

## Careers Provision

Joseph Shepherd has overall responsibility for the careers programme at Addington Valley. Pupils, parents, teachers and employers can contact Joseph by the school office or by email: [jshepherd@addingtonvalley.org](mailto:jshepherd@addingtonvalley.org) or telephone: 0204 511 2949

Students participate in a bespoke package of Careers support that is carefully tailored to their individual needs and consistent with the eight Gatsby benchmarks:

- A stable careers programme
- Learning from career and labour market information
- Addressing the needs of each pupil
- Linking curriculum learning to careers
- Encounters with employers and employees
- Experiences of workplaces
- Encounters with further and higher education
- Personal guidance

Addington Valley supports Careers development through high quality, personalised, work experience opportunities. The school aims for all students in the 14-19 provision to have at least one experience of a workplace before leaving. As a brand new provision the school is currently developing high quality relationships with a number of local businesses who will provide opportunities for students to work in 'real' settings outside of school.

Through these partnerships, we will deliver bespoke packages of work experience for students. Students will be typically supported by school staff during work experience placements but the nature and level of support offered differs based on the needs of each individual pupil. We welcome feedback from students, families, employers and

other stakeholders on an ongoing basis, continually refining and improving our offer to individual pupils based on this feedback.

As well as work experience opportunities, Addington Valley Academy supports careers development through close links with a number of local Further Education providers including Orchard Hill College. Students will regularly visit FE Providers so that they can experience learning in a different learning environment. Students will be encouraged to express a preference in terms of their destinations after leaving Addington Valley Academy through their EHCP and the review process.

In addition to the above, Addington Valley Academy's career programme includes extensive travel training for each student to ensure they can travel safely with as much independence as possible. Travel training will be delivered by a senior teaching assistant who holds a recognised Travel Training qualification. Students work individually or in small groups depending on their levels of need on a carefully-structured programme of work that enables them to safely use public transport with greater confidence and independence.

The effectiveness of our careers programme will be measured by retrospective feedback from families.

We will also measure the effectiveness of our careers programme against a self-evaluation tool devised by *The Careers and Enterprise Company* against the Gatsby Benchmarks. This will be completed by 2023 when our first cohort reaches Year 9.

Addington Valley Academy is committed to providing high quality careers guidance and advice. Our Provider Access Policy (below) gives details of how training providers can visit the school to offer eligible students information and advice about career pathways.

Age Phase	Learning Objectives	Activities	Gatsby Benchmark	When	Who	Employer Encounters
Key Stage 3 (Years 8 & 9)	<p>To travel independently between two points in school</p> <p>To consistently walk along footpaths when outside school</p> <p>To develop greater levels of familiarity with different workplaces within the New Addington / Croydon area</p> <p>To be more aware of safe working practices in the kitchen</p>	<p>Regular offsite visits to a range of different destinations using various transport methods.</p> <p>Meal Prep activities at least once a week</p>	Benchmarks 2,3,4,5,6	Throughout the year	<p>Joseph Shepherd (Vice Principal for the Secondary School)</p> <p>Class Tutors and TAs</p>	Destinations visited by students will include those that may provide work experience in KS4 and 5. Increases familiarity with the environment and begins to develop relationships with staff that work there.
Key Stage 4 (Years 10 & 11)	To be able to cross the road safely with as much	Regular off site visits.	Benchmark 2,3,4,5,6	Ongoing throughout the year.	Joseph Shepherd (Vice Principal for	Yes

	<p>independence as possible.</p> <p>To successfully complete some work related activities on a regular basis over a period of time.</p> <p>To observe safe working practices in the kitchen with minimal adult prompting.</p>	<p>Structured Travel Training</p> <p>FE/Careers evenings for families.</p> <p>Where possible a 'Work Experience' Placement with a local business. Length of time will depend on the needs and abilities of the student.</p> <p>Meal Prep sessions throughout the week.</p>		<p>Work Experience to be undertaken in the summer terms for a period of time suitable for the student.</p>	<p>the Secondary School)</p> <p>Class Tutors and TAs</p>	
<p>Key Stage 5 (Years 12 &amp; 13)</p>	<p>To develop students' awareness of their skills, likes and dislikes</p> <p>To use public transport safely with as much independence as possible.</p>	<p>Regular off site visits.</p> <p>Structured Travel Training</p> <p>FE/Careers evenings for families.</p> <p>Where possible a 'Work Experience'</p>	<p>Benchmarks 2,3,4,5,6,7,8</p>	<p>Work Experience placements to be organised where possible as once a week from Spring Term of Year 12.</p> <p>Mock interviews in Year 13 and adapted to ensure the process is meaningful for each student.</p>	<p>Joseph Shepherd (Vice Principal for the Secondary School)</p> <p>Class Tutors and TAs</p>	<p>Yes</p>

	<p>To develop students' understanding of FE provision</p> <p>To express preferences of their next steps when learning Addington Valley</p>	<p>Placement with a local business. Length of time will depend on the needs and abilities of the student. Ideally once a week throughout the year.</p> <p>Meal Prep sessions throughout the week.</p> <p>Visits to OHC and other appropriate FE colleges.</p> <p>Mock interviews with school staff/employers</p>		<p>Visits to FE colleges from Summer 12 and ongoing throughout Y13</p> <p>Transition to FE college from Y13.</p>		
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