

Careers Education & Guidance Statement

Gloverspiece School [2024/25]

At Gloverspiece School, effective and accessible career education and advice form an integral part of our wider intention to prepare all students for functioning as part of society beyond their time at the school.

Due to the varied and complex needs of our students, we recognise that some students may not be able to access the same delivery of career education in line with their chronological age alone.

Although, as an independent education provision, we are not statutorily required to follow the Gatsby Benchmarks of Good Career Guidance, we aim to use this framework to monitor and review our career education and guidance:

1) A stable careers programme

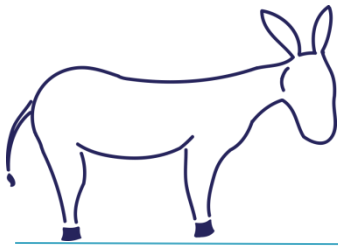
From Year 7 onwards, career education will be provided to students in a variety of ways. Whether through assemblies, PSHE lessons or supplementary discussions within the school, students are prompted to consider the qualities and skills required for future engagement in their preferred career path and how these align with the ones they currently possess.

2) Learning from career and labour market information

Where appropriate, we may support students in exploring information provided by the career and labour market. This may include internet research within topical PSHE lessons or within structured qualification subjects such as 'Developing Enterprise' and 'Managing your Money'

3) Addressing the needs of each pupil

Each student varies in the point at which they are positioned to effectively engage with the delivery of career content and the provision of independent career advice/guidance. This is in line with the Nurture Principle – 'Learning is understood developmentally'. For some students, the prospect of discussing future steps or topics relating to careers and employment may cause a level of distress or be inaccessible to them in terms of their cognitive development. These are considerations we manage on an individual basis.



4) Linking curriculum learning to careers

Planning across all subjects is permeated by considerations around 'Careers and Future Education' as outlined in individual schemes of work. Wherever appropriate, through dynamic discussions and opportunities, teachers make constructive links between the subject content being delivered and its wider relation to career guidance and Post-16 steps.

5) Encounters with employers and employees

Where appropriate, Gloverspiece School actively promotes the engagement between students, employers and employees. Examples of this include inviting entrepreneurs and business leaders into the school to hold talks related to careers and through partnership working with local mentoring agencies which utilise the mentoring by business leaders.

6) Experience of workplaces

Work experience opportunities are provided to our Year 11 students. Previously, this has included work experience placements at a local leisure centre and further opportunities offered by a local café and farm.

7) Encounters with further and higher education

Gloverspiece School has facilitated visits to college and sixth-form provisions for Year 11 students to provide them with an opportunity to experience education beyond Gloverspiece and to, as appropriate, inform their preferences regarding Post-16 next steps. Additionally, this year, we are taking a cohort of Year 10 & 11 students to local inclusion-based careers/further education events through which students can engage with education provision, support agencies and employers.

8) Personal guidance

From Autumn 2024, Gloverspiece will utilise the engagement from a Level 6 Careers Advisor who has an in-depth understanding of careers advice, transitions and working with young people with SEN/EHCPs. Starting with Year 11 & 10 students, this input will be expanded down to our lower-level secondary-aged students.

Review Date: September 2024

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