



Hope View School

HOPE VIEW SCHOOL CAREERS EDUCATION POLICY

Hope View School endeavours to deliver a Careers Education which allows our pupils to develop the knowledge, understanding, skills, values and attitudes necessary to make informed choices and take advantage of the opportunities in education, training and employment.

School Values and Aims

As a school, we aim to support the personal, social and academic development of our pupils throughout the whole school curriculum. The Curriculum Policy, which supports this Careers Education Policy outlines that we:

- Enable pupils to develop knowledge and skills relevant to adult life with employment in a changing world
- Support pupils in the need to develop an understanding of the demands and challenges of life with reference to changing employment patterns

Our Careers Education is a planned, structured and progressive programme. Pupils will learn to:

- **Understand themselves, their capabilities and limitations** – this refers to their education, training and work options. Pupils will think about their own interests and aspirations to enable them to make decisions.
- **Consider the changing patterns and trends within the labour market** – pupils will access local, national and international labour information, which will inspire and motivate their insight into different types of work or training
- **Implement personal career planning** – Pupils will develop the skills necessary to evaluate their choices to ensure they are relevant to their desired career path

Hope View School has appointed a Careers Advisor from within the school to increase our ability to deliver Careers Education. The Advisor will be trained in Level 6 Diploma in Careers Guidance and Development. Alongside this, twelve members of staff have undertaken training delivered by Talentino Careers Development. This programme is specifically designed for special schools and supports the National Careers Strategy and statutory guidance from 2018, including the Gatsby Benchmarks.

The 8 Gatsby Benchmarks are:

- **A stable career programme** – this embeds careers education throughout Hope View School, with support from all members of staff. This can include specific planned careers lessons, or a visiting speaker.
- **Learning from Career and Labour Market Information** – By the age of 14, pupils are required to have accessed Labour Market Information (LMI) which provides them with information specific to their aspirations, including qualifications and skills required, along with expected salaries and job roles.
- **Addressing the needs of each pupil** – Hope View School wishes to inspire pupils and raise aspirations. Hope View School understands that each pupil's needs differ, and therefore will provide individual guidance to pupils. For example, if a pupil has

an interview for a college placement, that pupil may be given individual interview practice.

- **Linking Careers to Curriculum** – Hope View School embeds Careers Education throughout the school. This can happen through specific Life Skills and Careers Lessons, or may also relate to an occasional assembly, including celebrating National Careers Week or visiting speakers discussing their career or qualifications. Teacher will link lessons, where possible, to potential careers. There is particular emphasis on STEM (Science, Technology, Engineering and Mathematics) subjects.
- **Encounters with employers and employees** – Pupils will, from Year 7 have one meaningful encounter with an employer or employee per year, where pupils will be able to learn about what work is like, or how to be successful in the workplace. Pupils will receive this through the annual Inspiration Day that the school will hold.
- **Experiences of workplaces** – Pupils will be able to experience workplaces during Year 11; this is additional to if they have a part-time job. By Year 13, pupils should have one further encounter with a workplace, still additional to if they have a part-time job.
- **Encounters with further and higher education** – In Year 11, pupils will experience a meaningful encounter with further learning opportunities, including for example, but not limited to colleges or sixth form.
- **Personal Guidance** – Guidance will be timed to personal need and provided at the most appropriate level at the time. Guidance should particularly be made available to pupils when there are significant decisions to be made.

The Talentino Programme, Careers at EVERY level aims to:

- Improve the possibility and probability of paid work
- Increase work related skills to improve independent living and the possibility of supported employment/volunteering
- Enrich life experiences

Hope View School wishes for Careers Education to start in Year 7 and develop as pupils progress through the school. In Year 8 and Year 10/11, pupils Career aspirations are recorded within their own personal development plan. When pupils reach Year 11, they will participate in Skills and Services lessons that are developed to provide them with additional life skills as well as employability skills.

Work Experience

Pupils will participate in Work Experience in their final years of school, usually Year 11, 12 or 13. Pupils will only be able to participate in this, if the schools feels that there will not be a social or behavioural issue that would prevent them from being able to cope with the Work Experience placement.

Inspiration Days

Hope View School will hold annual Inspiration Days, where pupils will have encounters with local employers or employees who will deliver careers speeches about the skills and qualifications, they will need for that career path. Hope View School is currently building up relationships with local employers and employees to grow this opportunity as much as possible.

Appropriateness

Careers Education is now a requirement within schools from Year 7 onwards. Due to the nature of Hope View School, some pupils needs, such as developmental and chronological ages being in conflict with one another, will mean that Careers Education is delayed until a more appropriate time. Current legislation does not currently mean that pupils who are in the Lower School need to engage in Careers Education. However, Hope View School will

provide and make inspirational career books available in the school library to inspire pupils from a young age and encourage them to be inquisitive about the working world.

Equality and Diversity

Throughout Hope View School, Equality and Diversity is paramount. Both staff and pupils are committed to treating each individual with respect, irrespective of any differences there may be, including age, gender, race, ethnicity, religion or sexuality. Diversity within the school is promoted and celebrated. During the delivery of Careers Education, all pupils will receive the same level of impartial guidance as each other. Discrimination will not be tolerated.

Links with other policies and practices:

Social Development Policy

Curriculum Policy

Confidentiality Policy

Behaviour Management Policy

Educational Visits and Learning Outside the Classroom Policy

Person responsible for this policy: Mrs C Lorne – Headteacher

Policy Review Date: August 2023