



Great Howarth
School

Careers Provision Plan

2024/2025

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Gatsby Benchmarks

1. A 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

Whole School Approach

Activity	Details	Intended Impact	Benchmark
Displays	Careers Education, Information, Advice, and Guidance (CEIAG) displays are strategically placed throughout the school, featuring content such as labour market insights, career pathways, post-16 and post-18 options, skill development, and application guidance.	CEIAG displays boost student awareness of career options and pathways, inspire aspirations, and support skill development. They foster informed decision-making, create discussions, meet guidance standards, and promote readiness for life beyond school.	1,2,4
Morrisby	The Morrisby platform is an online career guidance tool that helps students explore their strengths, interests, and aspirations through a series of assessments. It offers the students personalised career and education suggestions based on their results, labour market information, and tools for creating action plans enabling students to make informed decisions about their futures. Students can also research different Job profiles to give them a greater understanding of different job roles, requirements and what is involved.	The Morrisby platform empowers students with a deeper understanding of their strengths and potential career paths, boosting confidence and motivation. By providing personalised guidance, it supports informed decision-making, enhances engagement with careers education, and helps students plan effectively for their post-16 and post-18 options.	1,2,3,4,8
Skills Builder	Careers is delivered through a classroom based modular programme in Key Stage 3 linked with the Skills	Skills Builder is an effective tool that helps students improve essential skills that are useful in school, in the workplace, and in life.	1,3,6,8

	Builder Partnership with appropriate assessment checks embedded within each module	Developing these skills will boost confidence, track progress, motivate and develop career readiness.	
Skills Builder Challenge Day	<p>This day will focus on developing the key skills students need for their education and future careers. Here is why such a day is essential for developing Key Employability Skills. A Careers Skills Builder Day provides students with the opportunity to work on critical skills that employers value, such as communication, teamwork, problem-solving, time management, and leadership. These are not only important for career success but also for personal development.</p> <p>Furthermore, it helps to build the Bridging the Gap Between Education and Work: Often, students are taught academic knowledge but may not receive enough practical exposure to real-world skills. A Skills Builder Day helps bridge this gap by focusing on practical, transferable skills that are highly sought after in the workplace, ensuring students are ready for professional environments. It will develop a student's self-Discovery and Reflection, so by engaging in skills-building activities, students have a chance to reflect on their strengths and areas for improvement. This self-awareness helps them understand</p>	<p>A Careers skills builder Challenge Day allows students to explore various career paths in a hands-on and interactive way. This helps them gain a better understanding of the different industries and roles they can pursue, especially if they are unsure about their future career. It provides students with an opportunity to develop and refine key skills needed in the workplace, such as teamwork, communication, problem-solving, and leadership. These skills are often highlighted during challenges, giving students real-life experience of what employers look for.</p> <p>This Day emphasizes the importance of being prepared for the workforce. It encourages students to think about the qualifications, experiences, and soft skills they need to succeed and take proactive steps toward developing those. Completing a challenge successfully helps build self-esteem and confidence in students. This sense of achievement is critical for students as they move forward in their education and start to make decisions about their future careers.</p>	1,2,3,4,5,6,7,8

