



Elm Court School

Careers Education, Information, Advice and Guidance

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1. **Introduction**

Elm Court School is committed to creating high quality careers education, information, advice and guidance (CEIAG) provision that provides opportunities for pupils to develop opportunities for students to develop careers awareness, employability skills, labour market knowledge and resilience to achieve long term success. We are fully committed to putting all measures in place to inspire pupils to achieve.

Elm Court School is dedicated to giving a diverse range of insights into the world of work and helping pupils to understand what routes they can take for progression.

At Elm Court School, our Careers Lead is **Anne-Marie Pugh**.

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2. **The strategic priorities**

We will achieve our vision through the following actions:

- Developing, delivering and promoting a structured careers programme tailored to meet the needs of pupils, linked to the variety of curriculum subjects and utilising external partnerships.
- Providing timely careers guidance interventions in which pupils receive impartial careers advice from a qualified careers practitioner.
- Presenting pupils with an opportunity to undertake a workplace experience via work visits, work shadowing, and or work experience to explore career opportunities.
- Providing pupils with a comprehensive up-to-date range of online resources and materials associated to careers education, employer and employment opportunities.
- Ensuring that all pupils know the progression options available to them on completion of their course and understand the steps they need to take to achieve their goals.
- Guaranteeing that all our pupils are provided with the means to achieve their maximum potential irrespective of SEND status with full support from Elm Court School.
- Recognising the importance of Pathway level programmes and promoting them as an achievable progression route.
- Working closely with London Careers Hubs to ensure that pupils receive meaningful encounters with business to enhance their career prospects
- Showing our commitment to progression advice by ensuring that pupils are confident and able to make informed decisions about the next steps to achieve their goals.

3. Our Mission Statement

We provide a high quality, creative careers service to all pupils. We focus upon achieving and developing employability and life skills for all pupils, to prepare them for the world of work. We support pupils to progress, build their confidence and achieve their full potential. We are passionate about the needs for pupils to prepare for adulthood and contribute to society. Our career programme is innovative and comprehensive. We use the Gatsby Benchmarks to guide and inform our careers programme in all areas of the curriculum.

4. The Gatsby Benchmarks

1. A stable Careers Programme.

Every school and college should have an embedded programme of careers education and guidance that is known and understood by pupils, parents, teachers, governors and employers.

2. Learning from Career and Labour Market Information

Every pupil and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.

3. Addressing the needs of each pupil.

Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.

4. Linking curriculum learning to Careers.

All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.

5. Encounters with employers and employees.

Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.

6. Experiences of workplaces.

Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities and expand their networks.

7. Encounters with further and higher education.

All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.

8. Personal guidance.

Every pupil will have an opportunity for guidance interviews with a career adviser, who is an external IAG, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made.

5. Careers entitlement

All pupils in years 7-14 are entitled to:

- Access to a planned career programme relevant to their year group.
- Access to a qualified, impartial and independent careers adviser for personalised guidance.
- Access information about the world of work and labour market.
- Access information and guidance about higher education, training and employment opportunities.
- Develop personal and enterprise skills to improve their employability.
- Find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme, which provides information on the full range of education and training options available at each transition point.
- Hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options events, assemblies and group discussions and taster events.

- Be informed about how to make applications for the full range of academic and technical courses.
- Access to a curriculum rich in information about careers and the world of work.
- Access a programme of CEIAG which challenges stereotypes and discrimination, and promotes equality and diversity in training and in the workplace.

6. Careers Advisor

Elm Court School is supported by an impartial Careers Adviser to work with pupils to provide them with impartial careers advice and guidance.

The Careers Adviser will:

- Conduct one to one career interviews with pupils to formulate a career action plan.
- Conduct one to one meetings with parents to understand how to better support the individual pupil's careers aspirations and educational and careers pathways, this can be done by either telephone or in-person
- The Careers Lead will follow up on action plans with pupils and parents.
- Liaise with the Careers Leader and other staff members on how to best support pupils at Elm Court School.

7. Resources

Pupils engage with a wide range of organization and work in collaboration with further and higher education to help student access a wide range of opportunities. Bring additional expertise, inspire students to achieve their potential.

Roots and Shoots

<https://www.rootsandshoots.org.uk>

Offer our students vocational training opportunities, work experience and supported internship opportunities.

Brockwell Park Community Greenhouses

<https://www.brockwellgreenhouses.org.uk>

Students attend weekly lesson and learn skills in the horticultural industry.

Spiral Skills - Building Young Brixton | A Lambeth ...

<https://www.buildingyoungbrixton.co.uk/partners/spiral-skills>

Providing workshops to preparing our students for work experience and employment.

Lambeth College - The Careers College

<https://www.southbankcolleges>.

Carers Hub Lambeth | Carers Hub | Greater London

<https://londoncareerscentral.co.uk/>

Lambeth's SEND Local Offer | Lambeth Council

<https://beta.lambeth.gov.uk/lambeths-send-local-off>

Lambeth College - Supported learning students complete ...
<https://www.lambethcollege.ac.uk/about-us/news/1227-supported-learnin>
Kings College Hospital

London South Bank University | London South Bank University
<https://www.lsbu>

Labour Market Start platform for students
<https://london-lmi.startprofile.com/>

LMI for All – Labour Market Information
[Careerometer – LMI For All](#)

Amazing Apprenticeships
<https://amazingapprenticeships.com/>

icould
<https://icould.com/>

The Careers and Enterprise Company
<https://enterpriseadviser.careersandenterprise.co.uk>
Carers Hub Lambeth | Carers Hub | Greater London
<https://www.carershub.org.uk>

Sparks Group | Staffing Agency & Recruiting Firm
<https://sparksgroupinc.com>

Orchard Hill College
<https://orchardhill.ac.u>

Southwark College
<https://www.southwark.ac.uk>

Lewisham College - Home
<https://www.lewisham.ac.uk>

Carshalton College
<https://careers.carshalton.ac.uk>

Bromley College of Further and Higher Education - GOV.UK

<https://www.get-information-schools.service.gov.uk>

Croydon College | Own Your Future

<https://croydon.ac.uk>

External Partners

Central London Careers Hub

Enterprise Coordinator – Kirstie Hubbard

The Enterprise Coordinator provides the school with strategic support to develop their careers curriculum. The Enterprise Coordinator develops links between employers to equip pupils with the knowledge and insight needed to fulfil their potential.

Lambeth Career Cluster

The school career lead participates and co-ordinates events organized by the Lambeth Career Cluster. Through the cluster group external providers are given the opportunity to connect with the school career lead in the borough and share good practice. The school has achieved and maintains the Investors in Career Award.

Independent Careers Advisor

Solly Pombo

8. Monitoring, Evaluation and Review

Monitoring and Evaluation is reviewed termly using the online platform Compass +. Feedback is collected by students, staff, teachers and parents to monitor the impact of the school's careers programme.