

Careers Programme

Getting It Right for Every Student

Vision Statement for Careers

At Stone Bay School, our careers programme ensures we are *getting it right for every student* by providing personalised, aspirational and meaningful pathways into adulthood.

We are committed to ensuring that every young person – regardless of need, starting point or background – is prepared for a fulfilling future through education, independent living, volunteering, work experience and above all participation in their own community in a meaningful way.

Our careers provision reflects our core values of:

Evolving Excellence - Trust - Fairness - Empowerment - Collaboration

How Our Values Shape Our Careers Programme

Evolving Excellence - We commit to:

- High aspirations for every student through our **Curriculum Pathways**
- Continuous review (through **Compass Plus**) and improvement of provision aligned with the **Gatsby Benchmarks**
- Reaching for the Preparing for Adulthood outcomes across our curriculum: **gaining employment/training, achieving independent living, participating in the community and maintaining good health**
- Providing meaningful, high-quality work experiences and opportunities to practice work related skills and improve employability skills

What this looks like in practice:

- Personalised career pathways linked to EHCP outcomes
- Annual review of careers impact
- Staff CPD in preparation for adulthood
- Expanding employer partnerships each year

Trust - We build trust by:

- Building **secure and trusted relationships** with our pupils
- Creating safe, supported experiences of **work related learning** and of experiences in different **workplaces in and outside school**
- Offering activities for personal development (as part of **our curriculum**) to build **honesty and self-awareness, reliability and responsibility** in students
- Preparing students for **real-world** experiences and expectations through **supported access to the community**

In practice:

- Developing role-play of workplace behaviour
- Responsibilities and internal 'work placements'
- Supported external work placements with clear expectations
- Explicit teaching of professional conduct, e.g. social communication, presentation, team work
- Staff modelling workplace communication and behaviour

Fairness - We ensure fairness through:

- **Equal access to careers education**
- Adapted and **personalised** support
- Removing barriers to **participation** (using therapeutic intervention where necessary)
- Providing **impartial careers guidance** (outside agency)

In practice:

- Access to adapted accreditation (AQA, Arts Award)
- Adapted programme of work related learning visits
- Independent/Supported Travel training
- Adapted internal and external work experience placements
- Specialist transition planning meetings (parents from yr 9/parents consultation/AR)
- Individual careers interviews (Careers Advisor)

Empowerment - We empower students to:

- Understand their own **strengths** and **interests**
- Make informed **choices** and **decisions**
- Develop **independence** in the home and community
- Learn to **advocate** for their needs

In practice:

- Strengths-based profiling (e.g. Pupil Passport, Vocational Profile)

- Student voice in pathway decisions
- Self-advocacy sessions
- Personal career portfolios
- “My Future Plan”



Collaboration - We collaborate with:

- Parents and carers
- Local employers (Monkton Nature Reserve, RSPCA, Garden Gate, Broadstairs Library)
- Colleges and training providers (EKC, Bemix, Providers Fair)
- Other schools (FFS Provider Fair & impartial careers guidance)
- Health and social care teams

In practice:

- Annual parent information event
- Employer engagement events, e.g. Providers Fair, Employer Awards & thank you event
- Multi-agency transition meetings
- Alumni involvement
- Community enterprise projects

Careers Learning Journey

<p style="text-align: center;">◆ Key Stage 3 – Discovering Strengths <i>Getting it right early</i></p>		
Focus:	Skills	Activities:
<ul style="list-style-type: none"> ● Self-awareness ● Building Aspirations ● Introduction to the world of work 	<ul style="list-style-type: none"> ● recognising and naming feelings ● knowing what they're good at and enjoy ● Reflection - thinking about what went well and what didn't ● managing emotions and behaviour ● understanding abilities without over/underestimating ● setting realistic but challenging targets ● Following instructions ● Curiosity about careers - asking questions and exploring options 	<ul style="list-style-type: none"> ● Job exploration workshops ● Enterprise projects ● Employer visits ● Strengths profiling ● Workplace role-play ● In house work experience
<p style="text-align: center;">◆ Key Stage 4 – Building Skills</p>		

<i>Raising aspirations and preparing for transition</i>		
Focus:	Skills	Activities:
<ul style="list-style-type: none"> • Employability skills • Qualifications • Real-world experience 	<ul style="list-style-type: none"> • Communication - expressing ideas clearly • Listening to others - finding out information • making informed choices • Teamwork - working collaboratively • sticking with tasks even when difficult • Initiative - starting tasks without prompting • Problem-solving - finding solutions independently 	<ul style="list-style-type: none"> • Work experience placements (internal or external) • Employer Encounters • Vocational profile writing • College visits • Travel training • Volunteering
<p>◆ Post-16 – Preparing for Adulthood <i>Meaningful, sustainable destinations</i></p>		
Focus:	Skills	Activities:
<ul style="list-style-type: none"> • Employment pathways • Supported external work experience • Independent living 	<ul style="list-style-type: none"> • Respect & professionalism - appropriate behaviour in different settings • Organisation - managing time and tasks • Empathy - understanding others' perspectives • Adaptability - coping with change • Build resilience and confidence 	<ul style="list-style-type: none"> • External work placements • Employer Encounters • Vocational profile writing • Travel training • Independent living skills • Job coaching • Mentoring others

Personalised Pathways

Each student has:

- A pupil passport containing vocational information
- A Strengths-based assessment & regular review
- EHCP-linked preparation for adulthood outcomes (Careers linked PLI)
- Individual transition plan from year 11
- Ongoing careers conversations, including 2 careers interviews with an independent advisor before they leave Stone Bay School

We recognise that “getting it right” looks different for every student.

Success is defined individually and may include:

- Engaging with meaningful leisure opportunities
- Greater independence: personal, living, learning, working
- Community: access, participation, positive contribution
- Placements: internal and external work experience (one -off/block/weekly), Volunteering
- Further education (Specialist College)
- (Preparation for) Supported living
- (Preparation for) (Paid) Employment

Measuring Impact

Impact measures include:

- AQA accreditation
- Arts Awards accreditation
- Attainment Tracker
- Destination data
- Student voice
- Parent feedback
- Employer feedback
- Progress in employability skills (e.g. careers linked PLI)

Careers Programme Statement for our Website

*At Stone Bay School, our careers programme reflects our commitment to **getting it right** for every student. Through personalised pathways, strong partnerships and high aspirations, we empower our young people to develop the skills, confidence and independence needed for meaningful adult lives.*