	which career paths may be a good fit and which skills they need to develop further.		
Careers Curriculum	Through us innovate careers programme Great Howarth School we aim to achieve positive outcomes for students with learning difficulties and additional needs. We offer a whole school Careers Education programme that is embed within the school beginning in Year 7. This includes engaging with governors, training parents, training professionals, and engaging and training employers to be part of a long-term network.	<p>A well-designed careers curriculum has a significant and lasting impact on students, shaping their educational journey and preparing them for their futures in the workforce. At Great Howarth, we will focus on the development of crucial life skills like communication, problem-solving, teamwork, and time management. These soft skills are vital for success in any career.</p> <p>The curriculum often includes self-assessment tools, career tests, or reflective activities that help students understand their interests, strengths, and weaknesses. This self-awareness enables them to make more informed career choices.</p> <p>Students can receive personalized advice and guidance, whether through one-on-one mentoring, career counseling, or workshops, making it easier to align their academic pursuits with career goals. Within the Careers curriculum at Great Howarth, it emphasizes essential skills in the workplace, such as communication, teamwork, problem-solving, critical thinking, and time management. By exploring careers through different subjects, students can better identify their interests and strengths.</p>	8,4,3
Careers across the wider school curriculum	At Great Howarth, integrating careers education across the wider school curriculum is incredibly important because it ensures that students gain a comprehensive understanding of how their learning connects to real-world careers.	The impact of career education across the wider school curriculum is profound, as it equips students with the skills, knowledge, and confidence they need to make informed decisions about their careers. It fosters career awareness, develops key employability skills, and helps students understand the connections between their academic studies and real-world careers. This approach prepares students not just for their first job but for a lifetime of learning and career success. Career education gets our students prepared for the evolving job market that we live in, by gaining knowledge and skills that will be useful in the future, including digital literacy, teamwork in virtual environments, and cross-disciplinary collaboration.	1,2,3,4,5,6,7,8

Guest Speakers	Guest speakers, who are typically professionals or experts in specific fields, bring real-world perspectives and valuable insights into the classroom at Great Howarth.	Using guest speakers enables positive modelling and Motivation to be embedded in our students learning. Guest speakers often act as role models for students, especially when they come from backgrounds or communities like those of the students. Their stories can inspire students to believe in their own potential and broaden their career aspirations. Using guest speakers from various careers, will provide our students with diverse Perspectives. If our career days feature a variety of speakers from different fields, backgrounds, and experiences, it helps students see that success comes in many forms, encouraging them to explore careers they may not have previously considered. Guest speakers can highlight the skills, qualifications, and knowledge required for specific careers, helping students understand how their education applies to the workplace. Professionals can share insights about current trends, challenges, and opportunities within their industries, giving students an up-to-date understanding of what is happening in the job market. By inviting guest speakers from various industries, careers assemblies provide students with real-world insights into what different careers entail. These insights help students understand what it takes to succeed in specific fields.	3,4,5,6,7,8
Assemblies	During form time, form tutors will deliver informal topic-based activities based on the current school theme linked to careers.	At Great Howarth we have chosen to deliver our assembly's during form time as have found doing it informally, broadens Career Awareness because it is delivered by a qualified teacher who gives them an insight to careers including those they may not have considered or heard about. It introduces students to a wide range of industries, roles, and career paths, helping them expand their thinking about what is possible for their future.	3,7,8
School Website	The Great Howarth website will provide a concise overview of our Careers offer.	Parents and stakeholders will have full access to the Indepth programme we are offering. A dedicated careers curriculum section provides transparency regarding the school's career education offerings. Students and parents can clearly understand the types of career-related programs, activities, and resources available throughout the academic year. This will be Easy to access. This digital platform is a centralized place where students, parents, and even prospective students can easily access career-related information, at any time.	2,8
Horizon Careers Chronicle	In-house Newsletter which is published across the schools which is informative	Using the Great Howarth careers Chronicle, A careers newsletter will provide up-to-date information about available internships, apprenticeships, work experience,	4,5,6

