



Careers Programme (2025-2026)

Benchmark 1 – A stable careers programme

National Careers Week – This is a whole school event where takes place annually each pathway students will have encounters with external and internal employers/ colleges to look at careers and their future opportunities.

We have a school Council who hold focus meetings to help evaluate events and ways they feel we could improve the schools' careers program.

Whole school events such as Summer and Winter Fayre. Student's parents and external visitors are invited to The Meadows main site to celebrate the young people's achievements.

An Annual Careers Fair is held at the Meadows school main site to enable students and parents to speak to and see the opportunities available for their young people.

Coffee mornings are held at the school to invite parents to come and have a chat with the Careers leader and Debbie Jones (Connections) to discuss their child's preparation for adulthood journey.

We recognise and celebrate the fact that every member of the school community is unique, and we have created a curriculum that is appropriate for everyone across all pathways and Key Stages.

Coffee mornings take place for parents to come along and experience crafts events/talks to learn about the schools teaching and learning and join in with the school community events.

Pathway	KS3	KS4	KS5
Engagement for Life (PMLD)	Teachers tailor their planning for joint / aided exploration of a range of stimuli linked to the activity linked to their EHC and Evidence for learning targets. Repetitive actions linked to 'working styled routines such as turn-taking/ sequencing/ repetition. Cause and effect impacted learning, interacting with / showing/		

	Sustaining focus and attention during activities linked to a range of stimuli.		
Foundations for Life (Complex ASC)	For the duration of key stage 3. The students will engage in a variety of activities allowing them to have multiple encounters and experiences with employers. As well as taking part in work experience. This is delivered through class jobs, work experience timetable within the school and pop-up shops. This is delivered through: • offsite visits • external visitors to school • discreet units of work from the My Independence curriculum and PSHE curriculum.	This was developed in line with the structure of the EHCP and defers to both Local Authority and national statutory requirements; British Values and the new RSE, PSHE and CIG statutory entitlement are taught within the bubble areas and through cross-curricular whole school theme days. The curriculum map and planning ensure that we build on students' prior learning, and enables them to recap, revisit and consolidate learning from previous Key Stages.	The students work towards the Asdan Accreditation programme. Independence is embedded across all subject areas to ensure students have more opportunities to generalise their skills for learning within the 4 strands Travel training, Food preparation, Shopping and work experience and Enterprise (Careers) Learners in this pathway need support to enable them to have opportunities to practise life skills to enable them to lead lives that are as independent and healthy as possible.
Learning for Life (SLD)	• Whole school events such as Summer and Winter Fayre. Parents and external visitors are invited to celebrate the young people's achievements. • Projects linked to the curriculum theme	We recognise and celebrate the fact that every member of the school community is unique, and we have created a curriculum that is appropriate for everyone across all pathways and Key Stages. Duke of Edinburgh	The students work towards the Asdan qualification. Teachers can assess each individual's levels and they are then able to work at the correct entry level, suited to their needs, to achieve their qualification. Asdan courses aim to teach students to understand, take responsibility for and learn from rich activities, rather than
Options for Life (MLD)			

		award at bronze level is offered to students and a range of volunteering experiences occur. Community partnerships are integral to our provision, and we work closely work with the onsite specialist multi-agency team to develop bespoke programmes that support the individual needs of our students.	simply to experience them. This quantifies and formalises their preparedness to progress further as part of the school Independence program the students will have opportunity to attend their local community. This will develop their understanding of traveling safely as part of their Titan travel training. The curriculum and learning are tailored to suit all needs (please see section on website) We also offer other awards such as the Duke of Edinburgh award. Community partnerships are integral to our provision, and we work closely with the onsite specialist multi-agency team to develop bespoke programmes that support the individual needs of our students.
--	--	--	--

Benchmark 2 – Careers and Labour Market Information

Assemblies to enable celebrations of student's achievement.

Displays to highlight students learning around classrooms and school environment.

Further displays within the school show a direct link to curriculum activities and students' qualifications / Individual EHCP targets such as (Manual Handling, Forest school, Offsite visits, Project / Enterprise work, Duke of Edinburgh, West Bromwich Albion, ASDAN and PSD Qualifications)

Annual Careers Fairs to enable students' opportunities to explore work experience places and think about their future.

