



Careers Guidance Policy

Introduction

Careers education, information advice and guidance makes a major contribution to preparing young people for the opportunities, responsibilities and experiences they will encounter at school, in further education and in working life. The Beeches Independent School's careers program aims to help all students make a successful transition to adulthood by:

- Supporting them to achieve their full potential
- Empowering them to plan and manage their own futures
- Providing comprehensive information on all options
- Raising aspirations
- Supporting inclusion by promoting equality, diversity, social mobility and challenge stereotypes
- Enabling young people to sustain employability and achieve personal and economic wellbeing throughout their lives
- Promoting participation in learning

At The Beeches Independent School, our careers curriculum is progressive, covering the following areas:

Age 7-11: Awareness about careers now and in the future: widening horizons and not closing options

Age 11-14; Knowledge about careers and the impact of making decisions about their futures

Age 14-16; Knowledge about careers and experience in the world of work

Age 16-18: Experience of and exposure to the world of work, career adaptability and resilience

School Policy

This policy outlines the purpose, nature and management of careers education at The Beeches Independent School and has been developed in consultation with all stakeholders, including governors, staff, pupils and parents/carers.

Statutory Requirements

People can leave school or college between the ages of 16 – 19; however, since 2015 there has been a legal requirement for them to continue in learning or training until they are 18.

Further information can be found at: <https://www.gov.uk/know-when-you-can-leave-school>

Education/Guidance

The Beeches' careers program follows a curriculum designed to be relevant from age 12 upwards (or 10, where children are taught in a mixed age range class) taking into consideration the fact that primarily, our students have ASDs.

The program is designed around the needs of each learner, incorporating a variety of learning styles, to ensure that barriers presented by their learning needs and disabilities are overcome. Students learn independent skills which prepare them for adulthood and working life.

Each student builds on their academic strengths, whilst making meaningful connections to their social skills, thereby maximising their potential for career success.

In identifying and addressing the individual needs of the student (including their healthcare needs, cognitive ability, capacity to regulate emotions or social awareness, etc) career pathways are matched to their individual needs.

The Beeches Independent School is committed to career, employability and enterprise learning and development and we fulfil our statutory obligations by providing a best practice careers service to all students.

The careers programme reflects and embodies the overall vision of The Beeches Independent School and is included in the School Development Plan.

The careers programme at The Beeches Independent School follows the principles of the **Gatsby benchmark** which sets out a framework of good practice:

- A stable and embedded programme of careers education and guidance
- Good quality information about future study options, jobs and the labour market
- Opportunities for advice and support tailored to young people's needs

- Subject teaching linked to careers
- Opportunities to learn from employers and employees
- Experience of workplaces
- Opportunities to hear from representatives of FE, HE and apprenticeship providers

Delivery

The Beeches Independent School is committed to providing a planned programme of careers education activities to all students, including the opportunity for all students to access impartial information and expert independent advice and careers guidance. The Beeches Independent School is also committed to maximising the benefits for all students, by adopting a whole school approach and involving parents and carers; external careers providers; employers and other local agencies; the wider community and FE and HE establishments.

We provide a rich learning environment, giving students the opportunity to research information on colleges, training courses, routes into careers, job specifications, etc. This information is available in accessible formats, such as wall displays, websites and audio guides. Students have access to the careers adviser during breaks, lunchtimes and free periods. The careers advisor is also available to see parents/carers by appointment should they wish to arrange a meeting.

Students at The Beeches Independent School will also have the opportunity for volunteering, work experience and work trials within the local community. All work experience placements will be matched to the individual student's needs and fully risk assessed, prior to commencement, to ensure that any adaptations required are put in place.

The school will measure success by ensuring that:

- students are ready for their next steps
- students are resilient and ready for change
- students are taking responsibility for their own futures
- all students leaving the school enter training, further education or the workplace.

Parents and carers have the right to request information regarding the careers program; requests should be put in writing to the Head of Education, Emma Sutters. We will invite you to talk through your concerns, review the materials we use and discuss our rationale. For more information about the delivery of careers, please contact the curriculum leader, Barry Hopkins.

Reviewed by: Barry Hopkins **Reviewed on:** May 2021 **Next review:** May 2022