	and advertises careers, new employees and it celebrates the company's successes.	scholarships, and job opportunities. This helps students and parents stay on top of career options and deadlines. It will advertise all details about upcoming career events, such as career fairs, guest speaker sessions, workshops, or employer visits, ensuring that students have the chance to participate and make the most of these opportunities. Where necessary if Great Howarth has any key dates for the diary, they will use the newsletter to highlight important dates related to career planning, such as application deadlines for internships, university open days, or apprenticeship opportunities.	
Engagement with National Events	Sharing national events or exhibitions which students can access or that can be arranged through onsite visits.	<p>This is essential for providing students with valuable opportunities to explore different interests, develop key skills, and connect with a wider network. Our students can learn from the experts in various careers. National events host workshops, or panel discussions led by experts from diverse industries. These sessions provide students with firsthand insights into different career paths and the skills required to succeed, helping them make more informed decisions about their future. Students attending national events may have the opportunity to meet professionals or alumni who have succeeded in their fields. Hearing their stories can inspire students to pursue their own dreams and goals, motivating them to work hard and stay focused on their education. National school events often include workshops designed to build essential life and career skills such as communication, teamwork, leadership, problem-solving, and time management. These sessions provide students with practical tools they can apply to their academic and career pursuits. Many national events showcase universities, technical colleges, and other educational institutions, giving students valuable information on higher education options, scholarship opportunities, and different fields of study.</p> <p>By participating in national career events or career fairs, students can gain exposure to industries they may not have considered, such as emerging technologies, creative industries, or global business practices. This helps them evaluate different career options and align their academic choices with their future aspirations.</p>	6,7,8,9,1

Parental Engagement	All parents will have access to the curriculum online on the website and accessible through school by request. They can be informed of any achievements or qualifications the young person is working towards.	Parental engagement at Great Howarth is paramount, Parents often guide students when it comes to choosing subjects, courses, or post-school options like apprenticeships, college, or university. When parents are well-informed about the school's careers curriculum, they are better equipped to provide informed guidance, helping their children make decisions that align with their long-term career goals. Parents or carers who are actively involved can help clarify options for students who may be uncertain about their future. They can ask questions and seek advice from career counselors, thereby obtaining the information needed to help their children evaluate different pathways. The job market is constantly changing, and many parents may not be familiar with emerging career fields, industries, or technologies. By engaging in their children's careers curriculum, parents can stay informed about these changes, which will enable them to offer more relevant guidance to their children. Moreover, it strengthens the connection between home and school, creating a collaborative environment where students are encouraged to take an active role in their career exploration and development.	4,2,1,3
Trips & Visits	All trips are part of our Future ME pd program for 24-25. All visits and trips are organized to develop career understanding and inspire future ambitions, and it embeds a sound start to their career journey.	Trips are used to Broadening Horizons for our young people, by providing career trips expose students to a wide variety of career paths they may not have considered. For instance, a visit to a tech company, hospital, or law firm can spark new interests and inspire students to explore different professions. It will help us to shape the young people's stigmas on roles. Sometimes, students have limited perceptions of certain careers. Visiting professionals in action allows students to debunk stereotypes and understand the true scope and diversity within industries.	6,7,8,
In School Events	All students are encouraged to participate in learning Opportunities include exploring the local community, collecting charity goods, and asking for donations from cooperate companies. We will host charity events and do community work and celebrate amongst the school where necessary guided by the SMSC Grid maker.	The impact of this is the young people will learn skills in their careers and work alongside the principles directed in Morisby. Career events at Great Howarth are an essential tool for career exploration, helping students gain valuable insights into the world of work and make informed decisions about their futures. By exposing students to a variety of careers, providing practical advice, and helping them develop essential skills, these events prepare students for the challenges and opportunities they will face in the workforce. Moreover, career events inspire and motivate students, boost their confidence, and provide valuable connections, laying the foundation for successful and fulfilling career journeys.	3,4

