

The Chiltern School	CAREERS POLICY	
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Date Policy Adopted	Policy Review Date	Author	Committee
January 2020	January 2021	Jo Scott	Quality of Education

Aim:

Careers, employability and enterprise education is delivered by The Chiltern School, underpinned by our curriculum roots of wellbeing, communication and independence. Our aim is to provide young people with personal career guidance to make choices and engage in practical opportunities to learn and develop skills that will equip them for their future.

Rationale:

We want all pupils to experience and develop skills and knowledge to prepare them for adulthood

- 1 in 20 children in the UK are ‘disabled’
- 6.7 million disabled people in the UK are of working age
- 50% of working aged disabled people are in work compared with 80% non-disabled people
- 1.3 million people who are disabled want to work but don’t
- 65% of adults with learning difficulties want a paid job but only 6% have one
- 25% of people with a disability have no qualifications compared to 9% of non-disabled people
- 6% of adults with a learning disability known to their local authority in England are in paid work (NHS Digital 2018)
- 28% of working age people with a mild or moderate leaning disability have a job.
- 7% of all adults with a learning disability in England are in paid work (Emerson and Hatton 2008)
- 52% of people aged 16 to 64 with any type of disability in Great Britain are in paid work (ONS 2019a)
- 76% of people aged 16 to 64 in the general population in England are in paid work (ONS 2019b).
- Only 16% of autistic adults are in full time employment, though 77% of autistic adults want to work, many have skills and talents that are currently underused.
- The average hourly rate of pay for people with a disability is 10% lower than non-disabled people, If the unemployment rates were the same for people with a disability and those who are non-disabled, the economy would lift by £13 billion

Our policy is informed by the 2018 the Government published statutory careers guidance for education providers: [Careers guidance and access for education and training providers; Statutory guidance for governing bodies school leaders and school staff](#) and [Careers guidance: for further education colleges and sixth-form colleges](#)

[We aim to ensure the Gatsby Benchmarks are met providing:](#)

1. A stable careers programme
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

Further information on understanding the Gatsby benchmarks can be found via <https://www.careersandenterprise.co.uk/schools-colleges/gatsby-benchmarks>

Careers education at The Chiltern School

Personalisation is core to the careers programmes at The Chiltern School and delivery is tailored to each individual, their aspirations and long term outcomes. This allows for personal progression so that each individual can move towards their transition to adulthood at a pace that is suitable for their needs.

Within our school context a 'career' is defined as a pathway through life. This includes independent living skills, learning about the world and around them and how to interact within it, the understanding of options available to them when they leave school, with the support and advice through creative careers education, guidance and work related learning opportunities.

Our careers education is mapped for each educational phase for informal, semi-formal and formal learners on our careers programme grid and displays how we meet each of the Gatsby Benchmarks. Please see Appendix 1 which outlines our Careers Programme.

Transitions:

Preparation for adulthood starts from the moment a young person joins our school. Using a personalised approach, we prepare pupils to transition from their school career to their next destination. We work with a range of multi-professionals to form a detailed transition plan of the learners needs for a smooth transition. This will be individual to the learner and may comprise of transitional visits to their next stage of education.

Additional information:

The named Careers Lead at The Chiltern School is Jo Scott (jscott@chiltern.beds.sch.uk). All careers advice pupils are guided with or sign posted to is impartial.

Pupils are supported by the Central Bedfordshire Youth Support Services Team and all pupils from Year 11 gain support from an impartial personal advisor. The Youth Support Service has a team of SEN personal advisers who offer careers guidance and transition support to young people who have Education, Health and Care Plans (EHCP). Their contact number is 0300 300 5898. In the instances that a pupils requires a more specialist area of support then they will be sign posted and linked up to a qualified careers professional within that field.

The National Careers Service website makes it easy for both adults and young people to access information and advice about education, training and work. The website is at: <http://nationalcareersservice.direct.gov.uk>. Young people and parents can speak to an appropriately qualified adviser by contacting the helpline which is available seven days a week on 0800 100 900.

The Chiltern School believe that learner's opportunities are enhanced by a wide variety of experiences.

If you are a business, company or sole trader and would like to support pupils at The Chiltern School to further their learning of careers and employability please get in touch on 01582 866972. We are looking for companies to support us by either offering a tour of your premises, coming to visit us in school to talk about your industry or structure of your business and the roles within them or to offer work experience placements.

If you're a parent, carer or family member and would like to come into school to talk about your experience as an employee, business owner or the route that you undertook to your career then please let us know the dates that you would be available to come in and talk to pupils about this.

The Chiltern School

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Signed by Headteacher

Lisa Leonard

Print Name:

Lisa Leonard

Date:

January 2020