



Careers Programme for students with SEND

Policy Review and Approval

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A copy of this policy and other related policies can be obtained from the School Office

Contents

1. Context of SEND in conjunction with the careers programme	Error! Bookmark not defined.
2. Who is our careers programme for	Error! Bookmark not defined.
3. Gatsby Benchmarks	2
3.1 Benchmark 1	2
3.2 Benchmark 2	3
3.3 Benchmark 3	3
3.4 Benchmark 4	4
3.5 Benchmark 5	4
3.6 Benchmark 6	4
3.7 Benchmark 7	5
3.8 Benchmark 8	5
4. References.....	6

Context

The School has a clear careers strategy for all students and this policy must be read in conjunction with the School's Careers Policy.

The SEND Programme below outlines the additional support that SEND students receive through the careers programme. This document must be read in conjunction with the School's careers strategy.

Who is our Careers programme suitable for?

The Special Educational Needs Code of Practice 2015 defines SEND as

“A child or young person has SEN[D] if they have a learning difficulty or disability which calls for special educational provision to be made for him or her. A child of compulsory school age or a young person has a learning difficulty or disability if he or she has a significantly greater difficulty in learning than the majority of others of the same age; or has a disability which prevents or hinders him or her from making use of facilities of a kind generally provided for others of the same age in mainstream schools or mainstream post-16 institutions”:

There are many young people who are vulnerable and need additional careers support too. Broad SEND groupings are defined in the SEND Code of Practice as:

- Communication and interaction - speech, language and communication needs, Autistic Spectrum Disorder;
- Cognition and learning - specific learning difficulty, moderate or severe learning difficulty or profound and multiple learning difficulty;
- Social, emotional, and mental health difficulties (SEMH)/behaviour sensory;
- Physical needs, including visual impairment, hearing impairment, multi-sensory impairment, physical disability.

Gatsby Benchmarks

Gatsby Benchmark 1 - A stable Careers Programme

The Gildredge House careers strategy and the careers programme is reviewed annually and has an appointed Careers Co-ordinator (qualified Level 6 Careers Guidance and is a qualified Careers Leader) as well as a Careers Leader at Senior Leadership level. The careers programme uses the Gatsby Benchmark Framework and the overall programme is monitored by the Careers Coordinator and the Careers and Enterprise Company's Compass Benchmark Tool <https://compass.careersandenterprise.co.uk/info>

The programme incorporates all statutory requirements, including one-to-one careers guidance for all students at KS4 and again in KS5. All students follow the main careers programme and as part of the School's teaching and learning strategy, '**Empowering Every Learner**' students are offered differentiated teaching during all subject teaching, careers and community lessons, and during careers CEIAG on drop-down careers days.

Careful thought is given to additional teaching and support offered to SEND students, which takes the career needs of students with SEND into account using the 'Same and Different Model' Version 1 and Version 2 *The SEND Gatsby Benchmark Toolkit - The Careers and Enterprise Company*.

https://resources.careersandenterprise.co.uk/sites/default/files/2023-01/1051_SEND%20Gatsby%20Toolkit%20Refresh%20V8.pdf

Gatsby Benchmark 2 - Learning from career and labour market information

Young people with SEND and their families need specific information about which support mechanisms available to help them enter the workplace including disability rights, assistive technology and available benefit packages. SEND students are encouraged to have high aspirations about education and employment which is also part of the School's broader ASPIRE ethos. The SEND Code of Practice says "Schools should seek partnerships with employment services, businesses, housing agencies, disability organisations and arts and sports groups, to help children understand what is available to them as they get older, and what it is possible for them to achieve." The School works alongside local charities such as AMAZE, who offer work experience, mentorship and additional PSHE support and extended work experience. KS3 students have access to AMAZE and KS4/5 students can volunteer AMAZE and build on their employability skills. AMAZE offer bespoke support sessions with students on referral from the School. Partnerships with the local businesses who support students with SEND takes place through the Gildredge House Careers Business Partnership and through the East Sussex County Council Work Experience Team who offer bespoke support for students with SEND when it comes to sourcing work experience with employers, transition to the workplace and any further support needed whilst on their placement.

Gatsby Benchmark 3 - Addressing the needs of every learner

The School offers a person centred approach to learning. Students with Educational Health Care Plans (EHCPs), students with known disabilities and those who are being monitored with a view to gaining extra support are all considered as much as a priority as all other students. Transition support is offered to parents/carers and students in conjunction with East Sussex County Council. Further information <https://czone.eastsussex.gov.uk/send> The School is a member of The ESCC Inclusion Community of Practice and follows the Vulnerable Learners Protocol <https://localoffer.eastsussex.gov.uk/send-information-and->

[services/transition-planning](#) All students and their families with SEND are offered transition support which includes option support, road maps, careers guidance, careers events, explanations on career levels and qualifications, travel support and advice on how to gain additional learning support (ALS).

<https://eastsussex.pagetiger.com/bcaycnh/1>

Gatsby Benchmark 4 - Linking Curriculum learning to Careers

Careers is embedded into each subject and all students engage in a weekly careers and community session. Whole-school teaching focuses heavily on the school's 'Empowering Every Learner' strategy and students receive differentiated teaching during all lessons. One size doesn't fit all and the Careers programme offers a bespoke SEND careers session for SEND learners in addition to students annual drop down careers days.