Year Group Specific Approach

Year 7

Activity	Details	Intended Impact	Benchmark
Curriculum	<p>Children will have a continuation of careers and guidance information in lessons as well as developing their knowledge of employment through guest speakers. Children have a continuation of careers and guidance information in lessons as well as developing their knowledge of employment through guest speakers</p> <p>Students at Great Howarth have opportunities to learn about and engage with potential careers routes from Year 7 and engage in career-based projects and lessons designed to help them learn key skills required in the workplace.</p>	<p>1 work with others in a positive way I imagine different situations I complete tasks by following instructions I listen to others without interrupting I speak clearly to someone I know I know when something is too difficult I can tell when I feel positive or negative I know how I am feeling about something</p>	1,2,3,4,5,6,7,8
Group Career Information Advice and Guidance delivered by Careers Advisor.	<p>Group Career Information, Advice, and Guidance (IAG) delivered by a Careers Advisor in a Special Educational Needs and Disabilities (SEND) school is a crucial part of supporting students as they transition from school to further education, training, or employment. This tailored approach takes into account the individual needs, abilities, and challenges of students with SEND while ensuring they have access to the same opportunities as their peers.</p> <p>While group sessions are beneficial, the Careers Advisor we use at Great Howarth must ensure that the advice is personalized, considering each student's unique needs, abilities, and aspirations. SEND students often have specific requirements, and advice must be provided in an accessible, understandable way. The careers guidance process in SEND schools should focus on students'</p>	<p>Group sessions naturally encourage communication, collaboration, and the sharing of ideas. Students practice social skills, such as listening, asking questions, and presenting their thoughts. These skills are vital for the workplace and will help them in future job interviews and professional settings. working in groups at Great Howarth, students can support each other by discussing common challenges and providing encouragement. This collaborative atmosphere can help boost confidence, reduce feelings of isolation, and make the career exploration process feel less intimidating. We find it useful and inspiring when students may hear success stories or advice from their peers or the Careers Advisor, which can be motivating. These shared stories can help students believe in their ability to achieve their career goals, providing them with the confidence to pursue their interests.</p>	8,1,4

	<p>strengths, abilities, and interests, helping them identify career pathways that align with their skills.</p> <p>Some SEND students may have different learning styles. Therefore, the Careers Advisor should incorporate a range of activities (e.g., group discussions, role-playing, interactive career assessments, visual aids, videos) to ensure that all students are engaged and able to access the information.</p> <p>While promoting a variety of career options, here at Great Howarth it's important to discuss what is realistically achievable for each student, based on their abilities and personal circumstances. This may involve discussing the level of support they might need in their workplace, the required qualifications, and available accommodation.</p> <p>When considering work placements, Career advisors should support students in gaining real-world experience through tailored work placements, job shadowing, or volunteering opportunities. These experiences are valuable for building confidence, learning workplace skills, and exploring potential career pathways.</p> <p>For our SEND students, learning how to interact in social and professional settings can be a challenge. Group career sessions can provide a space for students to practice professional communication, networking, and other social skills that are important in the workplace.</p>	<p>Career planning can be overwhelming, and group interventions provide students with an opportunity to gain confidence in a supportive setting. By discussing their goals and aspirations with their peers, students learn to articulate their thoughts, which enhances self-confidence. Great Howarth is big on developing self-worth, confidence and self-esteem, which will all impact the career choices of our students.</p> <p>Group sessions can often be extended to include families, support staff, or mentors, allowing them to be involved in the career development process. This is particularly beneficial for students with SEND, as parents and carers are essential partners in supporting students' career choices and transitions. Group discussions allow students to share insights about different career options, qualifications, and pathways. This collective sharing of knowledge can help students make informed, realistic decisions about their next steps.</p>	
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Year 8

Activity	Details	Intended Impact	Benchmark
Curriculum	Include specific topics covered: University/College/Apprenticeship Assemblies National Apprenticeship Week - Ready to Learn Targeted students to Careers Fair National Careers Week - PSHE Science Week Unifrog Workshop - Careers library & Competencies	I work with others by behaving appropriately I imagine different situations and can say what I imagine I complete tasks by finding someone to help if I need them I listen to others and can remember short instructions I speak clearly to small groups of people I know I know what doing well looks like for me I can tell when others feel positive or negative I know how to explain my feelings about something	2,3,4,5,

