

CAREERS PROGRAMME

With links to the Gatsby Benchmarks. 2022-2023

This Careers Programme has been developed taking account of the Gatsby Benchmarks. We do not believe that the benchmarks fully address the significant differences in provision needed for students with SEND. As a result, we have interpreted the benchmarks to provide us with a meaningful programme that leads to positive outcomes for learners. This document reflects our interpretation of the benchmarks.

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Careers Programme linked to Gatsby Benchmarks

Gatsby	Year 7	Year 8	Year 9	Year 10	Year 11
1 A Stable Careers Programme	<ul style="list-style-type: none"> Advice, support and guidance provided during the annual review process. This includes additional time for pupils to discuss their aspirations, goals and hopes for the future 	<ul style="list-style-type: none"> Advice, support and guidance provided during the annual review process. This includes additional time for pupils to discuss their aspirations, goals and hopes for the future 	<ul style="list-style-type: none"> Services for Young People (SFYP) Hertfordshire Advice, support and guidance provided during the annual review process. This includes additional time for pupils to discuss their aspirations, goals and hopes for the future 	<ul style="list-style-type: none"> Employability and Personal Development Accreditation Pathways and Community Independence Modules Students take part in showing visitors around the school Advice, support and guidance provided during the annual review process. This includes additional time for pupils to discuss their aspirations, goals and hopes for the future 	<ul style="list-style-type: none"> Employability and Personal Development Accreditation Pathways and Community Independence Modules Students take part in showing visitors around the school. Services for Young People (SfYP) Hertfordshire Advice, support and guidance provided during the annual review process. This includes additional time for pupils to discuss their aspirations, goals and hopes for the future

