






## Granta School Careers Strategy

Benchmark	Requirements	Granta School provision
<b>1. A stable careers programme</b>	Embedded programme of career education and guidance that is known and understood by pupils, parents, teachers, governors and employers.	<ul style="list-style-type: none"> <li>• Careers programme which is embedded in PSHE through our Careers Education, Information, Advice and Guidance (CEIAG) policy which outlines the school ethos and delivery of our careers programme.</li> <li>• The PSHE curriculum through the school focusses on different areas to promote and foster understanding and learning for our pupils around the world of work. eg KS1/2 – People who help us, KS3 - internal work experience as part of their enrichment programme, KS4 – planned programme of discrete lessons, KS5 - taster opportunities at local firms and colleges, work experience opportunities in areas of interest to the pupils and enterprise. The focus of the whole school curriculum is to provide opportunities for pupils to develop transferable life and social skills.</li> <li>• Programme is published on school website as part of annual curriculum matrix.</li> <li>• Providing staff with training to support students and develop their career (Supported Employment training, Careers Education in Special Schools) in KS4/5.</li> <li>• Dedicated work experience teacher.</li> <li>• In preparation for adulthood older students learn independent life and living skills, travel training and taster sessions at local colleges or work placements.</li> </ul>
<b>2. Learning from careers and labour market information</b>	Access to good quality information about future study options and labour market opportunities. Support from an informed	<ul style="list-style-type: none"> <li>• All pupils are referred for support from a personal adviser.</li> <li>• Personal adviser attends annual reviews where possible, and meets with parents. Additional support is given in final year.</li> </ul>

	adviser to make best use of available information.	<ul style="list-style-type: none"> <li>• Personal adviser is available at parents' evenings.</li> <li>• The county document <i>Moving On</i> and <i>Moving into work</i> is available on our school website for students and parents to access.</li> <li>• Moving On days organised with Additional Needs team with group sessions for pupils and time with parents.</li> <li>• Regular opportunities for networking with other post 16 providers and work experience coordinators in special schools.</li> <li>• Work experience logs and wall displays show our older students taking part in work experience and enterprise activities in a range of different locations.</li> <li>• Former pupils have come back to share their experiences of college and work.</li> <li>• Pupils across the secondary department and post 16 carry out jobs within the school with the school caretaker, school café, polytunnel and garden areas.</li> </ul>
<b>3. Addressing the needs of the pupils</b>	<p>Opportunities for advice and support to be tailored to the needs of each pupil.</p> <p>Programme to embed equality and diversity considerations throughout.</p>	<ul style="list-style-type: none"> <li>• One of our strengths is providing individualised support for our pupils. This is laid out in each pupil's EHCP, reviewed annually through the review meeting process. Pupils are actively encouraged to take part in their annual review providing a pupil voice.</li> <li>• Teachers know pupils really well. They are aware of the support pupils need and are creative in providing programmes to meet those needs.</li> <li>• School has a policy for Equality and Diversity.</li> <li>• In KS5 we offer a curriculum nurturing aspirations and expanding horizons of all students, building self-esteem and skills.</li> <li>• In KS5 we offer bespoke, individual transition plans, completion of vocational profiles and all about me documents to inform future planning and capture a pupil voice.</li> <li>• Supporting young people with additional needs achieve their aspirational, academic and emotional needs</li> </ul>