<p>Group Career Information Advice and Guidance delivered by Careers Advisor</p>	<p>Making career choices- Helping young people make education and career choices.</p> <p>Support for parents, carers and guardians to help young people make education and career choices.</p> <p>Explore green careers. Find out about green careers and how you can help to tackle climate change in your job.</p> <p>Education advice if you have special educational needs or a disability.</p> <p>Advice and support to help you choose your next step if you're leaving school or have recently left. Job support if you have special educational needs or a disability.</p> <p>Advice and support to find and stay in work if you're disabled or have a health condition. Post 16 options.</p> <p>Help for young people when choosing which options to take after year 11.</p> <p>Post 18 options.</p> <p>Help for young people exploring which options are available to them after turning 18.</p> <p>Gap year advice. Advice on taking time out of education before continuing your studies. Redundancy and dealing with losing your job.</p> <p>Useful advice and resources if made redundant or become unemployed.</p> <p>Postgraduate study options.</p> <p>Discover what postgraduate courses you can do to progress your career after university. How to deal with setbacks in your career.</p> <p>View advice on how to stay positive and deal with difficult career experiences.</p>	<p>I will make informed choices that suit me and my personality in my career.</p> <p>I will ask my parents and carers to attend career events to help me guide my career choices.</p> <p>I will be able to identify key elements of green careers.</p> <p>I will know where to go for my next steps.</p> <p>I will know my post 16-18 options.</p> <p>I will know my full options available to me when i leave school.</p> <p>I will be aware of redundancy.</p> <p>I will have some knowledge of the navy and British Army</p> <p>I will develop myself understanding</p> <p>I will begin to explore my career options</p>	
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	Armed forces careers. Information about job roles in the British Army, Royal Air Force or Royal Navy.		
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Building upon the learning of students from Key Stage 3, the Key Stage 4 programme focuses on preparing pupils for the workplace. The main vehicle for this takes place in Year 10 through work experience. The lessons in Key Stage 4 are based on the practicalities of the workplace, including how to create a good CV, interviews tips and customer service skills. The school prepares students for the post 16 transition through interviews with our Careers Adviser, guest speakers from universities in assemblies and through activities during PSHE lessons.

Year 9

Activity	Details	Intended Impact	Benchmark
Curriculum	Include specific topics covered.	Students will work well with others by being on time and reliable. students imagine different situations and can bring them to life in different ways. Students will complete tasks by explaining problems to someone for advice if I need. Students will listen to others and can ask questions if I don't understand. Students will speak clearly to individuals and groups I do not know. Students will work with care and attention to detail and will in. Students will keep trying when something goes wrong. Students will know how to recognise others' feelings about something.	2,3,4,5,
Careers Information, Advice and Guidance delivered by Careers Advisor.	All external advice is provided by Positive Steps. Visits will take place by an external support staff member.	Students will have destination-based skills and confidence prior to entering a KS4 Pathway. This will provide teachers and parents with the ability to provide robust support in removing any anxieties around Post 16.	2,3,4,5,

<p>Subject Departmental careers in the curriculum learning Subject departments incorporate careers related learning into the curriculum in a variety of ways, including Trips, speakers, lesson plans and extra-curricular activities Employer assembly talk - These are career insight talks from a range of employers from different job sectors</p>	<p>Explore possibilities – Learn about different careers that relate to different subjects Manage career – imagining a range of possibilities for themselves in their career Manage Career - being aware that different jobs and careers bring different rewards and challenges Grow throughout life – being aware that learning, skills and qualifications are important for career Explore possibilities – being aware of the range of different sectors and organizations where they can work.</p>	<p>Students will become familiar with various careers and start to expand their knowledge and understanding.</p> <p>If there is a curriculum theme across the whole school – they will become familiar with the terminology used and the expectations needed for certain roles.</p>	<p>3,6,7,8</p>
	<p>Explore Possibilities - Greater awareness of the main learning pathways, including Technical, Vocational, Academic and Apprenticeships Grow throughout life – being aware that learning, skills and qualifications are important for career.</p>	<p>Students will develop better understandings of careers. Able to research Careers Students will learn the skill of team building Student's skills for life are developed and to be embedded when they start part time work or college.</p>	<p>4,7,1,8</p>
<p>Further Education Assembly talk with an approved Further Education provider of Apprenticeships and Technical Education</p>	<p>Students have the opportunity to develop their interests and explore possibilities that are open to them.</p>	<p>To be independent and curious about roles and start to set vision boards and targets for their own journey. They will begin to manifest their own visions driven by their experiences from career fairs.</p>	<p>1,4,,5,7,8</p>
<p>Extra-curricular careers related activities and opportunities advertised on Teams and Unifrog. Students can sign up for opportunities such as</p>	<p>To gain a better understanding of various issues around the world. Key questions: What are the</p>	<p>Students to further develop understanding of the prior lesson on employability and be able to Set short- and long-term goals Key questions: How can we develop skills now for future employability?</p> <p>Students will start to develop a good understanding of the global career trends and international job markets help students explore a wider range of career opportunities, many of which they might not</p>	

