

Avonside School Careers Policy

Issue Number	2	Originator	Christina Darkes
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Policy Statement

Careers education at Avonside School is about far more than employment. It supports learners to understand who they are, recognise their strengths, develop aspirations and prepare confidently for life beyond school.

For many of our learners, adulthood can feel uncertain. Our role is to provide the knowledge, experiences and personalised support that enable them to make informed choices, develop independence and move purposefully towards their next stage of life.

Through our careers programme, learners explore opportunities, develop life and employability skills, understand themselves as future adults and prepare for successful transitions. Careers education is a key component of our Personal Development curriculum and Preparation for Adulthood offer, ensuring learners are well prepared for the opportunities, responsibilities and experiences of adult life.

Our vision

Our aim is for every learner to move forward from Avonside School with:

- A clear understanding of their strengths, interests and aspirations.
- Knowledge of the opportunities available to them.
- Confidence to make informed decisions.
- The skills required to participate positively in society.
- Appropriate plans in place for their next steps.

We recognise that success looks different for every learner. As such, Careers education and preparation for adulthood begins from the earliest stages of education and develops progressively throughout a learner's time at Avonside School. Our responsibility is to ensure every learner is equipped to move towards adulthood with confidence, purpose and ambition.

Our principles

Our careers provision is built upon the following principles:

- **High Aspirations**
We maintain high aspirations for all learners and recognise their potential to achieve meaningful and fulfilling futures.
- **Personalised Pathways**
Careers education reflects individual strengths, interests, aspirations, needs and EHCP outcomes.

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- **Preparation for Adulthood**
Careers education supports learners to develop the knowledge, skills and experiences needed for adult life.
- **Meaningful Experiences**
Learners benefit from real-life experiences that broaden horizons, build confidence and challenge perceptions.
- **Informed Choices**
Learners are supported to make informed decisions through access to impartial information, advice and guidance.
- **Positive Destinations**
We are committed to supporting learners to achieve positive and sustainable destinations beyond school.

Our Careers Offer

We aim to provide all learners at Avonside School with a progressive programme of careers education and preparation for adulthood.

Learners can expect to:

- Access a planned careers curriculum from the aged 13 to 19 year olds.
- Explore their strengths, interests and aspirations.
- Receive impartial careers information, advice and guidance.
- Learn about further education, training, apprenticeships and employment pathways.
- Meet employers, employees and education providers.
- Access workplace visits and work-related learning opportunities.
- Develop employability, independence and life skills.
- Explore local, regional and national labour market information.
- Receive support with applications, interviews and transition planning.
- Be supported to achieve positive and sustainable destinations beyond school.

Careers provision is personalised to reflect each learner's needs, aspirations, interests and EHCP outcomes.

Learners are provided with opportunities to meet a range of education, training and apprenticeship providers in line with Provider Access Legislation.

All employer encounters, workplace experiences and provider engagements are planned with due regard to safeguarding and risk assessment procedures.

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Careers education forms part of the wider Personal Development curriculum and is delivered through a progressive programme of learning for 13 to 19 year olds.

Learners are supported to:

- Develop self-awareness and confidence.
- Explore aspirations and future possibilities.
- Understand the world of work.
- Learn about education, employment and training pathways.
- Develop employability and life skills.
- Understand labour market information.
- Prepare for transition and adulthood.

Careers learning is delivered through:

- The Personal Development curriculum
- Dedicated careers lessons
- Employer encounters
- Workplace experiences
- Independent careers guidance
- Opportunities embedded in the wider curriculum, with subject specific opportunities discussed in curriculum areas

Learning is adapted to meet individual needs and reflects the school's commitment to personalised education.

Preparation for Adulthood

The careers programme contributes directly to the four Preparation for Adulthood outcomes identified within the SEND Code of Practice:

- **Employment**
Developing aspirations, employability skills, workplace understanding and knowledge of future pathways.
- **Independent Living**
Developing decision-making, financial awareness, self-advocacy and independence.
- **Community Inclusion**
Developing social confidence, communication skills and participation within the wider community.
- **Health and Wellbeing**
Developing resilience, confidence, self-awareness and the ability to manage change and transition

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Independent Careers Guidance

All learners have access to impartial careers information, advice and guidance delivered by appropriately qualified professionals.

Independent guidance supports learners to:

- Explore future pathways.
- Identify strengths and aspirations.
- Understand post-16 options.
- Make informed decisions.
- Plan successful next steps.

All learners are entitled to independent and impartial careers guidance, with additional support provided at key transition points to ensure learners and families are fully informed when making decisions about future education, training and employment pathways.