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<p>2 Learning From career & LMI</p>	<ul style="list-style-type: none"> • Visits from former students 	<ul style="list-style-type: none"> • Visits from former students 	<ul style="list-style-type: none"> • SfYP Hertfordshire • Post 16 Evening • Employer Open Days • Visits from former students • Signposting to volunteer and work experience opportunities outside of school 	<ul style="list-style-type: none"> • Post 16 Evening • Employer Open Days • Extended Work Placements • Visits from former students • Signposting to volunteer and work experience opportunities outside of school 	<ul style="list-style-type: none"> • SfYP Hertfordshire • Post 16 Evening • Employer Open Days • Extended Work Placements • Visits from former students • Signposting to volunteer and work experience opportunities outside of school
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<p>3 Addressing The needs of each pupil</p>	<ul style="list-style-type: none"> • Advice, support and guidance provided during the annual review process. This includes additional time for pupils to discuss their aspirations, goals and hopes for the future 	<ul style="list-style-type: none"> • Advice, support and guidance provided during the annual review process. This includes additional time for pupils to discuss their aspirations, goals and hopes for the future 	<ul style="list-style-type: none"> • SfYP Hertfordshire • Advice, support and guidance provided during the annual review process. This includes additional time for pupils to discuss their aspirations, goals and hopes for the future 	<ul style="list-style-type: none"> • Advice, support and guidance provided during the annual review process. This includes additional time for pupils to discuss their aspirations, goals and hopes for the future • “CLICK” sessions provided by Service for Young People Hertfordshire, (SfYP). 	<ul style="list-style-type: none"> • Visits from Transition Support Workers • SfYP Hertfordshire • Direct contact by Transition Support Workers (TSWs) with home • Advice, support and guidance provided during the annual review process. This includes additional time for pupils to discuss their aspirations, goals and hopes for the future • College input during the annual review process • “CLICK”
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					sessions provided by SfYP
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<p>4 Linking Curriculum Learning to careers</p>	<ul style="list-style-type: none"> • People who help us in school • People who help us in the community • PSHE & RSE Curriculum Maps • Lessons and planning show considered career links. • Advice, support and guidance provided during the annual review process. This includes additional time for pupils to discuss their aspirations, goals and hopes for the future 	<ul style="list-style-type: none"> • People who help us in the community • PSHE & RSE Curriculum Maps • Lessons and planning show considered career links. • Advice, support and guidance provided during the annual review process. This includes additional time for pupils to discuss their aspirations, goals and hopes for the future 	<ul style="list-style-type: none"> • People who help keep us safe- in school and the wider community. • PSHE & RSE Curriculum Maps • Lessons and planning show considered career links. • Advice, support and guidance provided during the annual review process. This includes additional time for pupils to discuss their aspirations, goals and hopes for the future 	<ul style="list-style-type: none"> • WRL curriculum • PSHE & RSE Curriculum Maps • Lessons and planning show considered career links. • How we can help others – volunteering. • Advice, support and guidance provided during the annual review process. This includes additional time for pupils to discuss their aspirations, goals and hopes for the future 	<ul style="list-style-type: none"> • WRL curriculum • How we can help others – volunteering • PSHE & RSE Curriculum Maps • Lessons and planning show considered career links. • Advice, support and guidance provided during the annual review process. This includes additional time for pupils to discuss their aspirations, goals and hopes for the future
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<p>5 Encounters With employers & employees</p>	<ul style="list-style-type: none"> • Themed Workshops – employer led • Links with employers and employees via thematic curriculum. 	<ul style="list-style-type: none"> • Themed Workshops – employer led • Links with employers and employees via thematic curriculum. 	<ul style="list-style-type: none"> • Themed Workshops – employer led • Links with employers and employees via thematic curriculum. 	<ul style="list-style-type: none"> • Themed Workshops – employer led • Visit to ‘Kidzania’ • Links with local businesses and charities via the WRL curriculum. 	<ul style="list-style-type: none"> • Themed Workshops – employer led • Links with local businesses and charities via the WRL curriculum.
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<p>6 Experiences of workplaces</p>	<ul style="list-style-type: none"> • Roles of Staff in School • Links and work place experiences with employers and employees via thematic curriculum. 	<ul style="list-style-type: none"> • Links and work place experiences with employers and employees via thematic curriculum. 	<ul style="list-style-type: none"> • Links and work place experiences with employers and employees via thematic curriculum. • Signposting to volunteer and work experience opportunities outside of school 	<ul style="list-style-type: none"> • WRL Curriculum: Enterprise Group – running a tuck shop • Signposting to volunteer and work experience opportunities outside of school 	<ul style="list-style-type: none"> • WRL Curriculum: Enterprise Group – running a tuck shop • Signposting to volunteer and work experience opportunities outside of school
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<p>7 Encounters with further & higher education</p>			<ul style="list-style-type: none"> • Post 16 Evening 	<ul style="list-style-type: none"> • Post 16 Evening 	<ul style="list-style-type: none"> • Visits from TSWs • Experience of College Week • Post 16 Evening • Individual Taster Days • Group Taster Days • College input during the annual review process
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<p>8 Personal guidance</p>	<ul style="list-style-type: none"> Advice, support and guidance provided during the annual review process. This includes additional time for pupils to discuss their aspirations, goals and hopes for the future 	<ul style="list-style-type: none"> Advice, support and guidance provided during the annual review process. This includes additional time for pupils to discuss their aspirations, goals and hopes for the future 	<ul style="list-style-type: none"> SfYP Hertfordshire Advice, support and guidance provided during the annual review process. This includes additional time for pupils to discuss their aspirations, goals and hopes for the future 	<ul style="list-style-type: none"> Advice, support and guidance provided during the annual review process. This includes additional time for pupils to discuss their aspirations, goals and hopes for the future 	<ul style="list-style-type: none"> SfYP Hertfordshire Visits from TSWs Preparation for Adulthood (PfA) meetings Individual pupil transition plans Support from within school through staff knowledge and skills. Advice, support and guidance provided during the annual review process. This includes additional time for pupils to discuss their aspirations, goals and hopes for the future
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