



CAREER POLICY

Lead: Helen Bardsley & Maarit Eben
Policy Date: 06.01.2023
Next Review Date: January 2024

Our School Vision

Our curriculum supports the development of the whole child and enables pupils to enjoy quality of life through healthy living and positive relationships with self, peers, adults, community and environment. Our curriculum strives to support the development of the whole child so that each individual may fully realise their potential and feel prepared for life beyond school. Our curriculum aims to support our pupils in developing their knowledge, skills, experience and imagination to their maximum and in growing into well rounded young adults who are able to take the lead in living inspirational, happy lives as independently as possible.

Introduction

The Avenue school puts the need of each student at the centre of all learning and social experiences and is committed to deliver a high standard of careers education, information advice and guidance (CEIAG). Through CEIAG the Avenue School pledges to raise aspiration, promote equality of opportunity, to ensure every student gains confidence, self-belief, as well as the skills, knowledge and experience required to manage their own careers and work related learning progress

Aims & Purpose

- Provide students with varied experiences linked to their Pathway Outcomes, Vocational Profile and Preparing for Adulthood Plan.
- Support pupils in making informed decisions which are appropriate for them
- Encourage students to develop themselves as individuals and live as independently as possible
- Help students to access information on a full range of post 16 education and training opportunities
- Prepare students for transition to life after school
- Instil a healthy attitude towards work

Career provision at the Avenue school

The Avenue school will have its own careers programme in place which meets the requirements of the eight Gatsby Benchmarks:

- A stable career programme
- Learning from career and labour market information
- Addressing the needs of each pupil
- Linking curriculum learning to careers
- Encounters with employers and employees
- Experiences of workplaces
- Encounters with further and higher education
- Personal guidance

Statutory requirements and recommendations

The careers policy at The Avenue is in line with the statutory requirements of the Department of Education section 42A and 45A of the Education Act 1997 which 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, education & training including apprenticeships
- be adapted to the needs of the student

In addition, the Avenue school is compliant with the career guidance that government has set out for the delivery of a CEIAG 'Career Guidance and Inspiration for young people in school' January 2017. The Avenue school also works to achieve the 8 Gatsby Benchmarks as set out in the 'The SEND Gatsby Benchmark Toolkit', practical information and guidance for schools and colleges, June 2020.

Avenue roles and responsibilities

The Avenue School will work to:

- raise aspiration
- engage and work with students' families
- use Vocational Profiles to support career decisions based on student aspiration, needs and ability
- use best practice from Transition Reviews and Educational Health Care Plans
- publish an Annual Careers Programme by Pathway and Key Stage

Governing body are responsible for ensuring that Careers Leaders are supported and challenged

Senior leadership are responsible for ensuring statutory legal requirements are adhered to

Career leader is responsible for continuous improvement to our careers provision, in line with government guidance, that includes full range of activities as defined under SEND Gatsby Benchmarks

Careers advisor (external)is responsible for Individual and impartial advice in years 11 and 13

Class leads are responsible for linking learning experiences to the world of work, where students are encouraged to see the purpose of each subject and its relevance to real life

All staff are responsible for supporting students with the delivery, facilitation & organisation of career activities in and outside of school

Parents are responsible for supporting their child's planning and decision making in a way that is meaningful to them

Aim

Students at The Avenue School vary greatly in their needs, personalities and learning. The Avenue School pledges to deliver a relevant, tailored and meaningful careers curriculum that meets the needs of each student.

Students at the Avenue can expect:

- Career and work-related learning programme by Pathway and Key Stage
- Access to their relevant Careers and Work-Related Learning Programme on the school website

- Access to their own personal Careers records/Career file
- An employer encounter every year from years 7 – 14
- Meaningful encounters/experiences linked to their Vocational Profile, Adulthood Plans and EHCP
- Opportunities to take part in enterprise education
- Appropriate career coaching lessons

Career plans

Are published annually on our website by Pathway and Key Stage

Staff development

All Avenue staff are expected to contribute to the careers and work related learning and the development of all students in their different roles. To meet the training needs that arise we will survey staff annually and work within the code of ethics of the career development institute. www.cdi.net/Code-of-Ethics

Funding

Funding for careers will be allocated in the school budget and the school will explore sources of external funding.

Advice and guidance

In addition to individualised approaches, Transition Plans and Vocational Profiles, all student in years 11 & 13 will receive independent, impartial career guidance by a Level 6 qualified career development professional (careers advisor) to enable access to information and advice about all the future pathways and destinations.

Monitored and reviewed

The implementation of the Careers Programme will be monitored and reviewed by Helen Bardsley. We will evaluate and report on the achievement of the Gatsby Benchmarks and destination data.

Career Support Agencies

The Avenue school works with:

- The local authority support team within Careers and Adulthood
- Careers and Enterprise Company
- Career Development Institute
- Talentino
- Tycoon
- Route to Recruit / ways into work
- Reading Football Club
- Berkshire Association of Special Schools (BASS)
- British Association of Supported Employment

For further information & updates please go to www.avenue.reading.sch.uk

Employers, community partners and learning providers



Readingbuses

hubba



COMMUNITY TRUST
Care • Develop • Educate



