



**MacIntyre**  
Providing support...your way



# **MacIntyre School**

## **Careers Policy Statement**

**Policy Date: September 2023**  
**Review Date: September 2024**

## Introduction

MacIntyre School provides a meaningful and engaging curriculum that includes access to learning about a wide range of careers. This curriculum 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 acknowledge that our students may have additional needs in accessing careers guidance as well as high levels of restrictions in availability of finding suitable work related opportunities. As a result, we offer a completely individualise approach to careers planning, seeking appropriate work opportunities both onsite and offsite, working closely with the learners, their families and the wider community to continue to develop a strong bank of placements. 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 MacIntyre School
- 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 MacIntyre School 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 MacIntyre School

All pupils have access to the following:

- The MacIntyre School Curriculum
- Access to Work Related Learning opportunities between Years 8 and 11 to support pupils in developing their understanding of a range of post 16 pathways.
- Access to a meeting with the careers leader / appropriate staff member to explore future pathways
- A range of career pathways
- Appropriate ASDAN's qualifications.
- 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
- Work Experience opportunities on-site and off-site
- Meetings to support Post 16 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.

## GATSBY CAREER BENCHMARKS FOR SECONDARY SCHOOLS

At MacIntyre School we use the Gatsby Career Benchmarks as a tool to guide our careers provision.

### 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.

#### 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

### Careers Provision:

KS4	KS5 – Sixth Form
<ul style="list-style-type: none"> <li>- All learners have the opportunity to access a variety of work related activities.</li> <li>- Learners who have a clear preference may start to explore some volunteering in the desired pathway, those who are still finding a suitable pathway will have the opportunity to try different options through the Key</li> </ul>	<ul style="list-style-type: none"> <li>- All learners have a learning pathway which includes their career planning.</li> <li>- All learners are enrolled in Work Right and collect evidence of their work experience or work related learning opportunities within their pathway using WorkRight as a framework.</li> </ul>

<p>Stage.</p> <ul style="list-style-type: none"> <li>- Yr11 – All year 11 learners meet with the Careers Lead (with appropriate support from staff who know them well) and are able to review preferences observed through the Key Stage in order to draft an initial plan regarding their final destination and their career.</li> </ul>	<ul style="list-style-type: none"> <li>- All learners meet with Careers Lead at least every year (more often if needed) to review progress and secure further opportunities.</li> <li>- All learners are enrolled in the Duke of Edinburgh award and collect evidence against the 4 key areas – The volunteering area may be part of their careers program.</li> <li>- Some learners complete an additional ASDAN qualification related to their chosen pathway.</li> </ul>
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**Careers Pathways:**

Due to the diversity of our population, careers pathways are completely individualised and may look very different from one learner to another. Equally, we aim to be as flexible as possible in identifying careers for our young people to make them meaningful, engaging and appropriate to their needs. This means that while we have a range of general pathways that pupils may choose from, if new pathways or additional adaptation need to be offered to enable our young people to access work related learning, this will be reviewed by the Careers Lead and accommodated as much as possible.

The current careers pathways available at the school include the following:

- Administration
- Animal Care
- Beauty and Wellbeing
- Creative and media
- Environment and land
- Home Services
- Hospitality and Food
- Maintenance