All students have access to labour market information relevant to individual student needs in accessible formats which can be located here:

Access to website [Your Future Black Country – Shape your future.](#)

Pathway	KS3	KS4	KS5
Engagement for Life (PMLD)	Repetitive actions linked to 'working styled routines such as turn-taking/ sequencing/ repetition. Cause and effect impacted learning, interacting with / showing/ Sustaining focus and attention during activities linked to a range of stimuli. Visitors from organisations to visit.		
Foundations for Life (Complex ASC)	Access to careers boxes within school to explore and experience different jobs as well as different offsite visits to workplace settings. In addition to this, students have regular class-based work experience completing tasks assigned by staff within school.	Access to careers boxes within school to explore and experience different jobs as well as different offsite visits to workplace settings. In addition to this, students have regular work experience completing tasks assigned by staff within school.	Access to careers boxes within school to explore and experience different jobs as well as different offsite visits to workplace settings. In addition to this, students have regular work experience completing tasks assigned by staff within school

		Students research career pathways through discreet units of work.	Internal and offsite work experience
Learning for Life (SLD)			
Options for Life (MLD)	Students research career pathways through discreet units of work delivered through Humanities and PSHE. In addition to this, students have regular class-based work experience completing tasks assigned by staff within school.	The students participate in a mini enterprise project, planning and organising sales within the school as part of their work experience opportunity and as an introduction to work. The school has been working alongside Black Country consortium and have secured work experience opportunities at Provision House Dudley in pop up shops. Visiting Carers events run by West Midlands consortium to explore opportunities for apprenticeships/ internships.	Asdan PSD Community action, preparation for work, managing social relationships. Working in a team Life skills Challenge The school has been working alongside The West Midlands Combined Authority and have secured work experience opportunities at Provision House Dudley. Other opportunities - Volunteering, work experience on and offsite. Visiting Carers events run by West Midlands consortium to explore opportunities for apprenticeships/ internships.

Benchmark 3 – Addressing needs of each pupil.

Multi-agency team consisting of: Physiotherapists, Speech and language therapists, Occupational Health therapists, Advisory Teachers for visually and hearing impaired, Visually Impaired Habitation specialist, Connexion's advisor, and Education Psychologists support school staff to meet students' needs.

Individualised Class Jobs are carried out daily to support the running of class. Displays within the classroom to highlight these skills and promote independence.

Students voice their needs through the student council. The council meets termly or as and when they feel a particular issue needs to be raised. This gives the students the opportunity to voice their opinions and address any issues.

Each class has its own Zones or regulations board to enable students to address their individual needs daily so staff can ensure their needs are catered for and their learning is in correspondence with how they are presenting at that particular time.

Termly evaluation forms are sent to students to enable them to have a voice and say what they have enjoyed or missed throughout their time within the school.

Pathway	KS3	KS4	KS5
Engagement for Life (PMLD)	Weekly/Daily access to multiagency workers to support them with their individual needs. Repetitive actions linked to 'working styled routines such as turn-taking/ sequencing/ repetition. Cause and effect impacted learning, interacting with / showing/ Sustaining focus and attention during activities linked to a range of stimuli.		
Foundations for Life (Complex ASC)	Students' individual needs from EHCP reports and EFL targets are embedded in all learning throughout the different pathways. There are opportunities throughout all learning opportunities for students to continue practising their independence and life skills.		
Learning for Life (SLD)	The students' voices: Students complete evaluations and provide feedback on events that have taken place such as careers week or specific work experiences.	All students in Year 11 have an opportunity to meet Connections advisor and participate in an interview to support their future. These meetings are tailored to meet each individual student's	Students are accessed on the Asdan Life skills challenge and PSD program to enable them to work towards their attainment level to gain their award at the end of Post 16.
Options for Life (MLD)			

	With support of EHCP and EFL targets tailored work experience to specific needs of the individual. Vocational profiles provide students with opportunities to complete a booklet as they begin their journey throughout the school exploring careers and building on their independent skills.	needs and what way best to support them. Curriculum and planning within the pathway is tailored to ensure opportunities through all subject areas are meeting the student's individual needs and incorporating EHCP targets to enhance independence and life-skills. Opportunities for onsite and offsite work experience.	Curriculum and planning within the pathway is tailored to ensure opportunities through all subject areas are meeting the student's individual needs and incorporating EHCP targets to enhance independence and life-skills. Opportunities for onsite and offsite work experience.
--	--	--	--

Benchmark 4 – Linking curriculum to careers.

We have a whole school Careers box system to enable all students to explore careers through role play/ sensory experiences and be a part of a group to explore the world around them.

We are working alongside Hugglepets new careers box 'Working with dogs' to gain experience and work alongside them in delivering a program in which qualifications can be achieved.

Individualised Class Jobs completed daily to support running of class. Displays within the classroom to highlight these skills and promote independence.

Whole school Work Experience timetable to enable all students to have the opportunity to access a variety of different jobs. These jobs are then tailored to each student's needs to enable them to enhance their life skills and independence skills.

