.	SEN transport have a greater understanding of our young people, collaborative working is of a high standard and all elements of transport for individual young people have been considered.	Completed and independent travel training references have been completed
Develop a Y14 self-advocacy group and series of parent workshop building collective confidence about life beyond school.	Young people's voices are heard within the school community but less so within their own lives and futures. Parents are very anxious about life beyond Willow Dene.	Young people are advocating for themselves about their own futures. Parents feel listened to and able to talk about their worries and fears.	This action will continue through the EOTAS package in the Spring term
Benchmark against other like special schools so that parameters for measuring destination data have context.	So that we have a comparative for destinations data with a similar school, therefore, giving context to our data.	Discussion with other special schools ensures that destination data has a narrative including common areas.	Meeting minutes with meetings with Mary Rose and information requested from RBG to confirm clarification of NEET requirements.
Liaise with RBG to ensure the team around the young person have knowledge of changes to their EHCP's and to ensure parents are well equipped to maintain support when their young person leaves Willow Dene.	There is a lack of clarity on the continuation of an individual's EHCP depending on their destination at post 19 and parents feel anxious about the process surrounding this.	Clarity and documentation to share with parents and support to discuss this through coffee mornings/virtual events.	RBG have visited and another visit is planned for the Spring term. Open discussions, follow up meetings from annual reviews have been taking place to broaden RBG understanding of our young people.

SUMMER 2026

<b>What?</b> (action)	<b>Why?</b> (is the change needed)	<b>Success</b> (what will it look / sound like?)	<b>Evaluation</b> (sources of impact feedback)