



Subject statement for Careers

Applebee Wood School is an inclusive school where we work together to provide a caring and supportive environment to meet and celebrate the diverse abilities and needs of all our pupils, enabling them to fulfil their personal, social, moral and academic potential.

School aims:

- Every child is unique we aim to create a special place where children feel happy, safe and loved.
- We believe that successful learning thrives in a fun, creative and stimulating environment.
- We strive for excellence and enjoyment in everything we do.
- We believe that that the individual matters. We are committed to breaking down barriers and providing equal opportunities for everyone.
- We value effective partnerships with our families and friends and firmly believe that together we can help every child reach their dreams.

CURRICULUM INTENT, IMPLEMENTATION AND IMPACT CAREERS POLICY STATEMENT

INTENT

At Applebee Wood School we are committed to providing our students with a comprehensive programme of careers education, information, advice and guidance (CEIAG) and work-related learning (WRL) for all students in accordance with Section 42A and section 45A of the Education Act 1997. Here at Applebee Wood, we recognise that we have a statutory duty to provide impartial and objective Careers Education, Information, Advice and Guidance (CEIAG) for our pupils and we endeavour to work with the DFE Careers guidance and inspiration in schools' Statutory guidance for governing bodies, school leaders and school staff, October 2018 and the revised Quality in Careers Standard, 2019. We also endeavour to adhere to good practice guidance from the Department of Education, Ofsted and other relevant bodies.

We believe that every individual should be prepared for the opportunities, responsibilities and experiences of adult life and that this preparation should be an important and distinctive element of the curriculum.

Our Careers Education Programme provides students with skills, knowledge, support and experience of the world of work to enable them to make informed career choices.

A key element for our students is the access to independent and impartial advice and guidance, which supports them in broadening their horizons, raising aspirations and reaching their own careers aspirations.

Students will be making important pathway and career choices which will ultimately impact on their lives. We therefore believe that it is essential that parents and carers play an active role in exploring the options and choices which are best for their child and we will endeavour to guide, inform, support and assist throughout this process.

A young person's career is their pathway through learning and work. Schools have a statutory responsibility to provide a programme of careers education for pupils in Year 8 to Year 13. At Applebee Wood School, our entire curriculum is based upon Preparation for Adult Life. Our Careers Education Programme is delivered through the PSHE Curriculum in primary and as a discrete lesson in key stage 3 and 4, where pupils work towards accreditation through ASDAN as a part of their Personal Progress Award and AQA Unit Awards linked to identified individual areas of need. Key stage 3 and 4, also use Skills Builder as a basis for their careers lessons. This is in collaboration with a range of external organisations, including Lancashire County Council and Education Business Partnership (NW) Ltd.

The current programme has been developed using the Careers guidance and access for education and training providers - Statutory guidance for governing bodies, school leaders and school staff October 2018 and the revised Quality in Careers Standard 2019.

Main Points

The Government's careers strategy⁴, published on 4 December 2017, sets out a long - term plan to build a world class careers system that will help young people and adults choose the career that is right for them. This statutory guidance has been updated to expand on the aim set out in the strategy to make sure that all young people in secondary school get a programme of advice and guidance that is

stable, structured and delivered by individuals with the right skills and experience.

To achieve this aim, the careers strategy sets out that every school and academy providing secondary education should use the Gatsby Charitable Foundation's Benchmarks to develop and improve their careers provision. This statutory guidance has been restructured around the Benchmarks with information on what schools need to do to meet each one. The Gatsby Benchmarks are not a statutory framework but by adopting them, schools can be confident that they are fulfilling their legal duties: the existing duties to secure independent careers guidance and provide opportunities to a range of providers to inform pupils about technical education qualifications or apprenticeships and the new duty to publish information about the careers programme on the school website.

The Benchmarks go further by defining all of the elements of an excellent careers programme, based on the best national and international research. Government recognises that the work needed to meet all eight Benchmarks will vary for individual schools. Government's expectation is that schools met the benchmarks by the end of 2020. Compass Plus is an online self-evaluation tool for schools to use to assess how their careers support compares against the Gatsby Benchmarks and the national average. Schools should baseline themselves using this tool, consider the opportunities to improve their careers programme based on their confidential results, and track their progress against the Benchmarks over time.

The careers strategy explains that both co-ordinated external support and an appropriately skilled and experienced leader in school are important to help schools meet the Benchmarks.

The Careers & Enterprise Company will provide external support to schools. The Company supports and coordinates collaboration between employers, schools, colleges, Local Enterprise Partnerships and careers and enterprise organisations

Here at Applebee Wood, we are working closely with The Lancashire Careers and Enterprise Company, Education and Business Partnership NorthWest, CWP, PVC, PNE, AppleCast, Fast Forward, One Vision, Myerscough College, Runshaw College and Petite Education to deliver a CEIAG programme for pupils which incorporates and delivers the Gatsby Benchmarks.

IMPLEMENTATION

Careers Education at Applebee Wood School provides a planned, progressive program of learning activities to help young people to

- Understand the World of Work in their direct environment and beyond.
- Recognise and build on their strengths, identify areas where they could be more skilled and confident and develop strategies to address these.
- learn about the structures, systems and factors that guide, shape and influence people's career prospects and career development.
- Explore how these could affect their future choices, why they need to consider them when making their own career decisions and plans and how they can do so.
- Develop and practice the self-help skills they need to progress their own career plans and development, including making use of careers information, advice and guidance.
- Develop high aspirations and explore a wide range of career options
- Make real life contacts from the world of work and understand how these contacts and experiences can help them make decisions about their own futures.
- Learn how skills are transferrable across curriculum areas and link their own skills and qualities to future career pathways
- Learn about career pathways across all areas of the curriculum
- Experience impartial careers guidance
- The Careers programme is planned, monitored and evaluated by the careers' specialist in consultation with The Careers & Enterprise Company.
- Careers information is available in the Careers Library and through Form Tutors.
- All pupils leave school with a planned career pathway
- Track pupils career pathways for three years after leaving Applebee Wood
- Accreditation is awarded at year 11 through ASDAN Personal Development Programmes, AQA Unit Awards and PLP placements

Our entire curriculum is based around preparation for adult life. Careers education at Applebee Wood School is taught within the Personal, Social, Health

Education (PSHE) programme for each year group in Years 3 to 6 and through discreet Careers Lessons in Key Stage 3 and 4.