Whole school mini enterprise projects, this is an opportunity for them to explore running a small business. Researching and marketing as a group a business they have set up.

Pathway	KS3	KS4	KS5
Engagement for Life (PMLD)	Teachers tailor their planning for joint / aided exploration of a range of stimuli linked to the activity linked to their EHC and Evidence for learning targets. Repetitive actions linked to 'working styled routines such as turn-taking/ sequencing/ repetition. Cause and effect impacted learning, interacting with / showing/ Sustaining focus and attention during activities linked to a range of stimuli.		
Foundations for Life (Complex ASC)	Students have a Vocational Profile which they complete on a termly basis to showcase the learning they have completed through Careers which is also captured on our Evidence for Learning. This showcases the students learning throughout the school. Within the teaching and learning Careers and the Gatsby benchmarks have been incorporated to show a clear and precise intent implementation and impact for all students within their day-to-day learning opportunities.		
Learning for Life (SLD) Options for Life (MLD)	Within the teaching and learning Careers and the Gatsby benchmarks have been incorporated to show a clear and precise intent implementation and impact for all students within their day-to-day learning opportunities This is delivered through: • offsite visits • external visitors to school	Within the teaching and learning Careers and the Gatsby benchmarks have been incorporated to show a clear and precise intent implementation and impact for all students within their day-to-day learning opportunities This is delivered through: For the duration of key stage 4. The students will engage in a variety of activities allowing them to have multiple encounters and experiences	Within the teaching and learning Careers and the Gatsby benchmarks have been incorporated to show a clear and precise intent implementation and impact for all students within their day-to-day learning opportunities. Vocational qualifications: These are completed through Asdan life skills challenges as well as PSD.

	• discreet units of work from the My Independence curriculum and PSHE curriculum. • Whole school events such as Summer and Winter Fayre. Parents and external visitors are invited to celebrate the young people's achievements. • Projects linked to the curriculum theme	with employers. As well as taking part in work experience. This is delivered through: • offsite visits • external visitors to school • discreet units of work from the My Independence curriculum and PSHE curriculum. • Whole school events such as Summer and Winter Fayre. Parents and external visitors are invited to celebrate the young people's achievements. • Projects linked to the curriculum theme. My Independence medium term plans are designed to link directly with the delivery of the careers programme. Students will experience on and off-site activities and develop knowledge in the following areas:	Asdan PSD Community action, preparation for work, managing social relationships. Working in a team Life skills Challenge Volunteering, work experience, people that help us. PSHE – Building for the future and next steps.
--	--	---	--

		• Food preparation • Enterprise • Shopping • Work and Careers • Travel training These units of work are designed to promote independence and ensure that student's develop life-skills both in school and in their local community. Duke of Edinburgh Award- The students work on completing tasks in three different skill areas, voluntary, skills set tasks or physical tasks to achieve either their bronze, silver, or gold awards. The activities for each section must be carried out for a number of hours and their final activity is a residential trip which they undertake with the school over a weekend to achieve the final award	
--	--	--	--

Benchmark 5 – Encounters with employers

Weekly Assemblies take place celebrating all cultural events as well as our whole school careers event which takes place annually.

In addition to this, we often host guest speakers to talk to the students.

Multi-agency team consisting of: Physiotherapists, Speech and language therapists, Occupational Health therapists, Advisory Teachers for visually and hearing impaired, Visually Impaired, Connexion's advisor, and Education Psychologists support school staff to meet students' needs.

Weekly visits from WBA Foundation, Malthouse, Tipton Leisure Centre, Provision House and shopping trips to the local community

Working with non-teaching staff (admin, housekeeping, site team) within the school to complete personalized jobs.

The school [website](#) offers details for external employers to explore the school and offer students work opportunities.

Pathway	KS3	KS4	KS5
Engagement for Life (PMLD)	Visitors come to the school to work alongside students in classrooms, Rogue Theatre and Therapy Donkey. Students have experiences with the Muti Agency team on a weekly basis within the school environment. Trips to local community settings have occurred to experience surroundings, smells, offer sensory experiences such as visiting the Local Temple.		
Foundations for Life (Complex ASC)	Within the teaching and learning Careers and the Gatsby benchmarks have been incorporated to show a clear and precise intent implementation and impact for all students within their day-to-day learning opportunities. Students have external visits where they have opportunities to meet employers. Personal Development Days – Opportunities to meet employers/ employees from different organisations.		

