

Benchmark	Notes	Comments
A Stable Careers Programme	Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers, governors and employers	Pupils in 14 to 19 work towards Aim Awards in Vocational skills and Work Skills. The curriculum planning incorporate ideas for pathways from parents and the interests of the students. Options booklets are sent home to parents for them to help their child choose the most appropriate options. Work experience is offered to Year 10 and volunteering has been provided for Sixth Form – this will now continue in Sixth Form and Upper School. Time allocated on timetables for Work Related Learning which will focus on identifying skills, opportunities and personal skills appropriate for the workplace. This is currently taught as enterprise projects but these are to be built into the school calendar as enterprise weeks throughout the year.
Learning From Career & Labour Market Information	Every pupil, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.	Annual reviews are usually attended by Chris O’Callaghan our local SEND officer. She works closely with school to provide parents and pupils information on their future study options and daily care needs. An annual provider’s event has now been established for parents of pupils in Year 9 and upwards. The event is attended by colleges, employers who offer supported internships, day care providers and alternative providers. Parents find the event extremely informative and useful.
Addressing The Needs of Each Pupil	Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school’s careers programme should embed equality and diversity considerations throughout.	SEND Officers and social workers also attend the provider’s event to give parents information on benefits, entitlements and getting the right support for their students. All pupils take part in vocational skills activities as appropriate to their learning level – this may mean experiencing work based activities or attending work placements.
Linking Curriculum Learning to Careers	All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of stem subjects for a wide range of future career paths.	Plans for linking careers objectives to all planning are being developed. The D2N2 Employability goals are highlighted within planning to show the links in learning. In 14 to 19 vocational skills is taught alongside life skills so that pupils are prepared for adulthood and living as independently as possible.
Encounters With Employers And Employees	Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.	An employment day has now been added to our annual calendar. Local businesses are donating their time to run in-school sessions and work skills such as hospitality and retail. Work experience and volunteering as above.
Experiences Of Workplaces	Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.	As above. Work experience is not appropriate for all of our students. Work based activities in school and visits to places of work such as shops, cinemas and restaurants may be a more appropriate for some students.

<p>Encounters With Further Higher Education</p>	<p>All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, universities and in the workplace.</p>	<p>Pupils have a regular college link in Sixth Form, they are able to achieve part of their accreditation at college and learn to access the college environment as independently as possible. Year 10 and 11 take part in college visits throughout the year for pupils to develop an awareness of the college and begin to access facilities such as the canteen. Visits to college open days and public events are also attended to maintain links with the various colleges and places of further learning. Pupils also attend taster days put on by various providers.</p>
<p>Personal Guidance</p>	<p>Every pupil should have opportunities for guidance interviews with a career adviser. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but timed to meet their individual needs.</p>	<p>Pupils are given appropriate guidance on the possibility of work, employment or volunteering during their EHCP reviews by staff and SEND Officers. Pupils and their families are given honest advice on what their child will be able to achieve and the best routes to get them there. Pupils go on to college or life skills/day care facilities such as Fairplay as they are not ready for the working environment when leaving Stubbin Wood. Guidance on further education is also honest and unfortunately many places are linked to funding being available – parents are supported with applying to the college that is their first choice as long as this is the most appropriate place for that child.</p>