

Introduction to the Lexden Springs Career Programmes

At **Lexden Springs** we define Careers (and work) as **meaningful and purposeful experiences and activities** that our pupils can access and develop during both their time at school, and when they have moved on from school. For our active learners we will be providing activities that increase the likelihood of paid employment.

Pupils will be developing their autonomy throughout their time at school, by this we mean the pupils ability to make choices, to have their voices heard and to feel, where possible, that they have control of their lives and actions.

We work with parents and relevant organisations to share Careers advice and guidance and that is reflected in our programme.

Active / Explore / Towards Independence Pathway – to increase the pupil's possibility of gaining paid or voluntary work and their active participation in the community.

These pupils might go onto further education or adult education, supported employment agencies. These pupils might have PA support to help with Voluntary work, accessing the community and developing life skills. They might also attend day services to continue working on these areas.

Experience Pathway – to increase the pupil's exposure to meaningful and purposeful activities and their active participation in the community.

These pupils might move onto a mix of day services and PA support, accessing the community and developing their autonomy

On the school website you can find The Provider Access policy and the Careers policy for parents and pupils.

The Careers Programme follows the eight updated Gatsby benchmarks (1 stable careers programme, 2 Learning from career and labour market information, 3 Addressing the needs of each pupil, 4 Linking curriculum learning to careers, 5 Encounters with Employers and employees, 6 Experiences of workplaces, 7 Encounters with further and higher education, 8 Personal guidance) and reflects the CDI framework six lifelong career skills (Grow, Explore, Manage, Create, Balance, See the Big Picture)

Active - Pupils have a severe learning disabilities, they learn through practical learning experiences, leading on to more focused learning tasks

Key Stage	What do we want the pupils to learn or experience?	How will we do this?
All age / ability groups	Careers Activity days involving employers and industries coming into the school Visiting and participating in the community Developing work and life skills	Accessing the Community.docx Preparation - experience – reflection Class observations and learning walks
KS1 / 2	Introducing Choice making skills Developing Literacy and numeracy awareness Learning about people who can help them and asking for help Recognising that people have jobs Understanding the world	Active Curriculum Little City School Visitors
KS3/4	Increasing literacy and numeracy skills – time, dates, signs, instructions, money Mini Enterprise / employment skills in the classroom and wider school community Developing hobbies and interests Making choices, and expressing opinions and ideas To explain what interests them about different jobs Send Forward transition event (and other career and transition events)	Active Curriculum School Careers lessons Topics 1, 2 & 3 Career lessons and resources for teachers Accessing the Community.docx Completing visit feedback form KS3/4 and Post 16 Visits and Work experience – Fill in form
KS5 Towards Independence	Career lessons Visiting Further Education and Adult Education Increasing literacy and numeracy skills – time, dates, signs, instructions, money / wages Online literacy Next Steps programme of day provision visits Mini-enterprise Duke of Edinburgh Awareness of jobs in the Colchester area Transition planning takes place via EHCP meetings and separately arranged meetings as needed involving families, social care, health and Send Careers advisors / parents evenings. Yr11 and Post 16 coffee mornings for Parents & Carers Referrals to health and social care as needed. Developing their independent life skills Career meetings, CV and interview activities Experience (where appropriate) of interviews and CV writing Sharing interests, views and experiences Work Experiences (in-house and external) Encounters with Employers and employees Supported travel training (leading on to Essex travel training where appropriate) Alumni coffee mornings Send Forward transition event (and other career and transition events)	Towards Independence Curriculum Talentino Modules 1-3 SLD/ASD Lesson plans Modules 1, 2, 3 School Careers lessons Topics 3-12 Career lessons and resources for teachers Next step programme of day provision visits.docx ASDAN Next Steps folder Level 6 CEIAG in school Send Career Advisors yrs13/14 Social stories Work Experience social stories Ready for work checklist.docx Essex Travel trainers Completing visit feedback form KS3/4 and Post 16 Visits and Work experience – Fill in form Discussions with parents about careers / progression routes Website / newsletters / social media / school communications

