



## Careers Guidance Policy

September 2022

Review date: Sept 2025

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### Nethergate

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## What is Careers Guidance?

In this policy we define Careers Guidance as *“a coherent programme of activities that inform, inspire and motivate young people, preparing them for work and helping them to understand where different education and training choices could take them in the future.”*

We have a statutory duty to provide independent and impartial careers guidance to all students from Year 8 to Year 13. The Academy Advisory Council is also invited to play an active role in connecting school with the wider community of business and other professional people in order to inspire pupils through greater contact with the world of work.

## Context

Nethergate accommodates pupils with moderate learning difficulties and complex needs. Pupil ages range from 5-19. Pupils attend from across Nottingham City and occasionally beyond and our school community includes a diverse range of cultures and ethnicities. Our pupils have wide range of learning and social needs. At Nethergate we recognise that work related learning is a key priority to ensure that our pupils achieve their full potential.

## Our School's Philosophy and Aims

All students are entitled to careers education and guidance that is independent, impartial and confidential. This will be integrated into their own experience of the whole curriculum. The programme will promote equality of opportunity and inclusion.

We feel that every student, regardless of need, is capable of making a valuable contribution to society and the workplace.

We aim to

- Provide a focus for the development of essential skills in English and maths.
- Provide a curriculum that encourages the development of problem-solving and decision-making skills.
- Increase pupils' awareness of their individual strengths and target areas.
- Provide regular and structured contact with the world of work through formal business links, inspirational employer activities, employer talks, industry visits and college visits.

Working with Parents/Guardians

It is recognised and acknowledged that parents/guardians have a key influence on young people’s decisions and career choices

Parents/Guardians are well informed about and encouraged to attend parents’ events and EHCP meetings. We endeavour to make meetings convenient for parents and carers but in the event that for some reason they cannot attend a phone call will always be made to establish their views.

Parents and carers contribute to careers education by engaging with us to enhance our understanding of their child’s strengths and interests. They consent to college and work experience placements and ensure students arrive with the correct equipment ready to learn. Additionally families regularly support our student enterprise projects by attending special events such as fairs and Crumbs Community Cafe. We also invite parents to an annual careers fair and welcome those with specific business knowledge who offer to share their own experience of work.

We regularly review our careers education and guidance programme and invite parents and carers to evaluate the education their child has experienced in order to improve and develop further.

The Provision at Nethergate – What do we offer?

Work Related Learning – Achieving Aspirations at Nethergate	
Whole School	<ul style="list-style-type: none"><li>• A planned programme of whole school assemblies led by members of the community to raise awareness of the world of work. Regular visitors include the police and fire service.</li><li>• The international dimension broadens understanding of the wider world. A focus on equality and diversity is in place to challenge stereotypes and raise aspirations.</li><li>• PSHE across school is embedded into the curriculum to develop self awareness and empower pupils to form opinions and self-confidence to better able them to engage and succeed in the world of work.</li><li>• A personalised curriculum in response to the needs identified in the young person’s Education Health Care Plan and prioritising the key skills of numeracy, literacy and communication.</li><li>• Our active school council, with a representative voted in by each class, are involved implementing and improving the school. They take part in new staff interviews and identify and drive forward initiatives such as gaining the Eco Schools Green Flag award.</li><li>• Student involvement in running a school allotment which grows food for use in life skills lessons and our school lunches.</li><li>• Forest schools sessions for pupils across school promote confidence, independence, risk taking and problem solving skills.</li><li>• Experiential and motivational days aimed at team working, problem solving and risk taking are organised in association with the Army.</li></ul>

Primary	<ul style="list-style-type: none"> <li>Life skills and lessons introducing the world of work are planned into the curriculum to broaden pupil's awareness of local industry and jobs and to develop an understanding of money and enterprise.</li> </ul>
Key Stage 3	<ul style="list-style-type: none"> <li>Work related learning themes are planned across the year 'Money and budgets' 'Enterprise project' 'Aspirations What could you do?' 'Technology and mass production' 'Jobs in the community'</li> <li>Individual advice and guidance through learning reviews of personal targets throughout the year.</li> </ul>
Key Stage 4	<ul style="list-style-type: none"> <li>Accredited learning pathways for all pupils linked to their aspirations.</li> <li>Impartial careers advice and guidance through Futures (independent body) at the annual EHCP meeting, and regular student review meetings.</li> <li>Pupils regularly plan and deliver community events such as 'Fair Trade café', 'Red Nose Day' and other enterprise projects</li> <li>Travel training</li> <li>Vocational college placements</li> <li>Challenges such as the Duke of Edinburgh's Award Scheme or John Muir Award</li> </ul>
Sixth Form	Accredited learning pathways tailored to individual need, including functional skills, vocational qualifications, personal and social development skills. All students take part in work experience and college placements. Impartial Careers Advice and Guidance through Futures (independent body) at annual EHCP meetings and student review meetings.
Post 16 Supported Internship	<ul style="list-style-type: none"> <li>A tailored study programme aimed at progressing young people with learning difficulties into paid employment facilitated by the vocational lead and job coaches.</li> </ul>

### Review and quality assurance

The careers education and guidance programme is reviewed by the Careers Coordinator and principal, and links to the whole school development plan. Our provision is regularly reviewed and quality assured as part of the wider Greenwood Academies multi academy trust.

September 2022

Maxine Jones

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