

## **Careers Education Information Advice and Guidance (CEIAG)**

Sutherland House School is an education provision for pupils with a diagnosis of Autism Spectrum Condition (ASC). All pupils who attend Sutherland House School have an Education, Health and Care Plan. Sutherland House School is committed to providing a planned programme of Careers, Education, Information, Advice and Guidance for all pupils in Key Stages 3, 4 and 5.

Pupils can develop their knowledge, skills, talents and interests as relevant to their level of ability and understanding. Careers education is approached as a distinct area of learning as well as being embedded across all subjects. Pupils receive careers education, information, advice and guidance. Sutherland House School keeps parents involved in their child's career skills development through parents' meetings and other appropriate means. Sutherland House School aims to maximise the life chances of all pupils and to prepare them for productive and fulfilling adult lives.

We assess the impact of our Career, Education, Information, Advice and Guidance (CEIAG) on our students by using the COMPASS tool to ensure that we are meeting the requirements of the 8 Gatsby Benchmarks for effective careers education. We are committed to ensuring our provision meets the requirements of the Gatsby Benchmarks in accordance with the needs of our students. Our CEIAG strategy is reviewed at the end of every academic year using data collected from student and stakeholder feedback as well as a review of our post 16 and post 18 destination data.

The careers and employability programme at Sutherland House School consists of a range of activities in the following areas:

**Careers Education:** Planned programmes in the curriculum giving students knowledge and skills to help them to plan and manage their own career.

**Career Information:** Including qualifications, skills, occupations, labour market information (LMI), pathways and progression routes.

**Careers Advice and Guidance:** Independent and impartial careers advice and guidance provided by careers leader with Talking Mats training to ensure effective communication and substantive discussions around students' hopes and aspirations

**Work Related Learning:** Experiences within and outside the curriculum to help students learn about specific careers and workplace behaviours.

### **A stable careers programme**

Sutherland House School has introduced a programme of embedded careers learning. Teachers and teaching assistants are provided with resources to support the delivery of careers sessions that have been planned by a Level 6 qualified careers leader. The programme ensures coverage of the Gatsby Benchmarks with reference to the CDI framework.

### **Learning from career and labour market information**

Every pupil and their parents will have access to good quality information about future study options and labour market opportunities. They will have access to an informed adviser (Farheen Khan) who will provide support and enable them to make the best use of available information.

### **Addressing the needs of each pupil**

Pupils have different career guidance needs at different stages. Opportunities for advice and support will be tailored to the needs of each pupil. Sutherland House Schools CEIAG programme will embed equality and diversity considerations throughout.

### **Linking curriculum learning to careers**

All teachers will link curriculum with careers, with pupils exploring how their subjects link to the world of work. This begins at primary level. STEM subject teachers will highlight the relevance of STEM subjects for a wide range of future career paths.

### **Encounters with employers and employees**

Our pupil's will have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This will be provided through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes. Sutherland House School is proud of the existing partnerships with many of East Midlands employers, including Mind, Ideagen, Addooco and Nottingham Forest

### **Experiences of workplaces**

Our pupil's will have the opportunity to have experiences of the workplace through world of work projects, workplace visits, employer shadowing and/or work experience to help their exploration of career opportunities and expand their networks. Students have been accessing a wide range of work experience from working at stables and a city farm, to working in retail and at a tech support firm.

### **Encounters with further and higher education**

Sutherland House School has strong partnerships with a number of local and national further education, higher education and adult service providers. Our pupils have the opportunity to visit providers and attend in school activities. All pupils will have access to information on the next stage of learning this will include both academic and vocational routes including apprenticeships as well as learning in colleges, universities and in the workplace.

### **Personal guidance**

Every pupil from Year 8 upwards will have opportunities for guidance interviews with a careers advisor. Interviews will be made available whenever significant study or career choices are being made.

### **Statutory duty**

Sutherland House School has a statutory duty to provide independent and impartial careers education, information, advice and guidance for all Year 8-13 pupils, pupils

in our 6th form provision will also have full access to the school careers advisor. This is intended to inspire and motivate pupils to fulfil their potential.

Schools are required to help every pupil develop high aspirations and consider a broad and ambitious range of careers. Inspiring every pupil through more real-life contacts with the world of work can help them understand where different choices can take them in the future. Please refer to Sutherland House School's CEIAG policy, work experience guidance, and provider access policy.