



Careers Services at Pentland Field School

At Pentland Field School we believe that Careers planning is vitally important for our pupils and every pupil should leave school prepared for life in modern Britain.

We are working with Talentino, a Matrix accredited external career development company affiliated to the professional body The Career Development Institute and specialising in the career development of young people with SEND. Our staff at school have been trained by Talentino to deliver the careers programme – *Careers at Every Level*.

In addition, we offer:

- Independent careers advice from the National Careers Service via webinars
- Seasonal business enterprise opportunities such as at our Christmas Bazaar, Valentines Stalls and the Summer Fayre.
- Experience in the working world completing in-house work experience such as Office skills including filing, shredding, letter delivery
- Eco monitor collecting and using compost
- Running Pentland Field Radio station
- Kidzania trips
- Gardening club

All children have access to our Careers Hub in the Library which has job profiles, skill profiles, pamphlets, and digital resources that can help students to self-assess their skills, and research career options. Due to our phased entry we are working towards supported internships, work experience and college visits. We work with the local Enterprise Coordinator and Enterprise Adviser to offer more employer encounters for our pupils.

The Careers programme delivers against the 8 Gatsby benchmarks in the following way (see below) and we use the Compass tool to establish our progress and make plans to improve further. Our Careers Leader Miriam Feldman and named Local Advisory Board Member for Careers is Rashmi Patel, in conjunction with the Senior Management team.

If you have any questions please email our Careers Leader on miriam.feldman@pentlandfieldschool.co.uk

Benchmark	Expectation	How we currently meet this Benchmark
A Stable Careers Programme	Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers, governors and employers.	<ul style="list-style-type: none"> • We work with Talentino, a Matrix accredited external career development company affiliated to the professional body The Career Development Institute and specialising in the career development of young people with SEND. • Our staff at school have been trained by Talentino to deliver a whole school careers programme and it has been embedded into the Learning for Life Curriculum. • Dedicated Careers Leader, Miriam Feldman, drives the careers programme in conjunction with Senior Management team including engaging with governors, training parents and engaging and training employers to be part of a long term network.
Learning From Career & Labour Market Information	Every pupil, 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.	<ul style="list-style-type: none"> • The curriculum is supported by a full set of accessible resources about opportunities provided. These are reviewed annually by Talentino and PFS. • Individual Career development plans are supported by consultation with students, parents and teachers and independently sourced advice. • The Careers Leader uses professional learning and up-to-date resources, to develop and maintain an awareness of the opportunities in the labour market and the attributes and skills needed to take advantage of these.
Addressing The Needs Of Each Pupil	Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.	<ul style="list-style-type: none"> • The Careers Curriculum is tailored to meet the needs of young people with a range of needs from moderate to profound learning disabilities. Session plans and resources are differentiated based on the needs of the participants and individual career development plans are created as well as articulating the employment outcomes on the EHCP plans. • Careers plans are individualised through consultation with the Careers leader and during the Annual Review when exploring the Preparing for adulthood section. Students achievements and progress towards employability skills is recorded in their career passport for use towards their employment/further education destination.
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.	<ul style="list-style-type: none"> • Careers coaching is delivered through a classroom based modular programme linked through to the assessment of pupils. Students complete ASDAN qualifications and options for multiple skill based qualifications improving employability are available such as such as travel training, manual handling training, first aid training etc. depending on the individual young person's career pathway.

Encounters With Employers And Employees	<p>Every pupil 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.</p>	<ul style="list-style-type: none"> • An Enterprise scheme is embedded within the school where pupils develop profitable in-school enterprise businesses to demonstrate their knowledge of customer service and work environments. Examples of this include Christmas Bazaar, Valentines Stalls and Summer Fayre. • Due to the phased entry of students we are working towards building a network of engaged employers to provide on-going, varied and/or supported work experience opportunities for pupils.
Experiences Of Workplaces	<p>Every pupil 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.</p>	<ul style="list-style-type: none"> • We are supported to build a network of engaged employers through consultation with the Careers Enterprise Company and Talentino. • The programme provides a framework for working experience projects (School based, visits and work experience) • Students undergo a trip to Kidzania to be immersed in the world of work and provide realistic role play opportunities in a variety of workplaces. • Pupils are fully supported to engage with employers through a range of suitable activities • Employers have the opportunity to receive training and many opportunities to have raised disability awareness such as what was provided to the Careers Enterprise Company at the SEND masterclass held at PFS.
Encounters With Further Higher Education	<p>All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, universities and in the workplace.</p>	<ul style="list-style-type: none"> • Pupils will experience college/higher education options in sixth form.
Personal Guidance	<p>Every pupil should have opportunities for independent advice from a career adviser. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but timed to meet their individual needs</p>	<ul style="list-style-type: none"> • PFS Careers and Enterprise Education Leader is Miriam Feldman. • Independent careers advice from the National Careers Service via webinars for all KS3 and KS4 students. • Significant periods include EHC plan reviews, transition from school, Careers plan reviews etc. • Pupils will experience 1:1 college/higher education/formal job interview options in year 12.