

The importance of careers guidance at SENDAT Academies



The importance of careers guidance at SENDAT Academies

SENDAT Academy is committed to offering all our students a high level of careers education, guidance and advice to enable them to make discerning decisions about their future. We value the importance of looking at the individual needs of the student and planning and delivering a career guidance programme that supports each and every student; taking into account the voices of the students. 'Schools should ensure every pupil, whatever their level or type of need, is supported to fulfil their potential. The overwhelming majority of young people with SEND, including those with high levels of need, are capable of sustainable paid employment, with the right preparation and support.' (DfE Careers Strategy: Making the Most of Everyone's Skills and Talents, 2018)

Through our career programme delivery we strive to empower our students and break down barriers such as negative stereotyping and assumptions that can be made about student's limitations by encouraging community participation from local businesses' and providers. One of our key drivers is to focus on increasing social mobility and fairness to all of our students.

Our aim is to help our students realise their full potential. We believe that without a strong careers programme it is impossible to fully prepare our students for their next steps. We wish to offer as many meaningful encounters as possible and offer opportunities to access positive careers interventions. We want to endeavour to play our part in trying to reduce the number of students Not in Education, Employment or Training (NEET) and improve positive changes in academic performance. We wish for our pupils to work towards their dreams and aspirations wherever possible and not be held back because of their needs or disability. We want our students to gain skills for life – not just to get a job, but to sustain employment and thrive in the community. To do this, we work with our students to develop communication skills, self-regulation, financial literacy and home management, as well as travel and other skills to access their community.

Our careers programme at SENDAT Academy

At SENDAT Academy the Gatsby Benchmarks are followed and included to provide a high quality careers programme for our students (Please see below link for more information about the Gatsby Benchmarks). SENDAT Academy Career leads are also guided by representatives from the Careers Advisor Network in ensuring that we are working towards a robust and high-quality framework for careers guidance.

Our Careers programme has a focus on gaining experiences in the workplace and employer encounters. A trained advisor from Altogether supports the students with impartial advice and guidance with regards to post 16 options and next steps. We are working towards having an appropriately trained Careers Leader by September 2021, with explicit backing of the senior leadership team, to drive the Career programme forward in each of the schools who are part of SENDAT Academy.

Our careers programme comprises of several strands: Work Related Learning, Business Enterprise, PSHE/Living in the wider world curriculum and ASDAN personal progress delivery. At Priory school, 6th form students build on their learning

further by engaging in ASDAN Employability and BTEC vocational studies. Flexibility is key, as we need to respond to the needs of the young people as they develop knowledge and skills in each strand.

SENDAT Academy's well-structured careers programme enables students to engage in encounters and experiences of work; allowing opportunities for students to make their own decisions, or participate in decision-making, and base these decisions on first-hand experience tailored to their needs and ambitions.

<https://www.careersandenterprise.co.uk/schools-colleges/gatsby-benchmarks>

Education & Training Post 16 and College Links

SENDAT Academy have close links with the local colleges. As part of their preparations for moving on, initial visits are set up for Year 10 pupils later in the summer term. Pupils have a chance to visit different colleges with their parents. Further information is provided at our annual transition events which take place in the autumn term. All pupils from Year 9 onwards are welcome to attend this event.

For students at SENDAT Academy, the year 9 transition review provides a key opportunity and the beginnings of discussion about career aspirations. Moving into Adulthood plans are a key driver in determining where our students would like to be by the end of Year 11. Students and their families are consulted about what their hopes and aspirations are for their futures. Each year, they complete the Moving into adulthood paperwork in preparation for their annual review meeting where the EHCP is discussed, reviewed and amended as necessary. The MIA plan, as it is known, invites students to tell us about hopes and dreams for when they are older – jobs, careers, next transition steps in learning, Sixth Form, college as well as independent travel support (free disabled person's bus pass), where they will live and management of health needs. Many students need to be supported to develop these thoughts and the school uses Job Explorer Database to help develop ideas and thoughts. Students are encouraged to have more than one idea and are reminded that it is ok to change your mind about what they hope to do when they are older.

In the autumn term, our focus is for our Year 11s, 12s and 13s to have taster mornings at West Suffolk College, One College, Suffolk New College and Suffolk New College Rural Campus as well as WS Training and any other provider we feel may be appropriate for that particular cohort. Pupils will have the opportunity to access sessions at the colleges where they can experience the college day and meet prospective staff members that will support. They are accompanied by academy staff on these visits. These sessions will help familiarise them with the idea of going somewhere new but also helps them make informed decisions about where they would like to go the following September.

Further support for parents/carers is offered by appropriate school representatives in completing application forms for colleges in good time for those students wanting to access SENDAT's 6th form or Angel Hill College and other local colleges. The Key Stage 4 annual reviews are prioritised in the autumn term to ensure that applications are made to appropriate provisions in good time.

Transition Post 16

Preparing pupils for the transition from school is a key priority in Key Stage 4. Most pupils will have been at the school for many years, for some since a very early age. The school understands that leaving school can be exciting but can also be a source of anxiety and confusion for pupils and parents alike. Pupils begin to transfer over to adult health services at 16 and to other adult services. The annual review is used as a platform to discuss these changes and opportunities for our students moving on.