Gatsby Benchmark 5 - Encounters with Employers and employees

The School offers a progressive range of encounters with employers to support the development needs of individual students. An example of this is that students have access to at least 10 employers each year. Students with SEND have carefully chosen employers to support their work experience, KS4 mock interviews as well as in some cases one-to-one mentoring. There are strong links with employers through the Gildredge House Careers Business Partnership and the School is supported by an Enterprise Adviser at The Grand Hotel whose strength is supporting students with SEND. The Grand Hotel offers support to SEND students with extended work experience, one-to-one mentoring and this has worked successfully with a number of SEND students. There is a good alignment between the skills and capacities of the students and the strategic economic needs of Eastbourne and the surrounding area. SEND students in KS4 receive bespoke preparation to support their work experience and any other employer engagement activities, such as the KS3 Year 9 Take Your Child to Work Day. There is a strategic approach to the relationship between employers and SEND students, such as a briefing and de-briefing session before any career event or employer engagement. SEND students receive preparation for the specially designed I-Can Careers Fair held for Year 10-SEND students. Families are invited to a separate I-Can Careers Fair event, where they have an opportunity to meet with employers and local education providers.

Gatsby Benchmark 6 - Experiences of the Workplace

The School invests heavily in the Year 10 Work experience programme and works closely with employers to ensure that students with SEND are supported to find a suitable placement. From meetings with employers and students, to briefing during tutor time activities, to preparing for work experience during careers and community lessons, to work pre-placement checks, to arranging travel and clothing etc. Parents are given an opportunity to share their child's SEND needs with the

employer and every opportunity is taken to ensure that SEND students have a positive experience of the workplace. The Careers Coordinator works closely with the School's Enterprise Adviser to ensure that every SEND student has a suitable work experience placement. Research evidence analysed for The Careers & Enterprise Company suggests that work experience, supported internships or employment, employee preparation programmes, self-determination training and family involvement are effective in enabling young people and young adults with SEND to make a successful move from school to further or higher education, training, employment, or self-employment.

Gatsby Benchmark 7 - Encounters with Further and Higher Education

The School offers meaningful encounters with Further Education and Higher Education providers and adheres to Public Access Arrangements (PAL). Early in KS3 all students hear from Apprenticeship and Traineeship providers. It is important that students with SEND maintain their confidence in their learning and recognise the importance of learning pathways so that they don't become school refusers or become NEET. The School works with Youth Employability Service (YES) to ensure that support is offered to students who are at risk of NEET and these students have a dedicated representative who supports the Careers Adviser. YES are particularly supportive with English as Additional Language students (EAL). The School adheres to the Vulnerable Learners Protocol and SEND students are offered transition to college/sixth form support, including visits to their first choice Post-16 college and families are offered signposting support and support from the Careers Adviser. The School is looking to offer Functional Skills Maths and English to support appropriate SEND students so that they achieve a Maths and English qualification.

Gatsby Benchmark 8 - Personal Guidance

Specific and individualised transition planning that includes identifying potential pathways is central to the SEND Code of Practice. Early and ongoing support from a trusted adult is critical to effective transition. All students with SEND have access to continued Level 6 qualified careers guidance and support to help them with their career choices and with their transition to Post-16 and Post-18 education. Following on from career days, students work in small groups and are given the opportunity to review and develop their career plans. These plans are reviewed annually. This is timetabled annually and in addition all students have access to one-to-one careers guidance in KS4 and again in KS5. The SEND Code of Practice 2015 finds that providing a young person with the relevant life and employability skills so that they can live in semi-independence could reduce lifetime support costs to the public by approximately £1 million.

References

The SEND Gatsby Toolkit

https://resources.careersandenterprise.co.uk/sites/default/files/2020-08/1051_send_gatsby_toolkit_refresh_digital.pdf

Transition Support for Parents/careers

<https://eastsussex.pagetiger.com/bcaycnh/1>

The East Sussex County Council Vulnerable Learners Protocol

<https://localoffer.eastsussex.gov.uk/send-information-and-services/transition-planning>

CZone - East Sussex County Council SEND Guide

<https://czone.eastsussex.gov.uk/send>

Compass Careers Benchmark Tool

<https://compass.careersandenterprise.co.uk/info>

The I-Can Careers Campaign - I-Can Careers Fair for SEND students

<https://www.careerseastsussex.co.uk/information/young-people/sen/what-is-the-ican-campaign>

The I-Can Pathways for students with SEND

<https://www.careerseastsussex.co.uk/information/young-people/sen/ican-pathways>

Supported Employment

<https://www.careerseastsussex.co.uk/information/young-people/sen/supported-employment>

Supported Employment, Apprenticeships and Internships

<https://localoffer.eastsussex.gov.uk/send-information-and-services/college-and-adult-life/supported-employment-apprenticeships-and-internships>

Amaze Special Educational Needs and Disability Information, Advice and Support Service (SENDIASS)

<https://amazesussex.org.uk/>

The Youth Employability Service

<https://www.cvk.org/services/youth-employability-service-yes/>