

The National Careers Strategy – Hill House School

The National Careers Strategy is the government's plan for raising the quality of careers provision. At Hill House we are working with Talentino, a Matrix accredited external career development company affiliated to the professional body `The Career Development Institute` and specialising in the career development of young people with SEND. Our education staff at Hill House have been trained by Talentino to deliver the careers programme – `*Careers at Every Level*` – which includes classroom / college based career coaching, work experience, employer engagement, employability skills development and business enterprise

All students at Hill House have the opportunity to develop their skills, knowledge and understanding through access to our careers programme. There are many benefits and there are a range of potential career outcomes for our students including; improving work related skills for supported living, supported volunteering and the possibility of supported employment in some cases

Please see below the key points from the National Careers Strategy;

Key Points National Careers Strategy and Statutory Guidance 2018 from Talentino Career Development Company

LEGAL REQUIREMENTS FOR SCHOOLS

- Anything saying 'must' is a legal requirement of the school
- Continued - provide external careers advice from qualified adviser
- New - provide access to providers of Apprenticeships and other Education providers
- New - Publish a Provider Access Policy
- Not doing this will result in a school showing 'unacceptable behaviour' and Dept. Ed could write to the school
- Special Schools have been included in the guidance for Mainstream schools and guidance focused on different SEND groups

GOVERNMENT WILL

- Review the Guidance annually
- Publish destinations data at KS4 and KS5

SCHOOLS NEED TO:

- Be responsible for the continuous quality improvement of careers
- A trained Careers Leader must be appointed who runs the Careers Programme and backed by SLT by September 2018
- Publish the careers programme on the website for pupils parents staff and Governors
 - Identify a named Governor for Careers
- Keep systematic records of careers activities and decisions for each child
- Have their own dedicated Enterprise Adviser to broker employers
 - Careers Activities should be purchased from organisations with the Matrix Quality award
 - Find out if the local Job Centre Plus offers the 'Support for Schools' programme
- Look out for the 20 new Careers Hubs around the country funded by Government / and funding for Careers Leader training in 500 schools

YOUNG PEOPLE CAN EXPECT A CAREER DEVELOPMENT JOURNEY TO INCLUDE:

- Finding information about their careers programme on the school website which starts in Year 8/earlier
- By the age of 14 have accessed careers information (LMI) to support their study decisions including local LMI
- Information about how important Maths and Science are leading to different rewarding STEM Careers
- Girls will have additional input into developing STEM careers
- By 16 have had 2 meaningful encounters with FE College Sixth Form Apprenticeship providers
- Two Careers Guidance interviews before career decisions are made at 16 and 18
- 7 Employer encounters one per years 7 to 13
- 2 work experiences before 16 and before 18
- By 18 2 University visits if Uni is their goal
- Invited to join the school's Alumni network
- Able to access their individual Careers records

SEND

- Consider the widest range of options
 - Raise aspirations
 - Help parents/families engage more
 - Increase authentic employer encounters
 - Differentiate as appropriate
- Improved career development for Looked After Children/PRUs/AP
 - Multi agency approach
 - Use best practice from Transitions Review
- Two free resources available from Education and Training Foundation website
 - Use 16-19 Bursaries / 19+ if has EHC plan
 - Use Access to work funding job coaches
- Careers guidance differentiated, person centred
- Staff work from the presumption of paid work
- Career decisions based on students' aspirations and abilities and needs
- Careers Adviser's skills to coach SEND pupils will be developed through more CPD available
- Named Careers Advisers encouraged to build longer term relationships with students and use EHC Plans or PEPs to support them

ADVICE AND GUIDANCE

- Careers Guidance is defined as 'the full range of activities under the 8 Gatsby Benchmarks'
- Must secure independent careers guidance which is external to the school - this guidance is defined as careers activities including employer encounters, websites, Apps, phonelines, National Careers Service
- Personal Guidance can be given by trained staff from and in school but must be backed up by external sources
- All pupils should have opportunities for personal guidance interviews with a qualified careers advisor prior to key career decisions at 16 and 18. This can be delivered by an internal suitably qualified careers adviser e.g. Level 6 QCG or the newer OCD and will be registered with the CDI on their professional register

GATSBY BENCHMARKS

- All schools must meet all 8 by end of 2020
- All pupils all benchmarks Schools encouraged to use the Compass tool to evaluate progress against benchmarks - confidential to school
- Enterprise Advisers can use Tracker to help schools create a Careers Strategy
 - Schools encouraged to take the Quality Standards award which will be more closely tied to the benchmarks

The Eight Gatsby Benchmarks within the National Careers Strategy underpin all our careers work. The Careers programme at Hill House delivers against these in the following way;

