

## **Penn Fields School Careers Policy**

We want our students to experience a careers curriculum that establishes a growing knowledge and awareness of the world of work and what they, as young people, can aim for as they prepare for adulthood and Post 16 transition.

This includes delivering a breadth of opportunities and experiences that our students can start to build their own future pathways on. As we aim to do this, we are also fully aware of the impact the challenges our students face due to the nature of their needs and look to how we can start to overcome these barriers, working alongside them to enable them to the best version of their selves.

### **Intent:**

#### **What will our students experience throughout their Careers curriculum at Penn Fields?**

- Access to careers learning for all students - learning that is linked through their curriculum provision, 101 things to do at Penn Fields, Theme, Preparation for Adulthood, Subject Focus weeks and also explicitly delivered sessions
- A careers curriculum that has contributions and feedback from them, their families, school staff and external independent employers and advisors.
- Engagement with many different employers throughout Year 7 to Year 14 in variety of formats such as assemblies, visits, talks, project work, careers events
- Unbiased careers information, advice and guidance from an independent careers advisor
- Working with them and their families as they prepare for their future and for life after Penn Fields
- Staff who are committed to and passionate about helping them develop as they make key decisions and prepare for their future pathways.

#### **Why do we want this?**

- We want our students to know their skills and strengths; know what they are good at and what they find hard
- We want our students to work towards independent traveling, living and working
- We want them to build adaptability and resilience
- We want our students to have access to, and engagement in, meaningful experiences of the world of work in all its forms.
- We want our students to discover, learn and make progress so they can thrive and experience success in their future pathways
- We want our students to pursue and value their own wellbeing and happiness

### **Implementation:**

#### **How will we deliver this?**

- All students will have access to a careers curriculum, and this will be routinely monitored and evaluated by all stakeholders to ensure it is fit for purpose.
- Students will meet and talk with alumni to learn out about their experiences and aspirations
- Experiences of different workplaces and environments
- Meaningful encounters with the world of work
- Careers events and skills workshops
- Students completing the 101 things to do at Penn Fields
- Penn Fields Alumni delivering aspirational sessions
- A post 16 offer that allows students to experience college courses with local partners colleges
- The program is made from – Careers Program – weekly timetabled Preparation for Adulthood lessons - Linking the Curriculum to Careers

### **Curriculum Provision**

There is a planned Careers Education Information and Guidance (CEIAG) programme across the school 11-16, which incorporates the national framework for implementing an 11-16 entitlement to Information and Guidance (IAG) in England and to meet the 8 Gatsby Benchmarks:

1. A stable careers programme
2. Learning from careers and labour market information
3. Addressing the needs of each young person
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with FE and HE
8. Personal Guidance

### **Partnerships**

The policy recognises the range of partners that support the CEIAG/WRL within our school.

These include:

- Formal arrangements with the Black Country Careers Hub
- Employment Advisor
- Parents and carers
- Liaison with Further education institutions
- Employers and training providers
- Enterprise Adviser
- Careers and Enterprise Company

### **Resources**

The school will provide resources for the successful implementation of this policy through securing:

- An annual budget to cover internal needs, Continued Professional Development (CPD) opportunities and commissioning of external sources
- Adequate staffing with appropriate training
- Student and staff access to information
- Designated space for individual and group/class sessions

### **Impact:**

**What is our expected impact?**

- Students will be well informed to make decisions and have a wide range of options about their transition from year 11 – 14 including PF6
- Students and their families will have a full understanding of progression routes. These will include PF6 split provision with other providers, have access to pre supported and supported internships.
- Students will have had experience of a wide range of opportunities, interests, and options so they are best placed to make informed decisions about their future choices
- Students will develop the skills needed for them to be employable, whether that is voluntarily or paid
- Students will know the value of having work and commitments in their lives
- Students will know that they have a valued and important part to play in the world in which they live and they can and are motivated to contribute to society in a way which best suits their interests and skills
- Students will know about and make use of the range of support and advice that is available to them in order to support their choices and decision making as they progress on from Penn Fields

This policy will be monitored and reviewed annually by the Careers Lead.

Last update: December 2025