Young Person's Workers who are part of the Early Help Team are attached to SENDAT Academy. Their role is to help us ensure that your son/daughter makes a successful transition onto a college or other provider post 16. They will be able to help with any queries about transition. These may be about choosing a college, a training provider, transport and finance or longer term plans.

To contact Mark Barnasiuk who represents Priory School contact:

01284 758188 or email mark.barnasiuk@suffolk.gov.uk

To contact Diane Barrow who represents Stone lodge Academy contact:

01473 263432 or email diane.barrow@suffolk.gov.uk

Measuring impact at SENDAT Academy

At SENDAT Academy we strive hard to prepare our students for an adult life which is rich, rewarding and meaningful and to encourage them to become responsible and active members of the communities they live in.

Our Careers and Transition Team and measuring impact

The following team meet termly. We use 'Compass' to identify and plan how we can develop and improve our careers provision by assessing our schools against the Gatsby Benchmarks. Auditing our existing activity through Compass was a great starting point for both schools. Going through this process confirmed that we were doing more than we initially thought, but also highlighted opportunities for us to improve in key areas. We intend to use this tool to record our interventions further by drilling down on careers activities that particular group cohorts and individuals engage in which will document how many careers encounters they have. Individual reports can be shared with parents at parents evening to show the child's engagement in careers learning opportunities provided at school. We are striving to meet all of the eight benchmarks in line with best careers practice.



Shirley Dixon

SENDAT Academy Careers Leader. Other known role Community Employment and Engagement Officer.

If you are a provider wishing to request access for the purpose of providing information about your training or education offer, please contact Shirley on 01284 761934 shirley.dixon@sendat.academy



Lisa Andrews

SENDAT Academy Key Stage 4 Lead at the Priory School



Aimee Killa

SENDAT Academy Head of 6th Form at the Priory School



Tom Garrard

SENDAT Academy Key Stage 4 lead at Stone Lodge Academy



Darian Vomund

Priory Enterprise Coordinator

Links local schools with careers opportunities



Kayleigh Norris

Stone Lodge Academy Enterprise Coordinator

Links local schools with careers opportunities



Ms Melanie Hercus

Volunteer Enterprise Advisor – Volunteer from the world of work who works closely with the Careers Enterprise team to provide strategic support.

Parent/carer feedback is often acquired via telephone contact, face to face conversation or through the use of surveys allowing the team to collect and evaluate information provided and make any changes that we feel necessary. We value any parental/carer feedback and will always listen to what is being communicated. We encourage this feedback at any given opportunity.

Strengthening links with Local Employers

We seek to build partnerships with businesses and other employers, employment services, and other voluntary organisations, to help broaden our pupils' horizons. We also value opportunities for our pupils to have supported encounters with the workplace and work experience. Our focus is to establish what employers can offer the school and students, but also what the schools and students can offer the employer. We endeavour to create a long-lasting partnership which is mutually beneficial.

We link with Melanie Hercus, our Enterprise Advisor and she is able to use her network of employers to help support careers activities. We are also able to access support from the Enterprise Advisor Network through our Enterprise Coordinators, Kayleigh Norris and Darian Vomund.

We strive to provide our students with encounters of the workplace and employers. If you would like to promote opportunities such as: Volunteer Work, Employability workshops or other opportunities for our students to get involved in, please contact: Shirley Dixon on 01284 761934 shirley.dixon@sendat.academy. Please also refer to the links below for further insight into how you can support our students.

<https://www.talentinocareers.co.uk/employers.html>

<https://send.excellencegateway.org.uk/employers-and-employability>

Destination data

All of our students now visit educational facilities which are appropriate to their chosen future pathways such as day centres, volunteer organisations, further education colleges or universities.

SENDAT Academy work closely with the Local Authority in ensuring that students moving on from the Academy have been offered a Post 16 placement and we liaise with parents/carers to support them with any queries or concerns that they may have with regards to their child's transition and next steps.

As we become more confident in the use of Compass Tracker we hope to use the effective tool provided on this system to track our Alumni (we would need the students consent to proceed with this initiative). This is a systematic tool that will help us to safely and efficiently store the pupil's destination data which can be easily accessed. We aim to use the Alumni data effectively by working towards encouraging students return back to schools to talk to existing pupils and sharing their experiences.

Useful websites around Careers and Information, Advice and guidance for parents/carers and students

Students

- <https://thesource.me.uk/>
- <https://www.youthemployment.org.uk/>
- https://www.scope.org.uk/employment-services/support-to-work-register/?utm_source=Google&utm_medium=CPC&utm_campaign=tailored_pc&utm_content=looking_for_work&qclid=Cj0KCQiAqdP9BRDVARIsAGSZ8AmZzA0N3I2K6EbDXjf_RqPdbrejKV9CnXYrTmJFqHEMqnTXXCOsidYaApHOEALw_wcB

Parents

The websites listed below are specifically aimed at parents, carers and guardians and provide a wealth of useful information:

- <https://www.parentalguidance.org.uk/>
- <https://www.suffolk.gov.uk/children-families-and-learning/youth-support-and-careers-advice-work-experience-and-activities/careers-advice-and-guidance/>
- <https://www.ucas.com/advisers/which-for-teachers/help-your-students-get-into-uni/careers-advice-and-guidance-activities-to-support-students-with-send>