Pupils also have the opportunity to explore how the World of Work is linked to their subject lessons across the curriculum, delivered by their subject specialists and tutors.

The Careers Education programme aims to prepare young people for the opportunities, responsibilities and experiences of life, so that they can make and implement well-informed and realistic decisions about their future. Pupils take part in activities such as work experience, enterprise activities, careers fairs, mock interviews, impartial careers advice, engagement with employers, College visits and taster sessions.

There is also a dedicated transition programme between school and pupils' year 12 placements in order to prepare them fully for the next step in their career or education.

The careers' specialist is available to talk to parents and pupils during Parents' Evenings and at other careers - based events during the school year. She is also available to talk to parents and carers at any time during the year. The careers' specialist also attends all year 11 annual reviews and leads all year 10 annual reviews. Discussions include Further and Continuing Education, Work Experience placements, Support Services and Career Options. We work collaboratively with external agencies such as, Education and Business Partnership (NW) and Lancashire Careers and Enterprise Company, to ensure pupils have access to appropriate and impartial careers advice. Interviews take place with pupils and parents as part of the Transition Plans made in year 9 and 11 and inform the Annual Review.

Looked After children will have the additional support from Mike Barnes, Employment and Support Team Leader at Virtual School for Children Looked After by Lancashire County Council.

The school will evaluate its success and effectiveness in supporting pupils to take up education and training which offers good long- term prospects through analysis of DfE destination measures data.

WORK EXPERIENCE

All Year 11 pupils undertake a one-week work experience placement in the Spring Term. Pupils are encouraged to make their own choices for their placements and school support and prepare them in their applications and interviews. We liaise

with Education Business Partnership (NW) LTD who undertake health and safety checks at the workplaces involved with the scheme. We have built strong links with employers who help and support our pupils by boosting their attitudes and employability skills, informing them about the range of roles and opportunities available and helping them understand how to make this a reality.

Employers offer a high - quality work experience that properly reflects the pupils' strengths and supports the academic curriculum.

Pupils receive accreditation for their work experience through the ASDAN Personal Progress Awards, AQA Unit Awards and their PLP placements.

All year 11 pupils (where appropriate) receive a 1:1 career advice meeting with a Level 6 or above Careers advisor. This is a half hour meeting, from which a careers plan is then produced.

Pupils in KS4 are also given the opportunity to use the Panjango games, which spark conversations regarding career opportunities both now and in the future.

ASSESSMENT AND RECORDING

Opportunities for assessment are built into the planning of each unit of work, including Assessment for Learning. Assessment is recorded through B Squared Connecting Steps, Evidence for Learning and each child has a Portfolio of work for each accredited course to evidence their progression.

Assessment techniques include:

- Teacher observations of pupils
- Assessment based upon the levels of attainment set out in B Squared.
- Teacher/pupil discussion and answer sessions
- Pupils self -assessments and evaluations
- Photographic and aural evidence
- Assessments completed by work experience employers and the visiting member of staff

EQUAL OPPORTUNITIES

School will consciously work to prevent all forms of stereotyping in the advice and guidance they provide, to ensure that boys and girls from all backgrounds and diversity groups consider the widest possible range of careers, including those that are often portrayed as primarily for one or other of the sexes.

It is the responsibility of all teachers to ensure that all pupils, irrespective of gender, ability, ethnicity, and social circumstance, have access to the curriculum and make the optimum progress possible.

IMPACT

Over the past academic year, we have made the following progress towards achieving the Gatsby Benchmarks:

Benchmark 1

A stable careers programme Your school has met 100% of the 17 assessment areas in benchmark 1 (Percentage of schools nationally meeting this benchmark 2023 64.1%)

Benchmark 2

Learning from career & labour market information Your school has met 100% of the 2 assessment areas in benchmark 2 (Percentage of schools nationally meeting this benchmark 2023 79%)

Benchmark 3

Addressing the needs of each pupil Your school has met 90% of the 7 assessment areas in benchmark 3 (Percentage of schools nationally meeting this benchmark 2023 55%)

Benchmark 4

Linking curriculum learning to careers Your school has met 100% of the 4 assessment areas in benchmark 4 (Percentage of schools nationally meeting this benchmark 2023 75.5%)

Benchmark 5

Encounters with employers & employees Your school has met 100% of the single assessment area in benchmark 5 (Percentage of schools nationally meeting this benchmark 2023 81.8%)

Benchmark 6

Experiences of workplaces Your school has met 100% of the single assessment area in benchmark 6 (Percentage of schools nationally meeting this benchmark 2023 - 66.3%)

Benchmark 7

Encounters with further and higher education Your school has met 100% of the 4 assessment areas in benchmark 7 (Percentage of schools nationally meeting this benchmark 2023 53.7%)

Benchmark 8

Personal guidance Your school has met 100% of the single assessment area in benchmark 8 (Percentage of schools nationally meeting this benchmark 2023 74.8%)

Next review: March 2025