

## Careers Programme Statement

a summary of the careers programme, including details of how pupils, parents, teachers and employers may access information about it

Our careers programme is designed to help students with Special Educational Needs and Disabilities (SEND) explore career options and develop the skills they need to be successful in the workplace. Here are the key areas of focus:

- **Stable and Supportive Programme:** The school offers a well-structured careers programme that runs from Year 7 to 11. This programme includes careers education across the curriculum, employer engagement activities, and access to careers advisors.
- **Up-to-Date Careers Information:** Students have access to high-quality information about future study options, labour market opportunities, and the local support available. This information is provided in accessible formats to suit individual needs.
- **Addressing Individual Needs:** The programme recognises that every student has unique needs. It provides personalised support and extra help to raise aspirations and identify suitable career paths. This may involve considering factors like healthcare needs, cognitive abilities, and social awareness.
- **Linking Curriculum to Careers:** Teachers are encouraged to connect curriculum learning to careers throughout their lessons. This can involve highlighting the relevance of different subjects to various professions.
- **Encounters with Employers:** Students have opportunities to learn from employers through guest speakers, mentoring programmes, and visits to workplaces. These encounters can help them gain a better understanding of the working world and develop valuable workplace skills.
- **Workplace Experiences:** By the age of 16, students are encouraged to participate in at least one workplace experience, such as a work visit, work shadowing, or work experience placement. These experiences can be tailored to individual needs and can be incredibly rewarding.
- **Encounters with Further and Higher Education:** Students explore the full range of learning opportunities available to them after school, including academic and vocational routes, colleges, universities, and apprenticeships. They may visit institutions and meet with current students or staff.
- **Personal Guidance:** Students have access to careers advisors who can provide them with individualised guidance and support. These advisors can help them explore different career options, develop decision-making skills, and set goals for the future.

Overall, the PHS Careers Programme aims to equip students with SEND with the knowledge, skills, and confidence they need to make informed choices about their futures and achieve successful careers.

- how the school measures and assesses the careers programme's impact on pupils
- the date of the school's next review of the information published
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### Measuring the impact of our career's education

Each year we conduct an examination of the school Careers provision using The Gatsby Benchmark as a barometer of success. This helps to formulate the action plan and looking for gaps in our provision.

The Gatsby benchmarks are a framework of eight benchmarks that define what world-class careers provision in education looks like. The aspirations should be high for special schools, as they should be for mainstream schools, but some of the Benchmarks need different interpretation in special schools.

It is part of the role of the careers lead to interpret the Benchmarks within the school or college to assess whether their young people will be able to access training, or further education and adapt their careers programme to their individual needs.

The reviews are conducted yearly with the next one due in Sept '24.

the name, email address and telephone number of the school's careers leader

For further information contact the school careers lead:  
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(Guidance taken from: Gatsby, Disability Rights UK, The Careers & Enterprise Company)