virtual work experience, webinars, summer schools	different issues around the world and why do these happen?	have considered otherwise. It opens their minds to careers in different industries, locations, or even sectors they hadn't previously thought about. Exposure to the wider world in terms of careers helps students build essential global competencies such as cultural awareness, communication skills, and adaptability. These skills are increasingly valued by employers, as businesses operate in a globalized marketplace.	8,1,7
<p>Future planning/target setting – Skills: Living in the Wider World, Skills for life, Future planning, Motivation.</p> <p>Issues around the world- Skills: Citizenship, Living in the Wider World</p>	To be able to reflect on the academic year in a constructive year whilst being able to set personal and academic goals for the future. Key questions: What are our achievements this year? How should we set goals to ensure they are achievable? How can we improve on the year gone.	At Great Howarth, reflection on a careers course encourages students to integrate what they've learned, assess their goals, and enhance their career readiness, leading to more informed decisions and a clearer sense of direction for their future.	3,8,1,5
Year reflection – Skills: Goal setting, Health and Wellbeing, Self-esteem, Planning			

Year 10

Activity	Details	Intended Impact	Benchmark
Curriculum	<p>Students are offered creative opportunities to engage in careers activities through Employability Skills and Enterprise projects designed to develop their ability to engage in workplace practices. We deliver bespoke and meaningful Work Based opportunities across the academic year.</p> <p>National Careers Week</p>	<p>Identify opportunities for Lifelong Learning in the local area.</p> <p>Recognise opportunities for enterprise activities in our school</p> <p>Review, list and record personal skills, qualities and achievements in preparation for our future</p> <p>Match skills, qualities and achievements with specific jobs</p> <p>Create a drop-down day for Key Stage 3 students using the 8 essential skills achieved in Key Stage 3</p> <p>Review and record personal skills, qualities and achievements</p> <p>Work Experience - delivering stationery orders throughout school</p>	5,4,1,3
Work Experience	<p>Positive Steps work alongside to provide work experience opportunities.</p>	<p>Getting work experience is the best way to show that students have the ability to do the job they are looking for in the future. This is particularly important for specific industries and jobs, where having some kind of background in the field is just as important as your grades, for instance, the creative industries. The more experience you have, the more valuable you become as a candidate.</p>	6,3,5,8



		Students will attend work experience, and it is a great chance to start building a professional network. They will be able to meet a range of different people with different backgrounds and specialisms. These kinds of connections can be incredibly valuable when it comes to finding new job opportunities or getting advice on the young person's career path.	
Career Information Advice and Guidance delivered 1-1 from Careers Advisor.	All external advice is provided by Positive Steps. Visits will take place by an external support staff member.	<p>The intent of Career Information, Advice, and Guidance (CIAG) delivered 1-1 by a Careers Advisor is to provide personalized support and help an individual navigate their career path effectively. The specific goals of this service include:</p> <p>Clarifying Career Goals: The advisor helps the young person to identify their interests, skills, values, and aspirations, enabling them to set realistic and achievable career goals.</p> <p>Providing Relevant Information: The advisor will offer up-to-date information about career options, industries, job roles, qualifications, skills, and labor market trends, helping the young person make informed decisions.</p> <p>Supporting Decision Making: Through discussions and assessments, the advisor helps our students at Great Howarth evaluate different career options, weighing pros and cons to make an informed choice about education, training, or job opportunities.</p> <p>Identifying Barriers and Solutions: The advisor can help recognize potential obstacles (such as skills gaps, lack of experience, or external factors) and guide our students in overcoming them through strategies like further education, networking, or skill development.</p> <p>Personalized Career Development Plan: Based on the conversation, the advisor may help create an action plan that outlines specific steps to reach the individual's career</p>	8,6,2,3

