



Therapeutic Education Department
at the St. Aubyn Centre

Careers Policy

Approved by Management Committee 19 June 2024

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CAREERS EDUCATION AT THE ST AUBYN CENTRE

1. Introduction

The young people we work with at the St Aubyn Centre are amongst the most vulnerable in society. Young people who have experienced mental health problems are at greater risk of unemployment than their peers.

All young people benefit from a planned curriculum or programme of activities to help them make choices that are right for them and to develop the personal resources and readiness that will enable them to manage their careers throughout their lives, but for the young people at the St Aubyn Centre this has particular importance.

The Department for Education published statutory guidance for all schools regarding CEIAG provision. The St Aubyn Centre Therapeutic Education Department (SACTED) has a statutory duty to secure independent careers guidance for all Year 8 to 13 students (as outlined in The Education Act 2011/Careers guidance and access for education and training providers January 2023) and follows this guidance, alongside the eight **Gatsby Benchmarks** listed below.

1. A stable careers programme
2. Learning from careers 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 Education and Higher Education
8. Personal Guidance

2. Commitment

SACTED is committed to providing a planned programme of careers education as outlined in the Gatsby Benchmarks in partnership with external professional careers advisers employed by the local authority and internal employees for all students in Years 9 -13 as follows:

- Includes information on a range of education or training options, including apprenticeship and other vocational pathways
- Impartial
- In the best interests of the students
- Differentiated to meet the needs of each individual learner

SACTED is also committed to achieving a range of outcomes for young people including mental health outcomes such as improved self-esteem, punctuality and concentration as well as practical outcomes such as positive destinations, successful transitions and on-going development of employability skills.

3. Links with other policies

The policy for CEIAG is related to our policies for curriculum and assessment, PSHE, Special Educational Needs, Equality and Looked after Children.

4. Objectives

- To ensure the career development, wellbeing and progression of all students.
- Prepare students for life Post 16.
- Independent and impartial advice provided to pupils with SEND will include all education, training and employment opportunities available to them.
- Offer targeted support for vulnerable and disadvantaged young people and those whom are NEET/at risk of becoming NEET.
- To uphold the standards and code of practice of the Career Development Institute.
- To provide CEIAG in partnership with students themselves, their parents/carers and our relevant professional and community partners.

5. Implementation

Leadership – Careers Education is managed by the Head of Education and 1:1 sessions are provided by the Careers & Engagement Mentor. This area is also supported by the link member of the Management Committee for the Curriculum.

Staffing - All staff are expected to contribute to Careers Education delivery through their roles as key teachers and support staff. Group future planning and work-related learning sessions are delivered by PSHE sessions.

On-line and printed careers information is maintained by the Careers & Engagement Mentor in the Resources Centre.

6. Careers Programme

This is predominantly delivered on a 1:1 basis and will be tailored to the student's individual circumstances. The Careers programme also has elements delivered to mixed year groups including open events, work-related learning, online and printed information, visiting speakers, personal tutoring and individual interviews. It can include:

- IAG on the range of Post 16 pathways - Further and Higher Education, apprenticeships and vocational pathways, Jobs and Universities
- CV & Personal statement Writing
- Access to the Kudos careers programme
- 1:1 careers interviews with professional partners (DWP/Targeted Youth Advisers)
- How to use Job Search Engines
- How to complete online job applications
- Mock interview scenarios
- Part-time Work, Work Experience and Volunteering

7. Assessment and accreditation

Careers Education learning is assessed through the Asdan PSHE Short Course Award and AQA Unit Awards on an individual basis.

8. Partnerships

SACTED works with a range of partners to assist in the support and delivery of the careers programme including the Career and Enterprise Company, Post 16 providers, Higher Education Institutions, National Careers Service and DWP School Advisers as well as Local authority advisers from the Youth Service, SEND Careers Advisers and Employability and Skills Advisers.

Students are resident in counties other than Essex. The St Aubyn Centre will make contact with providers and services that are local and relevant for the student. Due to the nature of our student cohort, we endeavour to access careers events on an individual basis.

Provider Access Policy Statement

Under Section 45A of the Education Act 1997, and the Provider Access Legislation, January 2023, we have a duty to provide pupils in Years 8-13 with access to providers of post-14, post-16 and post-18 education and training. Pupils must be allowed to:

- Learn more about technical education qualifications and apprenticeship opportunities, as part of a careers programme.
- Hear from a range of local providers about the opportunities on offer, e.g., technical education and apprenticeships.
- Understand how to apply to the full range of academic and technical courses available to them.

A provider wishing to request access should contact Carly Fenn, Careers & Engagement Mentor carly.fenn@nhs.net 01206 334686. Events integrated into the curriculum will offer providers an opportunity to come into the school and speak to students. Resources and equipment will be made available.

9. Resources

Funding for Careers and the subscription to the Careers Development Institute and Kudos software is available through the school budget. The Careers & Engagement Mentor is responsible for the effective deployment of resources. Provider prospectuses and other course literature will be displayed/made available for students.

10. Staff Development

The Careers & Engagement Mentor is undertaking training for the role. Other staff have access to development through the performance management/appraisal system.

11. Monitoring and Evaluation

Careers Education impact and improvement is connected to the school development plan. It is reviewed through the Team meetings and Management Committee meetings. Students evaluate their experience through the feedback system.