

Careers Policy and Programme

Pear Tree 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 the school and is always supportive of their abilities, strengths and skills.

Our careers curriculum aims to:

- Prepare pupils to transition into adulthood and life beyond Pear Tree with confidence and the necessary skills to be successful;
- 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

As a school, Pear Tree is aware of the statutory requirements and recommendations regarding careers guidance and we operate within the statutory guidance developed by the Department for Education. This guidance states that all schools should provide independent careers guidance from Years 8-13 and that this guidance should:

- be impartial;
- include information on a range of pathways, including apprenticeships;
- be adapted to the needs of the pupil;

In addition, the school is compliant with the careers guidance that the government set out for delivery from 5 January 2018: 'Careers Guidance and Inspiration for young people in schools.' This states that all schools must give education and training providers the opportunity to talk to students about approved technical qualifications and apprenticeships. Further information relating to this is set out later in this document, under Provider Access.

Careers Provision at Pear Tree

Each of our pupils is unique and their pathway into adulthood will be tailored to meet their individual needs. Pupils access a curriculum that is relevant to them and within this, they are supported to develop the necessary skills to become as independent as possible and to transfer the skills they have learned through school into a range of functional situations.

In order to offer the highest quality careers guidance and provision for our students we have used the eight Gatsby Benchmarks as a framework. These include:

1. A stable careers programme with a careers leader.
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.

All pupils have access to the following:

- A purposeful curriculum that meets the very individual needs of each of our pupils, enabling them to develop the essential skills for them to be successful as they transition through school and into adulthood;
- Visitors in to school and offsite visits support pupils in developing their understanding of a range of different post 16 pathways;
- All pupils from Year 9 have access to advice and guidance from our Transition Support Advisor
- World of Work Week;
- College courses and taster sessions held at local colleges and sixth forms
- Pupils have access to relevant careers events hosted both here at Pear Tree and at other venues.
- The Prince William Award (if appropriate)
- The Duke of Edinburgh Award (if appropriate)
- An annual Review to identify targets for developing skills for adulthood.

Key Stage 3 and 4 pupils

- Each pupil will have their first Transitional Review in Year 9 and this will then be held annually. During this, a Transition Plan will be devised with parents, pupil, transition support worker, teacher and a senior leader. A social worker may also be present to offer support and guidance. This plan is updated annually at each review and will identify actions to support the pupil through this transition period.
- Pupil pathways onto accredited and vocational courses are planned and prepared for in KS4
- STEM events and projects are a part of the KS3/4 curriculum
- Pupils may have the opportunity to take part in the Bronze Duke of Edinburgh Award if this is appropriate for them.
- Pupils in KS4 take part in Enterprise projects across the school year linked to their vocational education programme.
- Pupils may access taster sessions and courses at local colleges and sixth form if this is appropriate for them.
- PSD, Citizenship and developing communication skills form a key element of the curriculum, enabling pupils to develop essential skills for adult life.

Sixth Form

- The post 16 curriculum is bespoke to meeting the individual needs of each student and their transition into adulthood.
- Each student has a personalised timetable centred around the options that they have elected to take for the academic year and as part of this access courses at local colleges within their chosen vocational areas.
- All learners participate in learning about the world of work and as part of this will undertake work placements and undergo interview practise with our transition support worker (if appropriate for them)
- Formal work placements are provided to meet individualised needs and aspirations of those that this is appropriate for.
- Work Readiness sessions are supported by our Transition Support Advisor/Careers Advisor.
- Students are supported to develop their CV with the Transition Support Advisor/Careers Advisor.

- Transition Support worker facilitates visits to local colleges/specialist colleges and post 19 providers with parents and students to help identify appropriate destinations.
- From Year 13, students are supported to identify potential destinations after Pear Tree and look at the skills they need to further develop to access these options. Options include independent living, college, job and day centre. As students progress through sixth form, their CV becomes more refined with one destination identified. Any skills that a student still needs to develop to ensure success in this end placement are identified for the student to work on. (please see appendix 1 for a copy of the CV form)
- Parents and students are fully supported throughout the process of making applications to post 19 provision.
- Pupils take part in Enterprise projects across the school year that centre around developing the skills for work.

Our careers programmes are extremely specific to each individual student but more information and further details can be given on request.

Providers Access Policy Statement

This policy statement sets out the school's arrangements for managing the access of providers to pupils at the school for the purpose of giving them information about the provider's education or training offer. This complies with the school's legal obligations under Section 42B of the Education Act 1997.

Pupil entitlement

All pupils in years 8-13 are entitled:

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

Management of provider access requests

A provider wishing to request access should contact Alex Haley, Assistant Headteacher and Careers Programme Lead.