



MacIntyre Academies

Endeavour Academy

Careers Policy Statement

Version	Purpose/Change	Responsibility	Date
V1 Draft	Talentino section amended	Deputy Principal	June 2022
V1	<ul style="list-style-type: none">- Introduction – wording made more concise.- 2018 guidance referenced, most up to date guidance- Career pathways added rather than using Talentino alone.- Meetings to support families (Post16) are held - removed with careers lead.- Students on a work placement – addition of SLT to risk assess.- Career pathways have been added.- Talentino section has been reduced.- Benefits of work experience – reworded (more concise)- Removed visitors to Endeavour Academy from career provision as the focus is offsite visits.	Deputy Principal	May 2023

Person responsible:	Principal
Type of policy:	Statutory
Date of first draft:	Jan 2020
Date of staff consultation:	Feb 2020
Date approved by LAB:	July 2023
Date of implementation:	July 2023
Date reviewed:	n/a
Date of next review:	May 2024

Introduction

Endeavour 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. The school works within the recommendations of the GATSBY Benchmarks. We recognise that the term 'work experience' may differ from the mainstream expectation yet, nevertheless we strive to ensure that all of our students gain an appropriate form of work experience.

The careers policy should be read in conjunction with:

- Curriculum policy

Aims and purpose

- Prepare pupils for the transition to adult life after Endeavour
- 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 possible
- Give our students the pride, personal satisfaction and achievement that comes from engaging in meaningful working experiences

This policy summarises the statutory guidance and recommendations. It then outlines the provision of careers education, work experience and provider access.

Statutory requirements and recommendations

The careers provision at Endeavour is in line with the statutory guidance developed by the Department for Education, which refers to Section 42A and 45A of the Education Act 1997. This 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.'

Careers Provision at Endeavour

All pupils have access to the following:

- The bespoke Endeavour Academy curriculum
- Offsite visits to support pupils in developing their understanding of a range of post 16 pathways.
- Access to a meeting with CSW advisor and school careers leader / appropriate staff member to explore future pathways
- A range of career pathways – that include some activities based on Talentino resources.
- Appropriate qualifications, including, but not limited to ASDAN's.
- Local SEND Network offering support, advice, and practical and meaningful opportunities
- Enterprise projects that are run across the school year
- The Duke of Edinburgh Award
- Meetings to support Post 16 and 18 provision.

The overall organisation of work experience is undertaken by the school Careers Leader who liaises with the school team to ensure the most relevant and engaging opportunities are taken.

Families are informed and communicated with throughout the process and if appropriate a work experience agreement form is completed.

All pupils on placement are covered by the employers' insurance and places of work are risk assessed by the Careers Leader in liaison with the CSW work experience database and the Senior Leadership Team.

GATSBY CAREER BENCHMARKS FOR SECONDARY SCHOOLS Benchmark Summary

1. A stable careers programme

Every school and college should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers.

2. Learning from career and labour market information

Every student, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make the best use of available information.

3. Addressing the needs of each student

Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.

4. Linking curriculum learning to careers

All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.

5. Encounters with employers and employees

Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.

6. Experience of workplaces

Every student should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.

7. Encounters with further and higher education

All students should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.

8. Personal guidance

Every student should have opportunities for guidance interviews with a career's adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all students but should be timed to meet their individual needs.

Career Pathways

Students at Endeavour Academy can undertake a range of career pathways through their bespoke curriculums. Each student takes part in a mandatory pathway that helps the students prepare for the world of work. In conjunction with this, students follow a pathway that is agreed upon by both the student, staff and parents. Each pathway comprises of a range of activities, some encompass Talentino activities.

Talentino is a career provision whose mission is to ensure all young people have access to quality early career education and guidance. The company has been working with Special Schools for over four years. It is a national company that promotes the right to work for students with special educational needs. Our vision for work experience aligns with their belief that work experience is good for all students.

Research suggests that work experience opportunities provide students with many benefits these include:

- The opportunity to develop new skills and talents
- It provides recognition for a job well done.
- The Social benefits around working collaboratively in a team
It can support with Financial independence, and
- It can promote better physical and mental health.

All these reasons apply equally to young people with or without learning difficulties so it is logical to address the career development needs on an equal footing

All students at Endeavour undertake a range of work experience tasks that are embedded into their individual curriculums. Students also have the opportunity to specialise in a key area of work through a dedicated careers pathway, see link.

[Endeavour Academy - Career Pathways \(endeavour-academy.org\)](https://endeavour-academy.org)