<p><b>4. Linking curriculum learning to careers</b></p>  	<p>Teachers to link curriculum learning with careers. STEM subjects to highlight relevance of SYEM subjects for a wide range of careers paths.</p>	<ul style="list-style-type: none"> <li>• Focus on developing skills for adult life in KS4 and 5, including work skills.</li> <li>• Some pupils work towards functional skills accreditation in Maths and English, where appropriate.</li> <li>• We offer a challenging and supportive curriculum which maximises knowledge, skills, self confidence and personal aspirations and so enable student's future participation in both local communities and the wider society.</li> <li>• In KS5 we offer accredited careers and guidance through Life and Living Skills and AQA Personal and Social Education Certificate.</li> <li>• In KS5 careers knowledge and information is embedded into the curriculum through Life skills, PSD, Citizenship, Leisure and Recreation, Home Cooking Skills, Horticulture, Enterprise and Work Related Learning and Duke of Edinburgh Award.</li> </ul>
<p><b>5. Encounters with employers and employees</b></p>	<p>Multiple opportunities to learn from employers about work, employment and the skills that are valued in the work place.</p>	<ul style="list-style-type: none"> <li>• KS3 organised visits to work places eg; fire stations and farms.</li> <li>• KS4 careers programme includes a unit on Jobs outside school, when employers and/or employees may be invited in to talk about their work. Pupils have also visited work places and interviewed employees there.</li> <li>• In KS5 pupils meet employees through work experience.</li> </ul>
<p><b>6. Experiences of workplaces</b></p> 	<p>First hand experiences of work places through work visits, work shadowing and/or work experience.</p>	<ul style="list-style-type: none"> <li>• Some pupils in KS2 have work experience arranged within school eg working with younger pupils.</li> <li>• In KS4 pupils have the opportunity to work as a group at Anglesey Abbey and Clare Country Park.</li> <li>• Our Work experience and work related programme in KS5 is all about getting young people employment confident and employment ready.</li> <li>• Working in partnership with local social firms and businesses students have the opportunity to take part in meaningful work place visits, work shadowing, work</li> </ul>

		<p>experience and volunteering. We always visit the work placements as a group then students are able to make an informed choice of where they would like to go.</p> <ul style="list-style-type: none"> <li>• We also look to develop a student's interests and hobbies if possible.</li> <li>• Students tend to go with support, 1 adult will usually accompany 2 students, or some students will be able and confident enough to go on their own. If students are going unsupported we will look for a placement near where they live. We will also support students in travel training to enable them greater independence if appropriate.</li> <li>• Social Firms : Prospects Trust, Darwin Nurseries.</li> <li>• Local businesses: This year we have had students attend the COOP, Waitrose, Local playgroup, Linton Zoo.</li> <li>• <a href="#">AQA Unit Relationships, Behaviour and Practices in the workplace, E1/2/3 &amp; L1</a></li> </ul>
<b>7. Encounters with further and higher education</b>	All pupils should understand the full range of opportunities that are available to them.	<ul style="list-style-type: none"> <li>• KS4 &amp; 5 – pupils may take part in link courses at local colleges.</li> <li>• In KS4 pupils visit different post school options as part of the careers education programme.</li> <li>• In KS5 students have the opportunity to visit post 19. colleges and social firms as part of their careers education programme.</li> <li>• During year 14 students attend a local college programme as part of their transition, which prepares them for the next step into further education, whilst developing new skills, knowledge and also experience being in a new setting.</li> <li>• <a href="#">AQA Applying for jobs and courses E1/2/3 &amp; L1</a></li> </ul>
<b>8. Personal guidance</b>	Opportunities for guidance with a careers adviser, internal or external, timed to meet individual needs.	<ul style="list-style-type: none"> <li>• Pupils are given individual advice by their teacher/tutor.</li> <li>• There may be opportunities to meet with the personal adviser.</li> <li>• Advice may be given at annual review meetings.</li> <li>• Some pupils ask to meet with the head teacher on a regular basis.</li> <li>• Part of our blended learning package provides learners with a taster of post-19 provisions appropriate to their</li> </ul>

		<p>individualised needs. These experiences are then used to create a unique transition plan with learners and families. We therefore work closely with anpas and the transitions team to enable a smooth move to adult life.</p> <ul style="list-style-type: none"><li>• <a href="#">AQA Making informed career choices E1/2/3 &amp; L1</a></li></ul>
--	--	---