

Careers Education Policy and Framework

Date of last review	21 April 2021
Date for review	June 2022

Overview

There are 1.5 million young people with special needs in England; 1.3 million in mainstream schools and over 100,000 young people aged 13-18 in special schools. The narrative is more complex for young people with SEND. According to a Mencap study from 2017:

- just 6% of people with learning disabilities are in employment, despite 60% wanting to and being able to be in work
- a job is an opportunity for independence and to forge friendships

Our Duty of Care

In January 2018, the government published and set out the plan for building a high-quality careers system that will help all young people to achieve. It is compulsory for **all schools** nationally to integrate career planning in their curriculum. At Southover Partnership, we want the best for our students not just while they are in our care, but to empower them through nurturing life skills and prepare them for the world of work once they are ready to move on.

Aims and Purpose

- Prepare pupils for the transition to life after Southover
- Support pupils in making informed life decisions which are appropriate for them
- Provide pupils with well-rounded learning experiences which develop their 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
- Providing students with the strategies, confidence and abilities to work and live independently in the future and contribute positively to society

Pupil Entitlement

All pupils in years 8-14 are entitled to:

- find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme which provides information on a full range of education and training options available at each transition point;
- hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options events, assemblies/group discussions and taster events;
- understand how to make applications for the full range of academic and technical courses

What We Offer

When fully engaged (Ready to Learn pathway), the curriculum offer covers the full National Curriculum as well as vocational and work-related learning, independent living and social and

communication skills. A number of events, integrated into the school careers programme, will also offer providers an opportunity to come into school to speak to pupils and/or their parents/carers, teachers and key workers.

<p>KS3 (Year 7 -9)</p>	<ul style="list-style-type: none"> ➤ Links with Freightliners Farm (skills in animal welfare, farming, horticulture, woodwork and cooking) ➤ Life skills through cooking lessons ➤ Interactive workshops lead by guest employers ➤ Career interviews from Y9
<p>KS4 (Year 10 -11)</p>	<ul style="list-style-type: none"> ➤ Life skills through cooking lessons and BTEC qualifications ➤ Vocational Study Programmes and Modules e.g. Motor Vehicle Maintenance, Hair and Beauty. ➤ Annual one-to-one career interviews with the school's careers leader ➤ Opportunity to attend careers fair at the London Excel ➤ College placements and transition days between school and college at one of our following partners: ➤ CONEL (Capital City College Group) ➤ Stanmore College ➤ College of North West London ➤ Harrow College ➤ First Rung ➤ Oaklands College ➤ Work-related opportunities e.g. London Fire Brigade ➤ Guest speakers ➤ Student workshops ➤ Interactive workshops lead by guest employers ➤ Coffee mornings for pupils and parents in regard to careers and next steps
<p>KS5 (Year 12-14)</p>	<ul style="list-style-type: none"> ➤ Annual one-to-one career interviews with the school's careers leader ➤ Ongoing career sessions with advisors from SCOPE ➤ Career lesson opportunities through PSHE lessons ➤ Developing interview skills in English (and Drama if applicable)

	<ul style="list-style-type: none"> ➤ Opportunity for parents and students to attend Southover Coffee mornings with Career Lead and SENCO ➤ Opportunity to attend careers fair at the London Excel ➤ College placements and transition days between school and college at one of our following partners: <ul style="list-style-type: none"> ➤ CONEL (Capital City College Group) ➤ Stanmore College ➤ College of North West London ➤ Harrow College ➤ First Rung ➤ Oaklands ➤ Bespoke online college courses ➤ CV, Personal Statement and application support ➤ Work experience opportunities ➤ Employability course ➤ Work-related opportunities e.g. London Fire Brigade ➤ Guest speakers ➤ Student workshops ➤ Coffee mornings for pupils and parents in regard to careers and next steps
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Information for Parents

The Gatsby Benchmarks set out a framework for schools to deliver ‘good career guidance’. Southover uses the Gatsby benchmarks to drive our Careers programme. We also track and map each pupil across their learning paths against each benchmark.

<https://www.base-uk.org/sites/default/files/knowledgebase/send-gatsby-benchmark-toolkit.pdf>

To explore and apply for current apprenticeship schemes visit and register at:

<https://www.gov.uk/apply-apprenticeship>

London’s labour markets and skills needs are constantly evolving. This page contains a wide range of London-focused, indicators of labour market demand, providing the most up-to-date coverage of important developments.

<https://www.london.gov.uk/what-we-do/skills-and-employment>

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/december2018>

Apprenticeship Information & Live Broadcasts

<https://amazingapprenticeships.com/live-broadcasts/>

Established in 1972, the Higher Education Careers Services Unit (HECSU) is an independent research charity specialising in higher education and graduate employment.

<https://www.hecsu.ac.uk/>

Ambitious about Autism and the Civil Service have been working together since 2015 to develop the Autism Exchange work experience programme. Follow the link for more information.

<https://www.ambitiousaboutautism.org.uk/autism-exchange>

Reading the Times, Guardian, Telegraph, and Independent (either online or broadsheet) will provide you with good coverage of the employment statistics and developments.

Management of provider access requests

Procedure:

A provider wishing to request access should contact Anita Forde, English Teacher and Careers Programme Lead via the school office.

Telephone: 020 8446 0300 Email: info@southoverpartnership.com

Premises and facilities

The school is run across three sites in North London: Kingsbury Manor (NW9), Hutton Grove (N12) and Southgate (N14). The school will make the main hall, classrooms or meeting spaces (of the agreed site prior visit) available for discussions between the provider and students, as appropriate to the activity. The school will also make available AV and other specialist equipment to support provider presentations. This will all be discussed and agreed in advance of the visit with the Careers Leader, Anita Forde.