Leadership and Responsibilities

Avonside School recognise the importance of putting in place effective arrangements for the management and delivery of the careers programme. The appointed Careers Lead is Nicola Walker who is line managed by Christina Darkes – Head teacher..

The school aims to provide the Careers Lead with dedicated protected time for planning, delivery and oversight of programme.

A Regional Careers Advisor has been allocated to the school by OFG and will provide impartial independent careers advice as well as support for the Careers Lead.

- The Headteacher retains overall responsibility for ensuring the school fulfils its statutory duties relating to careers education..
- The Careers Lead oversees and develops the careers programme, develops partnerships with employers and providers, monitors Gatsby Benchmark achievement, oversees destination tracking, coordinates independent guidance and supports transition planning.
- All staff contribute to raising aspirations and supporting learners to prepare for adulthood through curriculum delivery, pastoral support and everyday interactions.
- Parents, carers and external partners play an important role in supporting future planning and successful transitions.

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Careers education is a whole-school responsibility and contributes to the wider Personal Development and Preparation for Adulthood offer.

Monitoring, Evaluation and Impact

The school regularly reviews the quality and impact of careers provision through:

- Termly Compass evaluations (Gatsby Benchmark evaluation tool)
- Learner voice.
- Parent and carer feedback.
- Employer and provider feedback.
- Destination data.
- Quality assurance activities.
- Curriculum monitoring.

Impact is measured through:

- Learner preparedness for transition beyond school.
- Positive destination outcomes.
- Successful transitions.
- Learner engagement and participation.
- Increased confidence, independence and aspiration.
- Access to employer and provider encounters.
- Gatsby Benchmark achievement.
- Feedback from learners, families and external partners.

Findings are used to inform ongoing development and continuous improvement.

Statutory Compliance

This policy is informed by:

- Education Act 1997.
- Children and Families Act 2014.
- SEND Code of Practice (2015).
- Technical and Further Education Act 2017.
- Provider Access Legislation (Baker Clause).
- Careers Guidance and Access for Education and Training Providers Statutory Guidance.
- Gatsby Benchmarks of Good Career Guidance.
- Career Development Institute Framework.
- Independent School Standards Regulations.

Avonside School is committed to meeting all statutory duties relating to careers education and preparation for adulthood.

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Equality, Diversity and Inclusion

Avonside School is committed to ensuring all learners have equitable access to careers education, information, advice and guidance.

We actively promote inclusion, challenge stereotypes, celebrate diversity and seek to remove barriers to participation and progression.

Reasonable adjustments are made where required to ensure all learners can access careers education, guidance and experiences.

Safeguarding

All careers activities, including employer encounters, workplace visits and provider engagements, are planned and delivered in accordance with the school's safeguarding and child protection procedures. Risk assessments are completed where appropriate to ensure learner safety and wellbeing.

Related Documents

- Personal Development Policy
- PSHE Policy
- Provider Access Statement
- Work Experience Policy
- SEND Policy
- Curriculum Policy
- Safeguarding and Child Protection Policy

Equality Impact Statement

All relevant persons are required to comply with this policy and must demonstrate sensitivity and competence in relation to diversity in race, faith, age, gender, disability and sexual orientation. If you, or any other groups, believe you are disadvantaged by this policy please contact the Regional Director. Acorn Care and Education will then actively respond to the enquiry.

Review Cycle

This policy is reviewed annually as part of the school's wider Personal Development and statutory compliance cycle, or sooner if required by changes in legislation or statutory guidance.

Role	Responsibility
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Policy Owner:	Nicola Walker Careers Lead
Strategic Oversight:	Christina Darkes, Head teacher
Approved By:	Christina Darkes, Headteacher
Quality Assured By	Oliver Masters, Education Quality Advisor
Review Frequency	Annual



Appendix A Careers Education at Avonside School

Careers education at Avonside School is designed to help learners understand themselves, explore opportunities and prepare for life beyond school.

As learners progress through the school, careers learning develops alongside their growing independence, confidence and aspirations.

Theme	What Learners Explore	Examples of Learning	Preparation for Adulthood
Autumn – Knowing Myself and Exploring Possibilities	Learners explore their strengths, interests, aspirations and the opportunities available to them.	Self-awareness, personal strengths, aspirations, career sectors and labour market awareness.	Confidence, wellbeing and aspiration.
Spring – Skills, Choices and Responsibility	Learners develop employability skills, independence and an understanding of workplace expectations.	Enterprise, teamwork, decision-making, workplace behaviours and financial awareness.	Independence and employability
Summer – Aspirations, Pathways and the Future	Learners explore future pathways, transition opportunities and the steps required to achieve their goals.	Post-16 pathways, applications, interviews and transition planning.	Successful transition to adulthood.

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