
CAREERS POLICY



PILGRIM
PATHWAYS
SCHOOL

Approved by:	Management Committee	Date approved:	1 st March 2020
Date reviewed:	March 2020	Next review due by:	March 2023
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Pilgrim PRU – Policy for Careers Education, Information and Guidance (CEIG)

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1. Introduction

At the Pilgrim PRU, we recognise that good careers guidance is essential for all young people, giving them a clearer idea of the routes to jobs and careers that they will find engaging and rewarding. Such guidance should widen students' horizons, challenge stereotypes and raise aspirations; it can help them make decisions and manage transitions as learners and workers. Options for young people are becoming more varied and complex as we enter the Fourth Technology Revolution and it is vital we support them to make informed decisions for their futures.

Students at the PRU face the future with increased vulnerability due to their particular medical and/or mental health difficulties. Knowing what they want to do in the future is a strong motivation and can inspire them to continue and complete their studies. Our careers programme is personalised to each student's interests, needs and aspirations.

2. Context

Students are entitled to receive CEIG provision in accordance with current legislation (see DfE Statutory Guidance on Careers guidance and access for education and training providers, updated January 2018) [WEBLINK]. It is provided alongside CEIG provision from students' home schools (where appropriate). Pilgrim PRU staff liaise closely with students' home schools to continue CEIG programmes and to identify possible gaps in provision caused by a student's absence from school, especially at key transition points.

3. Aims and Objectives

CEIG at the Pilgrim PRU aims to:

- help students to understand the changing world of work;
- support positive transitions post-16 and post-18;
- offer support with writing CVs;
- offer support with university applications;
- offer support with apprenticeship applications;

- provide opportunities for students to consider their interests and unique skills in terms of job / career possibilities;
- encourage students to develop the skills, attitudes and qualities to make a successful transition into further/higher education, apprenticeships and/or the world of work;
- support inclusion, challenge stereotypes and promote equality of opportunity;
- help students to find strategies to foster growth mindset, increase and maintain motivation and aim high.
- provide information (through books, leaflets, online etc) advice and guidance (from staff, visitors, external providers etc) for students which is impartial and student centred.
- provide a pool of work experience opportunities suitable for young people in the Pilgrim PRU context
- work with external CEIG providers, such as Form the Future and The Careers and Enterprise Company, to offer bespoke advice to Pilgrim PRU students, as appropriate

Pilgrim PRU CEIG Programme – (Underpinned by the Gatsby Benchmarks)

The Pilgrim PRU CEIG Programme is not organised as a year by year (Key stage by key stage) set of lessons and events, as it might be in mainstream schools. The Pilgrim PRU approach will, by necessity, be a bespoke programme tailored to the individual needs of young people who find themselves in our care.

Gatesby Benchmark	Pilgrim PRU CEIG Action
1. A stable careers programme	<ul style="list-style-type: none"> ● Information from home schools ● Regular CEIG lessons based on the CDI framework for KS 2-4 and 16-19 age group delivered as part of general curriculum (SMSC curriculum?) ● Individual support via AQA unit awards ● PRU Staff make use of Gatesby Benchmark Toolkit to deliver all aspects of CEIG programme
2. Learning from career and labour market information	<ul style="list-style-type: none"> ● Careers libraries / 'corners' in each centre ● Dedicated section of PRU website with quality and up to date careers information and links to sites providing LMI (e.g LMI for All / Nomis)
3. Addressing the needs of each student	<ul style="list-style-type: none"> ● Individual profiles via National Careers Service ● CV support ● 1:1 interviews in Y11 and Y13 offered with appropriate guidance advisor (if missed in Home Schools) – details recorded on individual students' IEPs (Google for Education)
4. Linking curriculum learning to careers	<ul style="list-style-type: none"> ● All PRU staff use curriculum to promote careers, as appropriate

	<ul style="list-style-type: none"> Resources on www.stem.org.uk to promote career possibilities in STEM subjects
5. Encounters with employers and employees	<ul style="list-style-type: none"> Link with Form the Future and The Careers & Enterprise Company (CEC) Staff make use of links in hospital / wider community – invite visitors and speakers YP enabled to attend local careers events YP encouraged and enabled to attend careers events at home schools / colleges, where appropriate
6. Experiences of workplaces	<ul style="list-style-type: none"> Work experience offered, as appropriate to needs / health of YP
7. Encounters with further and higher education	<ul style="list-style-type: none"> Visits from FE / HE staff / past students Support visits to post-16 education providers' Open Evenings (with parents or school/unit staff) Support visits to post-18 education providers' Open Days (with parents or school/unit staff) Local links with Cambridge University / ARU Support YP with UCAS applications / personal statements etc
8. Personal guidance	<ul style="list-style-type: none"> Ensure Y11 and Y13 personal interviews take place at home school or at Pilgrim PRU and recorded on YP's IEP PRU staff will support students to find personal guidance qualified staff, as needed

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