



New Barn School

Careers Policy

ACADEMIC YEAR 2021-2022

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1.0 VISION AND VALUES

Implementation of this policy: It is the responsibility of line managers to ensure that staff members are aware of and understand this policy and any subsequent revisions.

Compliance: This policy complies with all relevant regulations and other legislation as detailed in the *Compliance with Regulations & Legislation Statement*.

At New Barn School our impact statement for careers is:

“We strive as a community to put into place all the holistic building blocks our pupils need for their own individualised best possible outcomes. This will include life skills, social skills, and a modern and diverse curriculum to develop resilient young people ready and optimistic to join further education, employment and/training.”

2.0 STATUTORY REQUIREMENTS AND EXPECTATIONS

Careers Lead- Emma Berry-heath emma.berry-heath@acornnewbarnschool.co.uk 01488505145 ext. 6826

Parents/carers, students, employers, and teachers can access the Gatsby Benchmark trained careers team at the above email address.

Careers' valuable information is also published in the weekly school newsletter and discussed at governance meetings.

Our school measures our careers curriculum by using the CDI framework and regularly attends Acorn group forums to assess with the wider professional community. CDI framework completed and reviewed by Kelly Spence (Careers lead Acorn group) September 2021; next review due by July 2022

This CEIAG (Careers Education, Information, advice, and Guidance) policy has been produced using guidance from the CDI framework for careers, the Gatsby Benchmarks, the Baker Clause, work related education and in accordance with the Independent School Standards.

New Barn School is an independent day provision. The school provides specialist education for children and young people aged 6-19 with a range of Complex Needs. Including Autism, Asperger's Syndrome, ADHD, as well as impaired social and/or cognitive functioning due to early life trauma and attachment difficulties.

We are enormously proud of the achievements of our leavers. New Barn family leavers are now attending Berkshire college of Agriculture studying Equine Studies Level 2, studying vehicle mechanics level 1 at

Bracknell and Wokingham college, working on The Welford Estate and training to be a Tree surgeon, working full-time in a residential care home, and studying at BcoT amongst others.

3.0 LEARNER ENTITLEMENT

New Barn school is committed to providing an embedded careers provision (CEIAG programme) to all students in partnership with West Berkshire's Skills and Employability Children's and Young People's services. They all receive impartial advice from an external advisor from year 9 onwards who visits termly and is Level 6 qualified. (Emma Smith, Kennet school)

This policy is underpinned by our core values of work hard, community and humility, The Gatsby benchmarks, and British values-

- Everyone should be listened to (Democracy)
- Keep everyone safe by following rules and making the right choices (Rule of Law)
- Be proud of who you are (Individual Liberty)
- Value each other and your surroundings (Mutual Respect)
- Be patient, kind and understanding to everyone (Tolerance)

New Barn School offers a broad and balanced curriculum and aims to provide Careers Guidance which is:

- Individualised to the best possible outcome for the child/young person
- Accurate and up to date
- Cross-curricular
- Presented in an impartial manner
- Enables informed choices about a broad range of career options
- Helps to encourage full potential through talents and special interests
- Follow the Gatsby Benchmarks

At New Barn School we recognise and celebrate that all our young people are individuals and as a result their education and career pathways will be planned on a personalised basis. Careers education for pupils at New Barn School will be relevant, specific, planned and delivered carefully to meet individual needs.

At New Barn we believe that every child should leave school as a cultural citizen prepared for life in modern Britain, achieving the best possible outcomes available to them. This means ensuring strong academic foundations supported by excellent teaching whilst developing in every young person the values, skills and conduct they need to have the best possible pathway in life.

All pupils receive a rich provision of classroom and vocational activities that develop a range of character attributes such as resilience and pride to underpin opportunities and the best successes possible in education, training, and employment.

We aspire to an ethos that promotes a good 'work ethic' through cultural citizenship, working hard and being open to the full range of opportunities available. From as early as KS1 we promote an interest in the world of work through careers days and assemblies. At Home farm, we careers-based assemblies to further explore opportunities available, workshops, invite guest speakers, school leavers, and discuss current labour market opportunities.

We demonstrate that as a community we all work together to make a difference and invite the local community to join in with cultural days, open days, and performances. New Barn school students have participated in work experience at the Welford Snowdrop Café, Enborne Equestrian centre, Moss garage, on the Welford estate, The Dogs Trust, The Newbury Furniture project and at local barbers and hairdressers.

We understand at New Barn that young people who are uncertain or unrealistic about career ambitions are three times more likely to spend significant periods of time not in education, employment, or training (NEET). By providing embedded career guidance and education we ensure that our young people can select the best possible opportunities available to them.

We have links with the BEEP (Berkshire Education Employer Partnership) project which provides workshops, training to staff and intensive mentoring to groups of students, and on a 1:1 basis. We also teach the

Achieve programme from The Prince's Trust which offers the students aged 15-19 an entry level, level 1 or 2 qualification in life skills, citizenship, health and fitness and careers.
hold monthly

Where available and suitable, Year 10 and 11 pupils can access work experience and local colleges to attend college courses. We have developed positive links with several local college providers including Newbury College, Berkshire College of Agriculture (BCA), Reading College, The Bucks College Group and Basingstoke College of Technology (BCOT). These relationships enable New Barn School to provide access to a wide range of courses that can meet the wide-ranging needs and career pathways of our learners.

We inspire our students to be motivated and self-confident enough to reach their full potential. We provide a range of activities that include Careers Day, Suit Day, visiting mentors/speakers, invite work experience colleagues to school shows and lunches and work experience timetabled into their weeks.

Key Stage 3 students have tri-weekly careers lessons and once monthly assemblies. KS4 and 5 students have weekly work experience, weekly Careers lessons and monthly Careers assemblies. All Secondary students also have a 'Future Pathways' template in their ICAN (Individualised Centred Assessment Needs) folder where post 16, qualifications and further pathways are documented in a working document. These are created by the school Careers lead and added to by the external advisor after their visits. These templates are also discussed at EHCP, PEP and LAC meetings so that the entire community around the young person support the best possible outcomes.

Careers lessons are planned around The Gatsby Benchmarks, The Achieve programme, AQA awards, Functional skills Level 1 and 2 and life skills such as C.V writing, role playing interviews, examining the world of work, teamwork, democracy, equity, human rights etc. These lessons aim to be fun and informative whilst role playing the conduct of the workplace.

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