



The Parkside School
Parkside/Pathways Careers Policy

Approved by: Mrs C Ellis –Gage
Head Techer

Date: April 2024

Signed:

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Next review due: April 2025
by: Mrs Deborah Wicks
Careers Leader/Advisor

Parkside School provides a relevant and engaging careers curriculum which meets the differing needs and requirements of our pupils. This is developed throughout a pupil's time at school and is always supportive of their abilities, strengths and skills.

Statutory guidance states that all schools meet the 8 Gatsby Benchmarks for Careers Education in order that pupils get the best chances for successful future careers.

The adapted Gatsby Benchmarks for SEND pupils are as follows:

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

Parkside School aims to meet the Gatsby Benchmarks throughout the school curriculum.

Aims and Purpose of Careers

- Prepare pupils for the transition to life after school
- Provide pupils with access to impartial careers advice and guidance by level 6 qualified careers advisors
- Support pupils in making informed decisions which are appropriate for them
- Provide pupils with well-rounded experiences
- Develop personal characteristics such as social skills, communication, independence and resilience
- Inspire and motivate pupils to develop themselves as individuals and live as independently as is possible
- To ensure continuity and progression through student time in school and its coherence with other curriculum areas
- Involve parents/carers where appropriate
- To promote lifelong learning and the need to be adaptable

Careers Education

All classes throughout the school and including Pathways take part in careers education. This will include:-

- At least one Enterprise project during each academic year organised by the class team- Enterprise activities are linked to topic work and may include:
 - Role play within the classroom
 - Fundraising activities
 - Activities related to other departments within the school eg office, site management, friends of the school
- Classes engage with at least two external visitors from a local work place, either virtually or in person

Information Advice and Guidance

Every student and parent/carer receives current information and support at regular intervals from Key Stage 3 onwards. This will include:

- Annual Review
- Open day events where students and parent/carers can meet external providers
- Visits to local industries and employers
- Access to Level 6 qualified Careers Advisors

In Key Stage 4 (in addition to other provision as previously mentioned)

- Pupils in Year 11 and 12 undertake Work Experience and work based placements and opportunities linked to their interests and planned career choices, where appropriate to do so. This is subject to the availability of placements and supported by Norfolk County Council WEX service paid for by the school.
- In Key Stage 3, 4 and 5 pupils meet with employers from different local work places and make visits to local workplaces
- Before leaving school in either year 11,12 or 13, pupils work with a careers advisor to create a Vocational Profile. Vocational Profiles are updated at least annually and can be used as part of the annual review to inform future choices and decisions.
- Pupils are provided with personal guidance by a qualified level 6 careers guidance advisor at key transition points eg end of year 10 and year 12. Following this meeting pupils are provided with a detailed action plan

Key Stage 5 –Year 12 (in addition to KS4 ongoing provision)

- Annually one-to-one meetings with pupils and their families the school careers advisors will assist with information regarding individual routes into Post 17 provision and appropriate and meaningful work experience opportunities
- In year 12 students will take part in visits to Further Education providers. This enables the students to meet with college staff, to explore the campuses and have a better understanding of the courses offered

Work Experience

We aim to give all pupils, for whom it is appropriate to do so, in year 11 and 12 and 13, the opportunity to take part in work experience within the local community. The placement is organised in partnership with the student and their family. All placements are checked for suitability for the individual student, risk assessed and approved initially by WEX Norfolk County Council

Once parental consent letters have been completed, the work placement will commence. Each placement is designed to meet the needs of the individual student as well as the availability offered by the employer.

The Work Experience Programme teaches the students communication, respect, confidence and responsibility. Students are accompanied by Parkside and Pathways staff if necessary, but also encouraged to attend independently once they are ready to do so

Monitoring and Evaluation

The Careers Leader, Debbie Wicks, will regularly monitor and evaluate careers provision at Parkside School supported by the schools careers team, including Parkside School other Careers Advisor, Enterprise Coordinator- Norwich Opportunity Area. This will be done through:-

- Pupil feedback
- Parent feedback
- Recording individual progress through Earwig
- Compass Tool-Progress towards Gatsby Benchmarks
- Parkside destination data