Elm Court School
Every Learner Matters

Careers Education and Guidance Policy and Strategy 2026–27

Preparing every student for adulthood, further learning and the world of work

1. Introduction

Elm Court School is committed to providing high-quality Careers Education, Information, Advice and Guidance (CEIAG). Our careers programme helps students develop career awareness, employability skills, knowledge of the labour market and resilience, supporting them to work towards long-term success.

We provide students with a diverse range of insights into the world of work and help them understand the routes and opportunities available for their next steps.

2. Strategic priorities

We aim to achieve our vision by:

- Developing and delivering a structured careers programme tailored to students' needs, linked to curriculum subjects and supported by external partnerships.
- Providing timely, impartial careers guidance from an appropriately qualified careers practitioner.
- Offering opportunities to explore careers through workplace visits, work shadowing and work experience.
- Providing access to up-to-date online careers resources, employer information and employment opportunities.
- Helping students understand the progression options available when they complete their course and the steps needed to achieve their goals.
- Supporting every student to reach their potential, recognising and responding to individual special educational needs and disabilities (SEND).
- Promoting pathway-level programmes as meaningful and achievable progression routes.
- Working with London Careers Hubs and other partners to provide meaningful encounters with employers and businesses.
- Helping students build the confidence to make informed decisions about their future.

3. Our mission

We provide a high-quality, creative careers service for all students. We focus on developing employability and life skills to prepare students for the world of work. We support students to progress, build confidence and achieve their potential, while preparing for adulthood and participation in society.

Our careers programme is comprehensive and uses the Gatsby Benchmarks to guide and inform careers learning across the curriculum.

4. The Gatsby Benchmarks

The eight Gatsby Benchmarks guide our careers programme:

1. **A stable careers programme.** A planned, embedded programme that is understood by students, parents and carers, staff, governors and employers.
2. **Learning from career and labour market information.** Access to useful information about future study, training, employment and labour market opportunities, with support to make sense of it.
3. **Addressing the needs of each student.** Careers support tailored to students' changing needs, with equality and diversity considered throughout.
4. **Linking curriculum learning to careers.** Making links between learning in the classroom, subjects and possible future careers, including the relevance of STEM subjects.
5. **Encounters with employers and employees.** Opportunities to learn directly from employers about work, employment and the skills valued in the workplace.
6. **Experiences of workplaces.** First-hand experiences such as work visits, work shadowing and work experience to explore careers and build networks.
7. **Encounters with further and higher education.** Understanding the range of academic, vocational and technical learning routes available through schools, colleges, universities and workplaces.
8. **Personal guidance.** Opportunities to meet with an appropriately trained careers adviser when making important education and career decisions.

5. Careers entitlement

All students in Years 7–14 are entitled to:

- A planned careers programme relevant to their year group.
- Personalised guidance from a qualified, impartial and independent careers adviser.
- Information about the world of work and the labour market.
- Information and guidance about further and higher education, training and employment opportunities.
- Opportunities to develop personal and enterprise skills that support employability.
- Information about technical qualifications and apprenticeships as part of a programme that explains education and training options at key transition points.

- Opportunities to hear from local providers about their courses and pathways through options events, assemblies, discussions and taster activities.
- Guidance on applying for academic, technical and vocational courses.
- A curriculum that includes careers and the world of work.
- A careers programme that challenges stereotypes and discrimination and promotes equality and diversity in education, training and employment.

6. Careers adviser

Elm Court School is supported by an impartial careers adviser who works with students to provide careers information, advice and guidance.

The careers adviser will:

- Conduct individual careers interviews with students and help them develop a careers action plan.
- Offer individual meetings with parents and carers, by telephone or in person, to discuss how best to support a student's aspirations and education or career pathways.
- Liaise with the Careers Lead and other school staff to identify and coordinate appropriate support.

The Careers Lead follows up on action plans with students and parents or carers.

7. Careers partners and resources

Students benefit from partnerships with organisations, employers and further and higher education providers. These partnerships bring specialist expertise, broaden students' experiences and help them explore possible pathways.

Livity School-Elm Court students take part in long term work experience supporting in the classroom.

Roots and Shoots — Elm Court students take part in the school link / Branching Out programme. https://www.rootsandshoots.org.uk/

The Old Vic — Elm Court students can take part in the Take the Lead programme and work experience opportunities. https://www.oldvictheatre.com/

Brockwell Park Community Greenhouses — Elm Court students attend sessions and develop skills linked to horticulture and hospitality. https://www.brockwellgreenhouses.org.uk/

COMO Hotels — Students explore the hospitality industry through insight days and visits to different hotel departments. https://www.comohotels.com/

Spiral Skills — Students take part in an employability programme involving workshops and work experience. https://www.spiralskills.co.uk/

Sercontractor- Elm Court Students explore the construction industry and engage in workshops, insight days and work experience. contact@sercontractor.co.uk

Youth Careers Collective- Students take part in interview skills workshops, mock interviews with employers, industry insight days and work experience. info@youthcareers.org.uk

Careers information and progression resources

- London Careers Central: https://londoncareerscentral.co.uk/
- Lambeth SEND Local Offer: https://beta.lambeth.gov.uk/lambeths-send-local-offer
- Lambeth Back on Track: https://www.lambeth.gov.uk/lambeth-back-on-track-service
- London South Bank University: https://www.lsbu.ac.uk/
- Start Profile: https://careers.startprofile.com/
- Labour Market Information – Start: https://london-lmi.startprofile.com/
- Careerometer – LMI for All: https://www.lmiforall.org.uk/careerometer/
- Amazing Apprenticeships: https://amazingapprenticeships.com/
- icould: https://icould.com/
- The Careers & Enterprise Company: https://careersandenterprise.co.uk/
- Carers' Hub Lambeth: https://www.carershub.org.uk/
- Skills Builder: https://hub.skillsbuilder.org/resources/

Post-16 and post-19 education and provision

The following providers and services may help students and families explore options for further learning and progression. Families should contact providers directly to confirm current courses, eligibility, entry requirements and availability.

- **South Bank Colleges – Inclusive Learning:** https://www.southbankcolleges.ac.uk/courses/inclusive-learning
- **Orchard Hill College:** https://orchardhill.ac.uk/
- **Southwark College:** https://www.southwark.ac.uk/
- **Lewisham College:** https://www.lewisham.ac.uk/
- **Carshalton College:** https://careers.carshalton.ac.uk/
- **Bromley College:** https://www.bromley.ac.uk/
- **Croydon College:** https://croydon.ac.uk/
- **The Park College:** https://theparkcollege.org/
- **Aurora provision:** Contact: aurora@stcg.ac.uk
- **CareTrade Autism Project:** https://care-trade.org/the-autism-project/
- **Nido Volans:** Contact: Chinwe.Okonkwo@lsec.ac.uk
- **Capel Manor: admissions@capel.ac.uk**

8. Monitoring, evaluation and review

Elm Court School will review its careers programme to consider how effectively it meets students' needs and supports progression. The programme is guided by the Gatsby Benchmarks and informed by feedback, student participation and the development of careers knowledge, employability skills and confidence.

This policy and strategy relates to the 2026–27 academic year. Information about external organisations, courses and opportunities may change; families are encouraged to use the links provided and check details directly with each organisation.

9. Contact and further information

For further information about careers education, guidance or progression at Elm Court School, please contact the school and ask to speak to the Careers Lead.

Approved by the Governing Body: November 2026 V2

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