



Calthorpe Academy Careers Programme

Aims and Vision

Consistent with our mission statement, we aspire for our learners to learn, “the skills for the life they want”. We feel everybody has the right to reach their full potential. Our curriculum model lends itself to making effective connections across skill and subject boundaries. We aim to ensure meaningful opportunities of careers and vocational education for our learners in an appropriate way in order to meet their needs and circumstances. We believe that the teaching of ‘Careers’ is linked to fundamental rights of the child as identified in the UN Convention of the Rights of the Child.

Our vision is to support and prepare our learners for increased opportunities and experiences in order for them to play an active role in the world, raising aspirations whilst widening participation and providing a smooth transition post Calthorpe.

“An individual’s career is their lifelong journey through learning and work. Our education system requires young people to make choices while they are in school...that have implications for their future progression opportunities. Schools, therefore need to help students with choices and transitions they have within the school but also need to equip them with knowledge and skills to deal with decisions”. (Andrews and Hooley 2019, Careers Leadership in Practice, British Journal of Guidance & Counselling)

Strands of Careers Education at Calthorpe

In order to support our learners to achieve their aspirations and outcomes agreed within their Education, Health and Care Plans, career education at Calthorpe comprises of the following strands:

1. Opportunities within the curriculum to develop transferable life and social skills as well as development of learners’ self- advocacy, confidence, decision making and transition skills preparing them to be active citizens within society.
2. Options and choices as well as work related learning opportunities offering meaningful skills based vocational experience on site.
3. A bespoke and varied programme of social enterprise activities.
4. Enrichment and inclusion activities to promote cross curricular links and skills development.
5. Transition encounters and visits to destination providers promoting personal guidance and information, advice and guidance preparing for life post Calthorpe.
6. Functional skills lessons if appropriate to support learners to identify their skills, interests and aspirations. This will include profiling, interview and behaviour and completing application forms.

7. Work encounters, experience, placements and employment at local businesses and voluntary sector organisations including job coaching to support learners to aim high.

All staff are responsible in providing bespoke careers and guidance to learners.

Our CEIAG Policy is reviewed annually and can be viewed under 'Documents and Policies' on our website. [CEIAG Policy](#)

Parents/Carers will be entitled to:

- Be able to make an appointment with the Academy's Careers Lead or have access to a Skills for Life Mentor to discuss their son/daughter's progress and future destinations.
- Access to the Academy's curriculum on the school website.
- Be provided and have access to up to date information on careers and destinations through teachers, transition team, parental engagement sessions and EHCP reviews.
- Be invited to take part in careers, advice and guidance information events in order to explore options available in planning their son/daughters futures.
- Have the opportunity to evaluate the usefulness of parental engagement sessions involving careers and how these can be improved.

Learners will be entitled to:

- A curriculum supporting you to develop transferable skills as well as self-advocacy, decision making and transition skills.
- Links to careers throughout the curriculum.
- Opportunities to learn about the world of work.
- Obtain support in deciding what to do post Calthorpe, including further learning, accessing the community and employment.
- Access to up to date information and labour market information.
- Personalised information, advice and guidance in order to make an informed decision for your future.
- Personal guidance that is impartial and focused on the needs of the learners and that is provided by an external agency with relevant training and expertise.
- Have the opportunity to discuss and feedback your opinions to help influence curriculum for the future.

External Partners and Supporting Agencies

In order to provide quality careers education, Calthorpe Academy works with a range of external agencies, businesses and voluntary organisations, including:

- Birmingham Women's and Children's Hospital
- Vital Services
- Tesco
- Willmott Dixon

- Lendlease
- Marriott
- Barclays Bank
- Narthex
- Department for Work and Pensions
- Stepping Forward
- Birmingham Careers Hub and Birmingham Education Partnership
- Leonard Cheshire (UK charity)
- Midland Mencap
- Destination providers
- Birmingham Local Authority

Impact:

- 100% of our learners move in FE, supported living, accessing the community and or employment post 19
- 0% NEETS post 19
- 9% of learners accessing sustainable employment post Calthorpe*
- 18% of learners accessing paid employment during their time at Calthorpe*

***BEP data – 1.3% of young people with learning difficulties in Birmingham are in employment**

***BASE data – 5.7% British Association for Supported Employment (% nationally of adults with learning difficulties in employment).**

- Please click the following link to view a range of case studies: [Case studies](#)

Please contact the Careers Lead in school if you require further information:

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Our Academy's link Governor for Careers is Mr Yasir Iqbal

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