Benchmark	Notes	How we currently meet this Benchmark – Careers at Every Level
A Stable Careers Programme	Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers, governors and employers.	<ul style="list-style-type: none"> We offer a whole school careers programme and support embedding it within the school including engaging with governors, information for parents and engaging and training employers and local community contacts to be part of a long term network
Learning From Career & Labour Market Information	Every pupil, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.	<ul style="list-style-type: none"> Full set of accessible resources about opportunities provided. These are reviewed annually. In-school careers coaches are trained and actively support students to utilise resources and help students to build skills and to create future aspirations and plans at a level that is appropriate and meaningful to them
Addressing The Needs Of Each Pupil	Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.	<ul style="list-style-type: none"> Tailored to meet the needs of our young people with a range of learning disabilities. Session plans and resources are differentiated based on the needs of the participants and individual career development plans are created as well as articulating the employment outcomes on the EHCP plans
Linking Curriculum Learning To Careers	All teachers should link curriculum learning with careers.	<ul style="list-style-type: none"> Careers coaching is delivered through a classroom based modular programme linked through to the assessment of pupils
Encounters With Employers And Employees	Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment	<ul style="list-style-type: none"> Regular Enterprise schemes are embedded within the school where students develop their skills in a variety of work environments

	activities including visiting speakers, mentoring and enterprise schemes.	<ul style="list-style-type: none"> • School is supported to build a network of engaged employers to provide on - going and multiple work experience for as many students who can access it
Experiences Of Workplaces	Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.	<ul style="list-style-type: none"> • School is supported to build a network of engaged employers • The programme provides a framework for working experience projects (School based, visits and work experience) • Students are fully supported to engage with employers through a range of suitable activities • Employers have training and many opportunities to have raised disability awareness
Encounters With Further Higher Education	All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, universities and in the workplace.	<ul style="list-style-type: none"> • All students will experience college in the upper sixth form and some students will have the opportunity to link up with local mainstream sixth form colleges
Personal Guidance	Every pupil should have opportunities for guidance interviews with a career adviser. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but timed to meet their individual needs	<ul style="list-style-type: none"> • Careers coaches are embedded within each school • Significant periods include EHC plan reviews, transition from school. School have the capacity to provide coaching support at these key times.

Talentino was commissioned by the Careers and Enterprise Company to write the new Gatsby SEND Toolkit.

The `SEND Gatsby Benchmark Toolkit` document can be found by Ctrl clicking this link;

<http://www.talentinocareers.co.uk/the-send-gatsby-benchmark-toolkit.html>

Careers at Hill House

Aims and Objectives

The teaching of careers enables our students to understand, experience and interact with the world of work

The curriculum offers opportunities to learn about rights and responsibilities and working together as well as exploring a variety of jobs and tasks on site at Hill House

We teach our students about how to get ready for work and the tools that might be needed in order to complete a task

The curriculum also offers a variety of options for work experience in the wider community with links to local businesses and projects. The curriculum also offers opportunities for students to be involved in mini-enterprise projects at the school

Curriculum provision

Sixth Form students take part in a weekly careers afternoon where they have the opportunity to come together and learn about the world of work. Students have also had the opportunity to work collaboratively on a mini – enterprise based project. Previous work has included; planning and implementing a lemonade stall and small café and designing and producing items to sell at an event for parents and visitors

In addition, we offer an annual careers week where all students at the school have the opportunity to learn about and experience the world of work. Local companies and organisations visit the school to run workshops and students also have the chance the visit groups out in the community

Careers education and awareness is also promoted through individually planned work experience. This takes into consideration personal preference and strengths and is often planned as a result of direct consultation with a student. Work experience is planned either on or off site.

On site there are opportunities for students to make a contribution to the whole school by being responsible for collecting recycling, working in the allotment or helping out in our café. Sixth form students also run the daily `Snack Shack` during the summer months where other students from across the school can visit to choose and purchase their break items

Off-site students work at the local village shop and at a local charity shop as well as helping out at a local allotment

Each sixth form student works towards a careers passport / careers development plan which they can take with them into adult life. The passport is made up of key skills that the students work towards through their careers work. Each student's progress is tracked against a set of outcomes that may come from the Talentino programme or from AQA unit awards. Alongside this, evidence of work, photographs, video and student feedback are also used to evaluate what each student has learnt

Students at Hill House learn key skills through the careers study programme which they have the opportunity to generalise and practise in real life situations in the community. Students will then hopefully take these skills with them into adult life and from our destination information we are able to track the impact of our interventions

Students have the opportunity to work towards a form of accreditation from AQA (Assessment and Qualifications Alliance) which provides recognition for achievements. Students also have the opportunity to work towards QCF Laser awards

At Hill House we involve parents in our careers education by keeping them up to date with events and progress via a regular newsletter sent from the sixth form lead. Parents make a contribution by attending events such as the Christmas sale

Equal opportunities and Inclusion

At Hill House students are taught in accordance to the Equality and Diversity policy with necessary adjustments made to remove any barriers to learning for individual students

SMSC and British Values

The careers curriculum includes opportunities for students to respect values and opinions of others, use their investigative skills, work together collaboratively and learn how to stay healthy. Students have the opportunity to contribute their ideas and to make choices. Students learn through practical experiences about what is right and wrong and learn to develop respect for others

Hill House works to ensure that students develop a knowledge and respect for public institutions and services in England. Within the careers curriculum students have the opportunity to visit a range of public institutions such as police and fire stations and courts of law to further develop their knowledge

Keeping safe is promoted within the teaching of careers. Students are given supervised access to our computing facilities and are provided with access to filtered internet and other services operating at Hill House School

Our Careers Leader is **Aimey Quinlivan** (Vocational Lead) and is supervised by **Louisa Burden** (Deputy Head)

We ensure our parents, staff and students find out the latest news of our careers programme through regular newsletters, emails, coffee mornings, fairs and sales

If you have any questions please email louisa.burden@cambiangroup.com

If you would like to get in touch with Talentino please email hello@talentinocareers.co.uk