



Elm Court School

Careers Education and Guidance Policy and Strategy 2025-26

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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 students 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 aspire students to achieve.

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

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 students, linked to the variety of curriculum subjects and utilising external partnerships.
- Providing timely careers guidance interventions in which students receive impartial careers advice from a qualified careers practitioner.
- Presenting students with an opportunity to undertake a workplace experience via work visit, work shadowing, and or work experience to explore career opportunities
- Providing students with a comprehensive up-to-date range of online resources and materials associated to careers education, employer and employment opportunities.
- Ensuring that all students 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 students are provided with the means to achieve their maximum potential irrespective of SEND status with full support from Elm Court
- Recognising the importance of Pathway level programmes and promoting them as an achievable progression route.
- Working closely with London Careers Hubs to ensure that students receive meaningful encounters with business to enhance their career prospects
- Showing our commitment to progression advice by ensuring that students 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 career service to all students. We focus upon achieving and developing employability and life skills for all students, to prepare them for the world of work. We support students to progress, build their confidence and achieve their full potential. We are passionate about the needs for students 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 Career Programme.

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

2. Learning from Career and Labour Market Information

Every student, 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 student.

Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. 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 student 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 student 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 students 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 student 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 students 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 apprenticeship opportunities, as part of a careers programme, which provides information on the full range of education and training options available at each transition point through assemblies, workshops and events.
- 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 students to provide them with impartial careers advice and guidance.

The Careers Adviser will:

- Conduct one to one career interviews with students to formulate a career action plan.
 - Conduct one to one meeting with parents to understand how to better support the student'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 students and parents.

- Liaise with the Careers Leader and other staff members on how to best support students at Elm Court

School.

7. Resources

Students engage with a wide range of organisation and work in collaboration with further and higher education to help student access a wide range of opportunities. Bring additional expertise and 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.

The Old Vic

<https://www.oldvictheatre.com/>

Students take part in Take the Lead Programme and work experience opportunities

Brockwell Park Community Greenhouses

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

Students attend weekly lesson and learn skills in the horticultural and hospitality industries.

Como Hotel

<https://www.comohotels.com/>

Students explore the hospitality industry with insight days

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

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

Proving 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

Lambeth Back On Track Team

<https://www.lambeth.gov.uk/lambeth-back-on-track-service>

London South Bank University | London South Bank University

<https://www.lsbu>

Start Profile

<https://careers.startprofile.com/>

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>

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>

<https://www.bing.com/search?q=carshalton+college&qs=SC&pq=carshalton+&sc=8-12&cvid=BC2D6B48A23C4E36907731E11854EE58&FORM=QBRE&sp=1>

Bromley College

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

Croydon College

<https://croydon.ac.uk>

<https://www.bing.com/search?q=croydon+college&cvid=3b8b55e35f0c440e86a269a8b2e982f4&aq=s=edge.0.0I9.9327j0j1&pgl=41&FORM=ANSPA1&DAFO=1&PC=U531>

The Park College

<https://theparkcollege.org//>

External Partners

Youth Careers (formerly known as Spark!)

Youth Careers (formerly known as Spark!) and Elm Court School have worked together for several years to enhance the school's existing careers provision. Youth Careers collaborates with businesses and employer volunteers to develop young people's employability skills, knowledge, and experience, ensuring they are well prepared to transition successfully into the workplace and secure sustained employment.

This year, Youth Careers is working with Elm Court to support students in preparing for the world of work through:

- High-quality work experience placements and internships
- Employer insight visits and workplace experience opportunities
- One-to-one mock interviews

Roots & Shoots School Links Programme

Our students take part in the **Roots & Shoots School Links Programme** one day

a week, working together on projects that support the community and the environment. Through this programme, they develop leadership, teamwork, and practical skills while making a real difference with real-life hands-on work experience.

Livity Primary School

Our 6th form students take part in weekly work experience at Livity Primary School where they support classes as teaching assistants. This gives them valuable hands-on experience working with children and helps develop their skills and confidence in an educational setting.

Spiral Employability Programme

At our school, students take part in the Spiral Employability Programme, a structured 10-week course designed to develop essential employability skills in a supportive and accessible way. The programme focuses on building confidence, communication, teamwork, problem-solving, and independence — helping students prepare for their next steps.

At the end of the programme, students complete a meaningful 3-day work experience placement. This provides valuable real-world experience, allowing them to apply their skills in a workplace setting and build confidence in their abilities. Through this programme, we support our students to develop the skills, resilience, and self-belief needed for further education, training, and employment.

Central Careers Hub – Enterprise Coordinator

Our school works in partnership with the Central Careers Hub to strengthen careers education and employer engagement for our students. Through this partnership, we are supported by an Enterprise Coordinator who works with our Careers Leader and senior team to develop a high-quality, inclusive careers programme tailored to the needs of our young people.

The Enterprise Coordinator helps us build meaningful links with local employers, training providers and community organisations. This ensures our students have access to relevant work-related learning, encounters with employers, and opportunities that reflect their interests, abilities and aspirations.

Lambeth Schools Careers Network (LSCN)

We are proud to be part of the Lambeth Schools Careers Network (LSCN), a borough-wide partnership led by Lambeth Council to strengthen careers education and opportunities for young people.

As a SEND school, we work closely with LSCN to ensure our careers programme is inclusive, personalised and aspirational for all learners. Through the network, we collaborate with local employers, colleges, training providers and specialist services to create meaningful experiences that support our students' individual needs, strengths and ambitions.

Our involvement in LSCN helps us to provide tailored employer encounters, access to appropriate post-16 and post-19 pathways, and up-to-date information for families. It also supports us in developing a high-quality careers programme aligned with the Gatsby Benchmarks, ensuring every student is supported to prepare for adulthood, independence and future employment opportunities.

Independent Careers Advisor

Our independent Careers Advisor works with students to explore their future pathways and develop the skills they need for adulthood and employment. They work closely with students, families, and staff to provide personalised careers guidance, helping young people build confidence, recognise their strengths, and prepare for meaningful opportunities beyond school. Support is provided through one-to-one sessions, group sessions, and guidance for parents and carers.

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. At Elm Court we are constantly monitoring, evaluating and reviewing our careers programme.