		<p>objectives, such as applying for jobs, gaining relevant experience, or pursuing further studies.</p> <p>Boosting Confidence: By providing personalized support, encouragement, and resources, the advisor aims to increase the individual's confidence in their ability to achieve their career goals.</p> <p>Providing Emotional Support: Career decisions can sometimes cause stress or confusion, and the advisor offers a supportive, non-judgmental space for individuals to talk through their concerns or uncertainties.</p>	
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Year 11

Activity	Details	Intended Impact	Benchmark
Curriculum	External Information Advice and Guidance. College personal development session for CV writing and College/training provider applications. Children have a continuation of careers and guidance information in lessons, visiting employers and departmental trips Work experience this is in line with their SEN needs following their EHCP and at times may be a virtual offer.	<p>1 work with others in a positive way. I imagine different situations. I complete tasks by following instructions. I listen to others without interrupting. I speak clearly to someone I know. I know when something is too difficult. I can tell when I feel positive or negative. I know how I am feeling about something.</p>	6,1,2,3,4,5,6
Work Experience	Positive Steps work alongside to provide work experience opportunities.	<p>Getting work experience is the best way to show that students are capable of doing the job they are looking for in the future. This is particularly important for specific industries and jobs, where having some kind of background in the field is just as important as your grades, for instance, the creative industries. The more experience you have, the more valuable you become as a candidate.</p> <p>Students will attend work experience, and it is a great chance to start building a professional network. They will be able to meet a range of different people with different backgrounds and specialisms. These kinds of connections can be incredibly valuable when it comes to finding new job opportunities or getting advice on the young person's career path.</p>	4,8,3
Career Information Advice and Guidance delivered 1-1 from Careers Advisor.	All external advice is provided by Positive Steps. Visits will take place by an external support staff member.	Students will investigate what their options post 16 are.	1,8,3,6,

Transition Support	<p>Considering the students with EHCP, it is likely they stay on with us until they are 25.</p> <p>We would organize visits to the new provision and liaise with the SENCO and exchange vital information which is required.</p> <p>Arrange regular tours.</p> <p>Emotional Support</p> <p>Limits the feeling of feeling overwhelmed</p>	<p>Ensure the student has a smooth transition.</p> <p>Ensure the relevant information about the student is given so their needs can be met.</p> <p>Visits are to familiarize students with the new venue and to meet staff and peers. This will help build confidence.</p> <p>During these visits, teachers and school staff can provide important information about school routines, expectations, rules, and schedules. This gives students a better understanding of what's expected of them, both academically and behaviourally, which can reduce confusion when school starts.</p> <p>Transition visits help students prepare emotionally for the change by discussing potential challenges and offering support systems. These visits can reassure students that the school community will help them adjust.</p> <p>Having visited the school beforehand, students are less likely to feel overwhelmed on their first official day. The familiarity from the transition visit helps them feel more secure and focused, which can lead to a more positive first day of school experience.</p> <p>In summary, transition visits are an essential part of helping students adapt to a new school. They provide reassurance, reduce anxiety, promote emotional readiness, and ensure that students and parents have the tools and information needed for a successful transition.</p>	8,3,7,5
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The intent of our Key Stage 5 provision is to continue to prepare our students for the world of work or university depending upon their choices. We provide students with the opportunity to see if university life is for them through visits and support them through the application process. We also offer the opportunity to complete work experience and continue to prepare them for the world of work through PSHE sessions and assembly briefings.

