



Careers Policy

Mission Statement - 'working together to achieve the best outcome'

Rationale:


Lexden Springs Residential Special School defines Careers education as meaningful and purposeful activities that our pupils will be able to access and develop during their time, both at school and when they have moved on from school. Lexden Springs Residential Special School is committed to providing its pupils with a varied programme of careers education and guidance activities to enable them to make informed decisions and choices at their key transition points from Year 10 upwards, and beyond Post 19. This meets with our statutory duty to secure independent and impartial careers guidance for all our pupils. Careers Education, Information Advice and Guidance (CEIAG) is key to preparing our young people for the opportunities, responsibilities, and experiences of life, and enabling them to make a successful transition into adulthood.

Aims:

To help pupils identify, develop, and broaden their employability skills throughout their school life; as well as promoting equality, diversity, and challenging stereotypes. Careers education within the school enables pupils to acquire those social and vocational skills that underpin them engaging purposefully with the world around them. Our curriculum is based on aspirational aims and best outcomes for our pupils that are inclusive of their individual needs.

Careers Education:

All our career's education is person centred and delivered through the curriculum and career programme, these are linked to Preparing for Adulthood, Gatsby Benchmarks, and the CDI (Career Development Institute) Careers Framework. By introducing pupils to a variety of career pathways through sensory exploration, practical activities, and workplace settings they will be better placed to make individual choices. We personalise their careers education and the pupils self-evaluate their work experience placements to enable them to make informed choices. The programme helps pupils understand and be prepared for the Career environments that they will be part of in the future. The primary aspiration is that all our students will develop the skills and confidence to make the most of their life choices and enabling them to follow their chosen pathway.

Reviewed By:	Luke Frances (Deputy Head), Emily Cornell (Careers and Transitions)
Date:	November 2022
Review Date:	Autumn 2023
Approved:	 Sarah Croft

Facilitating Delivery:

The school has a Careers Lead with a Level 6 Diploma in Career Guidance and Development. Parents and young people receive impartial and independent support during Careers interviews, EHC (Education, Health, and Care) planning meetings, and involvement from the Preparing for Adulthood team. All staff are expected to contribute to careers delivery through their roles as teachers and support staff. Careers education sessions can also be delivered by Careers staff and external visitors.

We have a variety of links with the community, colleges, and businesses in Colchester. We hold coffee mornings for our year 11 and Post 16 parents to pass on information about future options. The school website has a Careers and Transitions and School Leavers section to help parents and pupils to look at future options and transfer to adult services.

Work Experience & Off-site Placements:

Lexden Springs Residential Special School offers a wide variety of general and personalised work and transition experiences both on and off-site, these should both challenge and reflect the pupil's interests and choices.

Between the pupil, family, school, Social Care, and the Preparing for Adulthood team we can help to identify options for realistic careers, identify skills gaps, advise on where to get support in gaining employment, and locate relevant training courses, where available.

Information & Resources:

Careers information is available via the Careers Lead and Preparing for Adulthood team or through the school's internal information sharing. All careers' resources, including sensory resources are generated or sourced, maintained and quality assured by the Careers Lead to ensure that they are current, suitable, and relevant and reflect today's workplace.

Monitoring:

Leadership and management are secured through the Senior Leadership Group, Chair of Governors along with the Careers Lead. The school Careers programme will be regularly monitored and evaluated by the Careers Lead and Senior Leadership Group. This is carried out via verbal feedback, monitoring pupil's response sheets and placement evaluation forms, evidence for learning app, learning walks, school newsletter and lesson observations. Pupils, parents, and carers also receive feedback at parents' evenings and EHC planning meetings to ensure monitoring is shared by all parties.

Impact Evidence:

A variety of evidence is produced throughout the year that reflects the suitability of placements, ensuring development and delivery of work-based skills is at the appropriate level for all our students. We also ask pupils and their families who have left for feedback on which services and courses they are still accessing. This information is shared with the Senior Leadership Group, Governors along with the Careers Lead and Class Teachers to assist with reviewing provisions.