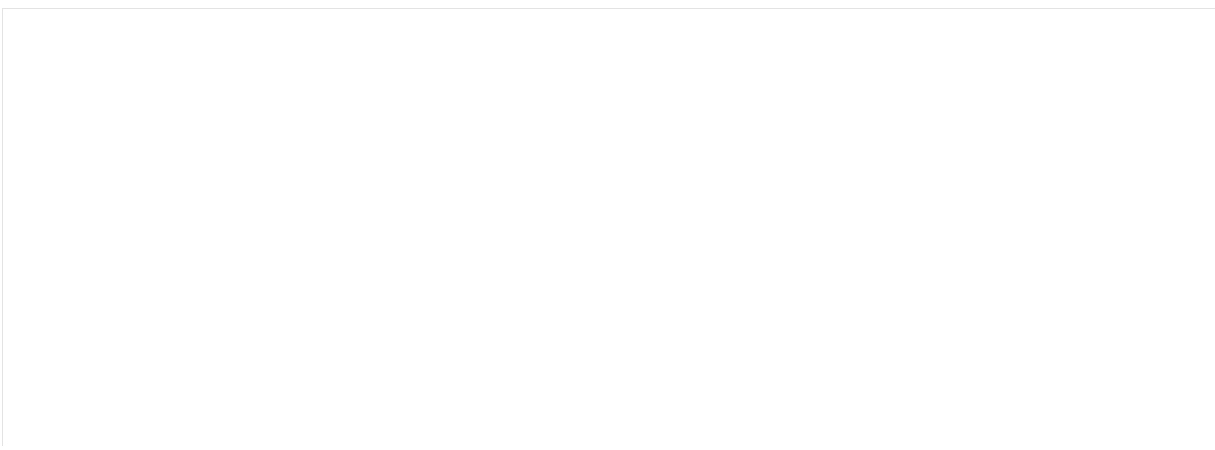




# Careers Policy

Tees Valley Education Trust

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## Rationale and Whole Academy Context

Tees Valley Education has created the policy to outline the approach to careers education, information, advice, and guidance (CEIAG) at Discovery Special Academy, considering the initiatives and statutory guidance relevant to special educational needs and disabilities (SEND). Our goal is to support pupils in developing the skills and confidence they need to transition into adulthood successfully. We aim to help them become as independent as possible, contribute to society, and live fulfilling lives.

Discovery Special Academy uses Grofar, an online database, to track careers activities, ensuring that our CEIAG programme is comprehensive, flexible, and adaptable. This data-driven approach allows us to monitor and evaluate the effectiveness of our careers provision and identify areas for improvement.

Our careers policy is aligned with the whole-academy approach to 'Preparation for Adulthood' (PfA), which encompasses the following four strands:

- **Employment:** Exploring a range of career and employment options, including support from employment agencies and further education institutions.
- **Independent Living:** Developing the skills and confidence needed for independent living, including managing finances, housing, and personal care.
- **Community Inclusion:** Encouraging participation in society, fostering social relationships, and contributing to the local community.
- **Good Health:** Promoting healthy lifestyles, physical well-being, and mental health to support a successful transition to adult life.

Discovery Special Academy works with Teesside University, the Department for Work and Pensions and other external partners to offer a wide range of career and employability experiences including work experience where appropriate (see work experience policy). This collaboration ensures that our pupils have access to opportunities that suit their unique needs and aspirations. We also aim to engage parents/carers, encouraging them to actively participate in their children's career planning and preparation for adulthood.

## Aims

The primary aim of CEIAG at Discovery Special Academy is to inspire pupils to be ambitious, broaden their horizons, and explore achievable career aspirations. We aim to support successful transitions to further education, employment, or other appropriate pathways. Our focus is on helping pupils develop the skills, knowledge, and understanding required to navigate the transition to adulthood, fostering lifelong learning and independent or supported living. We achieve this by:

- **Holistic Careers Programme:** Providing a comprehensive careers programme tailored to individual needs, emphasizing employability skills, knowledge, and experience through a variety of CEIAG activities.
- **Family Involvement:** Ensuring that pupils and their families have access to resources and support to explore future options and make informed decisions about transitional pathways.

## Provision

Discovery Special Academy delivers a structured programme of CEIAG, personalised and impartial, that meets the unique needs of our pupils. We use Grofar to track careers activities and monitor progress to ensure each student receives appropriate support.

### Primary Phase

In the Primary phase, we focus on building critical social, communication, and independence skills. Pupils are introduced to different jobs through role play, assemblies, and community visits, which helps them explore career interests. They engage with familiar career role models and prepare for the transition to Key Stage 3.

### Secondary Phase

In the Secondary phase, pupils have access to a more formal CEIAG programme with numerous opportunities to build skills and gain experience. We use Talentino, a tailored careers programme for pupils with SEND, to deliver a comprehensive programme built into the Explore and Expand curriculum. This phase is designed to help pupils make informed choices about their future, including career pathways and further education. Collaborations with local businesses and Teesside University offer pupils enriching experiences, such as job shadowing and industry visits. The academy works with Career Wave to provide personal guidance from year 9 onwards specific to the needs of cohorts and individual pupils.

In Key Stage 4, pupils receive additional guidance and support for transitions from Year 11 to their chosen next steps, which may include further education, training, or employment. We focus on building the confidence and skills needed for these transitions, ensuring that pupils are prepared for their future pathways.

## **Monitoring and Evaluation**

Discovery Special Academy uses Grofar to track and evaluate careers activities, ensuring the CEIAG programme remains effective and responsive to the needs of our pupils. We collect feedback from pupils, staff, and parents/carers to guide continuous improvement.

Regular reviews, including Compass to track Gatsby Benchmarks, are conducted to ensure our careers policy is in line with current best practices and government guidelines, including the four strands of Preparation for Adulthood. Through ongoing monitoring and evaluation, we aim to provide a high-quality CEIAG programme that supports our pupils' successful transitions to adulthood.