Year 12

Activity	Details	Intended Impact	Benchmark
Curriculum	<p>Pupil voice is considered at options evening and EHCP meetings. Transition Visits to local colleges to see course options and availability is provided to students in Key Stage 4 and Post 16 where appropriate. Students are supported to enhance their skills, providing opportunities for greater responsibility, and challenge, as part of ongoing career progression and development</p> <p>In the Post 16 Great Howarth pathway students participate in Work Based Placements which are specific to their work interests identified through Vocational Profiling, these in-house work-based placements are progressive with targets set for each placement that aim to build on previous placement experience</p>	<p>College information gathering and review steps necessary for career planning. Develop a personal career plan based on relevant information and guidance.</p> <p>Recognise opportunities for enterprise activities in our school.</p> <p>Alternatives to college – Investigating Apprenticeships</p> <p>Alternatives to college – Traineeships and T Levels</p> <p>NCS Workshops - Develop interview skills Identify and select relevant information to complete recruitment documentation (application form/CV)</p> <p>Experience the world of work first hand (where appropriate) with internal Work Experience opportunities</p> <p>Work Experience - delivering stationery orders throughout school</p>	Benchmark 7 – Encounters with Further and Higher Education
Work Experience	External careers work experience is provide by Postive Steps.	All students will receive a bespoke practical experience into the world of work.	5,8,1,5
Career Information Advice and Guidance delivered 1-1 from Careers Advisor.	All external advice is provided by Positive Steps. Visits will take place by an external support staff member.	Students will investigate what their options post 18 are. This could come in the form of a group assembly with the Head of Careers, external advisor through positive steps.	8,3,1

Transition Support	<p>Smooth hand over Smooth transition from environments Pass over important SEND information Explain to students why this is valuable Explain to students their travel plan Provide them with starter kits Take part in ks4/5 annual reviews that prepare the student for the next step of their journey.</p> <p>Specialization and Career Focus</p>	<p>When our students are transitioning to college it often requires students to take on more responsibility for their learning and personal life. This includes managing their time, balancing study with other commitments, and making decisions about their future. This shift helps foster independence, confidence, and self-reliance, essential skills for both higher education and future careers. We will strategically plan with placements, work and colleges to do this appropriately and smoothly and prepare them for the transition.</p> <p>One intent is to expose the students to a New Learning Environment: College offers a different learning environment compared to school, with more focus on independent learning, critical thinking, and self-directed study. This prepares students for higher education or employment by challenging them to engage in deeper learning, explore new subjects, and refine their study habits.</p> <p>College allows students to specialize in subjects that align with their interests and career goals. This specialization helps students develop a deeper understanding of a field, making them more focused and prepared for future education or careers.</p>	4,1,8
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Year 13

Activity	Details	Intended Impact	Benchmark
Curriculum	Students in Year 11 and Post 16 are currently signposted to the National Careers Service for independent advice and offered Careers Leader conversations throughout the academic year. This includes external guidance from Positive Steps.	Students gain an understanding of the skills required to be successful in the workplace. They will learn how they already will have a number of these skills already and will develop ways of developing these.	Benchmark 8 – Personal Guidance
Work Experience	Students will be placed on a work experience program in line with their EHCP needs.	Students will have chance to discuss and discover what is really important to them in their working life.	
Career Information Advice and Guidance delivered 1-1 from Careers Advisor.	All external advice is provided by Positive Steps. Visits will take place by an external support staff member.	Students are encouraged to understand how to make career related decision. This can be related to other scenarios. Students will look at factors that can impact a decision and will also explore how we need information in order to make a decision.	
Transition Support	Great Howarth school will have in place a key transition staff member to support facilitation in transition alongside signposting of key services.	Students will not be classed as NEET and enter the adult workplace with a career destination that is in line with their EHCP.	

At Great Howarth we are committed to providing all pupils with relevant and meaningful experiences regarding their career choices and futures. If any parent, carer, or member of the community feels that they can offer support with our in-school career programmes and/or opportunities for our young people we would welcome your communication.

To make contact, please e-mail Nikita