Learning for Life (SLD)	We are working with Hugglepets and attending their Animal Assisted SEN Education Programme to experience working with animals. Students in KS3 have opportunities to have encounters with specific employers through educational visits within the local community, personal development days where a range of professionals attend school and give talks to groups of students as well as careers events.	Students will have the opportunity to meet a variety of different employers/ employees through their options programme. Students have experiences with employers through their educational visits as well as when we have visitors to the school for events such as personal development days.	We are providing options for young people to collaborate with employers and experience their work to give students a high level of options available to them. We have a chef working on a 6-week program with students to collaborate with them to complete a food hygiene course and plan, make and sell items at a Pop-up shop. Synergy dance company. West Bromwich Albion. We provide opportunities for mock interviews completed as part of the Asdan life skills challenges. This is to introduce and preparation for college interviews for a paid employment or voluntary work.
Options for Life (MLD)			

Benchmark 6 – Experiences of workplaces

Throughout the academic year we have several trips to work at the Pop-up shop, High Street, Dudley. KS4 and 5 students plan and make items to sell within the shop during a designated slot. They are involved with all aspects of the project, planning organisation, advertising and selling.

We have an Annual Personal Development Day. This is a time we invite different employers such as Chef, Nurse, British airways, Animal handler and first aider to come and share their job role with the students and give them opportunities to ask questions.,

Pathway	KS3	KS4	KS5
Engagement for Life (PMLD)	Visitors come to the school to collaborate with students in classrooms, Rogue Theatre and Therapy Donkey. Trips to local community settings have occurred to experience surroundings, smells, offer sensory experiences such as visiting the Local Temple.		
Foundations for Life (Complex ASC)	Students have regular contact with different employers throughout their academic year through arranged workplace visits, which, are embedded within their Curriculum and Learning. Visitors also come to the school to collaborate with students, such, as West Bromwich Albion, Synergy Dance.		
Learning for Life (SLD)	Students have regular contact with different employers throughout their academic year through arranged workplace visits which are embedded within their Curriculum and Learning. Visitors also come to the school to collaborate with students such as West Bromwich Albion, Synergy Dance and a chef.		
Options for Life (MLD)			

Benchmark 7 – Encounters with FE/HE

Destination tracking for leavers is reviewed and updated annually, and summary information is published on the school website.

Pathway	KS3	KS4	KS5
Engagement for Life (PMLD)	The students work alongside Acorns Lodge for visits to work together and introduce students to opportunities. Victoria College is a new placement in which we are working, they are coming to deliver sessions within the school, and we are visiting them to deliver sensory sessions.		
Foundations for Life (Complex ASC)	We have an Annual Craft session, working alongside Sandwell College to offer students opportunities to work alongside Further Education Colleges. We also work alongside Trinity College and Care First.		
Learning for Life (SLD)	We have opportunities for students to visit Sandwell College, QAC college, The Hive, Halesowen college, Dudley College, and Glasshouse college. Students have opportunities to attend Careers fairs set up by West Midlands Consortium to explore different FE providers. We hold an Annual Careers event at the Main site for students/ parents/ carers to come and explore the providers available for the students in the future.		
Options for Life (MLD)			

Benchmark 8 – Personal guidance

Pathway	KS3	KS4	KS5
Engagement for Life (PMLD)	Teaching staff collaborating with parents and carers to support and work with looking at next steps in their personal learning goals at annual review meetings. CPD training is delivered annually to staff to support their knowledge and understanding of Careers and what the school is doing to support the young people with their Gatsby benchmarks. Tina Chance is responsible for planning and organising the relevant meeting for supporting students with their interviews. Careers Lead Tina Chance is available to support teachers/ parents/ employers with advice and guidance on careers. Tina has the support of the Quality of Education team who are available to support as and when needed. Ashley Furness - Head of Independence and Life Skills supports with Destinations for all students and this information is on website. Theodora Papaspyrou is the SLT Link for Careers. Vocational profile – This is a working document which the students will start to complete in KS3 and will collaborate with them through their school to highlight their desires regarding their future. The school continues to work alongside the west Midlands Combined Authority to ensure we are meeting the recommended guidance of each Gatsby benchmark and sharing opportunities for individuals to get involved. Connections, Sandwell - Debbie Jones our school career advisor, working with students and parents in Year 11 and 14 support them in transitional visits to colleges and future places for work to meet individual's needs. Debbie also supports parents with completing application form. Career Action Plans are developed by the Connexions Advisor in consultation with key stakeholders, including parents, carers, teachers, and therapists. A copy of the Career Action		
Foundations for Life (Complex ASC)			
Learning for Life (SLD)			
Options for Life (MLD)			

	Plan is shared with the school and incorporated into the student's EHCP documentation to ensure alignment between careers guidance, curriculum learning, and preparation for adulthood outcomes.
--	---