

## CAREERS POLICY

This policy summarises the statutory guidance and recommendations. It then gives an overview of the provision of careers education and confirms arrangements for provider access. Details of how the school meets the requirements of the Gatsby benchmarks can be found in the careers programme on the school website.

### Introduction

St Nicholas School provides a relevant and engaging careers curriculum, which meets the differing needs and requirements of our pupils. This is developed throughout a pupil's time at the school and is always supportive of their abilities, interests, strengths and skills, taking into account that some students may not be able to access employment as adults due to their complex needs but do need to know about the world of work.

### Our vision

Our vision is to increase the opportunities and possibilities that our pupils will have of finding satisfying and sustainable good quality paid employment, volunteering and purposeful activities in later life. We do this by offering students high quality positive contact with the world of work and offering a wide variety of careers guidance opportunities to help them find a suitable vocational pathway.

Through pupil centred planning with the Education, Health and Care plans at the centre, maximising the opportunities presented by the Year 9 and Year 11 reviews, we support pupils to articulate their aspirations for adult life, including their aspiration to work.

The school aspires to the ambitions set out in the two following statements:

#### SEN Code of Practice 8.28:

“Schools should raise the career aspirations of their SEN students and broaden their employment horizons”

#### DfE Guidance, How to Support Young People with SEN into work

“The overwhelming majority of young people with special educational needs and disabilities (SEND) are capable of sustainable paid employment, with the right preparation and support. “

### Aims and purpose

**The objective of careers work at St Nicholas School is to:**

- raise the aspirations of children, young people and everyone around them;
- ensure high quality, **impartial** career information, advice and guidance for young people and integrate this into the curriculum, especially on the Oak pathway from year 9;
- ensure that the exploration of careers pathways is a key feature of all preparation for adulthood reviews from year 9 onwards, as outlined in the SEN Code of Practice Section 8.9;

- help students develop their own vocational profile, based on their needs, abilities and interests;
- enable good quality work experience opportunities as part of the key stages 4 and 5 programme offer, taking place in real work settings in line with aspirations and vocational pathways;
- and
- offer for some more independent pupils bespoke work experience placements in key stage 5, brokered using the principles of supported employment job coaching.

### **Statutory requirements and recommendations**

The careers provision at St Nicholas is in line with the statutory guidance developed by the Department for Education, which refers to Section 42A and 45A of the Education Act 1997.

This states that all schools should provide independent careers guidance from Years 8 -13 and that this guidance should:

- be impartial
- include information on a range of pathways, including apprenticeships
- be adapted to the needs of the pupil

All pupils in the Oak pathway will receive a 1-1 guidance session with the careers lead, a level 6 qualified careers guidance professional and with a DWP job coach by Christmas of their year 11 (where possible by the end of year 10), to help them make a well- informed choice concerning their next provision and their future pathway. In addition, the school is compliant with the careers guidance that the government set out for delivery from 5 January 2018: 'Careers Guidance and Inspiration for young people in schools.' This states that all schools must give education and training providers the opportunity to talk to pupils about approved technical qualifications and apprenticeships. Further information relating to this is set out later in this document, under Provider Access.

### **Careers Provision at St Nicholas**

All pupils have access to the following:

- St Nicholas Curriculum Pathways- careers and preparing for life after St Nicholas is a fundamental aspect of our curriculum for all students.
- The school realises that the employability qualification most recognised by employers is Duke of Edinburgh Award. Most students will be able to access the KCC organised programme and have the opportunity to gain at least Bronze before they leave the school.
- Employer visitors to the school, careers events, the Xello careers tool, twilight workshops for parents and carers, and offsite visits to work places all support pupils in developing their understanding of a range of different post 16 and employment pathways.

**Providers Access Policy Statement: see separate PAL policy**

### **ENGAGEMENT MODEL**

The Engagement Model is embedded in all curriculum pathways. The assessment focuses on the 5 areas of engagement – Exploration, Realisation, anticipation, Initiation, Persistence. It is a statutory assessment for pupils who are working below the standard of the national curriculum assessments and not engaged in subject-specific study at key stage 1 (KS1) and key stage 2 (KS2).

Engagement identifies and celebrates all pupils' progress, including linear and lateral progress, the consolidation and maintenance of knowledge, skills and concepts and the prevention or slowing of a decline in pupils' performance, whilst recognising that a minority of pupils may have a regressive condition.

The model combines a formative and summative assessment approach. It is used to assess pupils' progress and development regularly throughout the year. This enables a continuous cycle of 'assess, plan, do and review' to take place, and in line with the outcomes and targets set within their EHCP.

St Nicholas School appreciate that the principles of engagement are equally relevant to pupils of all ages.

Further information can be found within the SHINE curriculum document and at

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/903458/Engagement\\_Model\\_Guidance\\_2020.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/903458/Engagement_Model_Guidance_2020.pdf)

## **MONITORING AND REVIEW**

This policy will be monitored on a yearly basis by the Careers Lead to keep up to date with any adjustments to statutory legislation or curriculum; any changes will go via the Governing Body when necessary.

## **EQUALITY, SAFEGUARDING AND EQUAL OPPORTUNITIES STATEMENT**

St Nicholas School, in all policies and procedures, will promote equality of opportunity for students and staff from all social, cultural and economic backgrounds and ensure freedom from discrimination on the basis of membership of any group, including gender, sexual orientation, family circumstances, ethnic or national origin, disability (physical or mental), religious or political beliefs.

St Nicholas School aims to:

- ☐ Provide equal opportunity for all
- ☐ To foster good relations, and create effective partnership with all sections of the community
- ☐ To take no action which discriminates unlawfully in service delivery, commissioning and employment
- ☐ To provide an environment free from fear and discrimination, where diversity, respect and dignity are valued.

All aspects of Safeguarding will be embedded into the life of the school and be adhered to and be the responsibility of all staff.

## **LINKS TO OTHER POLICIES**

ALL CURRICULUM SUBJECTS HEALTH AND SAFETY CHILD PROTECTION
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SIMON BOUNDS

Written January 2025

Next review January 2026