Explore - pupils have severe learning disabilities and complex sensory needs learn through sensory and hands on learning based experiences

Key Stage	What do we want the pupils to learn or experience?	How will we do this?
All age / ability groups	Careers Activity days involving employers and industries coming into the school Visiting and participating in the community Developing work and life skills	Accessing the Community.docx Preparation – experience – reflection Class observations and learning walks
KS1 / 2	Introducing Choice making skills Developing Literacy and numeracy awareness Learning about people who can help them and asking for help Recognising that people have jobs	Explore Curriculum Little City School Visitors
KS3/4	Increasing literacy and numeracy skills – time, dates, instructions and signs Mini Enterprise / employment skills in the classroom and wider school community Developing hobbies and interests Making choices, and expressing opinions and ideas Send Forward transition event (and other career and transition events)	Explore Curriculum School Careers lessons Topics 1 & 2 Career lessons and resources for teachers Career lessons for sensory learners Accessing the Community.docx Completing visit feedback form KS3/4 and Post 16 Visits and Work experience – Fill in form
KS5 Towards Independence	Career lessons Next Steps programme of day provision visits Increasing literacy and numeracy skills – time, dates, signs, instructions, money Mini-enterprise Duke of Edinburgh Transition planning and career meetings take place via EHCP meetings and separately arranged meetings as needed involving families, social care, health and Send Careers advisors / parents evenings. Yr11 and Post 16 coffee mornings for Parents & Carers Referrals to health and social care as needed. Developing their independent life skills Sharing interests, views and experiences Work Experience (in-house and external) Encounters with Employers and employees Supported travel training/awareness Establishing hobbies and interests Alumni coffee mornings Send Forward transition event (and other career and transition events)	Towards Independence curriculum Talentino Modules 1-3 Sensory/Exploration Lesson plans Modules 1, 2, 3 School Careers lessons Topics 3-8 Career lessons and resources for teachers Next step programme of day provision visits.docx ASDAN Next Steps folder Level 6 CEIAG in school Send Career Advisors yrs13/14 Social stories Work Experience social stories Careers for sensory learners Completing visit feedback form KS3/4 and Post 16 Visits and Work experience – Fill in form Discussions with parents & carers about careers / progression routes Website / newsletters / social media / school communications

Experience – pupils have profound and multiple learning disabilities and learn through an immersive, holistic, physical, multisensory approach

Key Stage	What do we want the pupils to learn or experience?	How will we do this?
All age / ability groups	Careers Activity days involving employers and industries coming into the school Visiting and participating in the community Building community connections through school visits Developing work and life skills Developing and communicating preferences Immersive arts experience	Accessing the Community.docx Preparation – experience – reflection Class observations and learning walks
KS1 / 2	Choice making skills Developing awareness of different environments	Experience Curriculum Little City School Visitors
KS3/4	Exploring leisure and interests Choices and interests being reflected on EHCP Interacting with different environments Send Forward transition event (and other career and transition events)	Experience Curriculum Accessing the Community.docx Completing visit feedback form KS3/4 and Post 16 Visits and Work experience – Fill in form
KS5	Next Steps programme of day provision visits Mini-enterprise Career activities Increasing the pupil's autonomy Encounters with Employers and employees Transition planning and career meetings takes place via EHCP meetings and separately arranged meetings as needed involving families, social care, health and Send Careers advisors / parents evenings. ASDAN Yr11 and Post 16 coffee mornings for Parents & Carers Referrals to health and social care as needed. Sharing preferences and needs with families & future provisions Observations with Post 19 services Alumni coffee mornings Send Forward transition event (and other career and transition events)	Next step programme of day provision visits.docx Experience Curriculum Talentino PMLD Enterprise Talentino PMLD lesson plans.pdf School Career lessons Career lessons and resources for teachers Careers for sensory learners Developing autonomy through sensory choices Communication passport Level 6 CEIAG in school Send Career Advisors yrs13/14 Sensory boxes ASDAN Completing visit feedback form KS3/4 and Post 16 Visits and Work experience – Fill in form Discussions with parents & carers about careers / progression routes Website / newsletters / social media / school communications