



## **Grantham Additional Needs Fellowship Policy for Careers Education, Information, Advice and Guidance**

### **The Gatsby Benchmarks of Good Career Guidance**

The report “Good Career Guidance” was published in 2014 and identified eight benchmarks that are the core of good careers provision. Known as the Gatsby Benchmarks GANF are committed to these;

- A stable careers programme
- Learning from career and labour market information
- Addressing the needs of each pupil
- Linking curriculum learning to careers
- Encounters with employers and employees
- Experiences of workplaces
- Encounters with further and higher education
- Personal guidance

At Grantham Additional Needs Fellowship we recognise that effective careers guidance contributes to raising aspirations, improving motivation and overcoming barriers to success regardless of ability. As such we prepare our students for the next stage of their education, training and beyond. Every student is challenged appropriately and gains the knowledge and attitudes to enable them to continue lifelong learning.

The Careers Leader is Jo Corrall

### **Careers Education**

- Employability qualification from Year 9
- PSHE lessons
- Pathways (Years 10/11 and post 16) – Hospitality & Horticulture

In addition each curriculum area identifies careers education elements and these are included in lesson planning;

- Schemes of work recognise the importance of Careers education
- Lesson plans include work related learning opportunities
- Departments display subject links to occupations and progression



During employability lessons students are introduced to a variety of working environments that enables them to select areas of individual interest. Other guidance work carried out in lessons is then followed on with one to one conversations with the work experience coordinator to identify possible work experience placements for the student.

## **Work Experience**

As part of the learning programme it helps students to:

- Experience work at first hand
- Understand how an employing organisation functions
- Experience the social relationships at work
- Appreciate the expectations that employees will have of fellow workers
- Assess how they will adapt to working patterns and relationships outside school
- Gain the self-confidence needed in the adult world which in turn increases self-esteem and self-worth
- Develop skills and knowledge for adult life

The work experience coordinator organises the placement which is then approved by the Lincolnshire and Rutland Education Business partnership. Once consent letters have been received from parent/carers the placement is then confirmed.

All work experience opportunities are advertised and students complete application forms and go through an interview process.

A work experience TA is available to support students and will accompany those who may require it.

During the period of work experience the student is required to complete a work experience log book provided by the school. The work experience co-coordinator will visit the student during their time on placement and will keep a record of this. All employers complete a short report on each student at the end of the placement.

Extended work experience may be offered to students to support engagement.



## **Advice and Guidance**

All Year 10 students have an initial careers discussion towards the end of Year 10. This is then followed up in Year 11 and 13 to ensure actions have taken place or if further action is required. A Careers/Transitions Evenings are held on a regular basis for Ambergate Year 9/10/11 and Sandon years 10/11 and all Sixth Form students. This is when other colleges and educational providers are invited, along with support agencies to give advice and guidance on post 16 and beyond.

Our Career Advisor is always on hand to provide impromptu advice as and when required by students. We offer extensive support not only to students but parents and carers alike.

All post 16 students access the local college once a week where they undertake an employability session and provides them with an experience of post school provision.