

Woodlands Academy Careers Programme

At Woodlands Academy, our focused mission revolves around ensuring that every pupil receives not only the requisite academic skills and knowledge but also the vital real-life skills essential for their successful transition beyond our institution. We are dedicated to equipping our pupils with the tools they need for the best possible outcomes as they depart from our Academy.

Central to our approach is the belief that each student should have the opportunity to follow a carefully considered, individualised pathway beyond the age of 16. This pathway is thoughtfully designed to align with their unique skills, needs, and interests, ensuring a continued positive engagement with education or training as they mature into young adults.

To support this vision, the Careers Education and Guidance Policy at Woodlands Academy has been meticulously crafted. This policy aligns seamlessly with our institution's overarching goals and remains at the forefront of advancements in careers education, especially concerning the Gatsby Benchmarks. Our curriculum is purposefully designed to foster a comprehensive understanding among pupils of their individual interests, strengths, and areas for growth within the professional sphere and lifelong learning. It comprises a meticulously structured array of activities that leverage real-world scenarios, fostering the development of knowledge, competencies, and insights directly applicable in professional settings. This approach includes immersive experiential learning opportunities, insights into professional settings and practices, and the cultivation of essential employability skills.





Woodlands Academy Careers Vision

Our primary goal for all our pupils is to empower them to lead as independent a life as possible, enabling them to interact with diverse individuals, partake in community activities, and make meaningful contributions. This journey towards independence may vary for each student; some may pursue employment and autonomous living, while others may look to participate in society whilst being supported with living.

We view a young person's career as their unique life journey, encompassing not only formal education and work but also all aspects of life and the pursuit of independent living. This broader definition of "career" underpins our approach throughout this policy.

Our vision for our Careers programme is to provide our pupils with a diverse range of experiences. These experiences are designed to boost their self-confidence, enhance motivation, and foster a comprehensive understanding of the world of work and the many opportunities available to them.

Our Approach

At Woodlands Academy, we are committed to providing every pupil with a comprehensive, wellrounded curriculum that equips them for the challenges of adulthood. Our unique approach integrates the Careers programme seamlessly into our Life Skills curriculum, ensuring that pupils are fully prepared for the future. This programme has been meticulously crafted to align with the school's objectives and the latest developments in careers education, specifically in relation to the Gatsby Benchmarks. Our structured programme of study empowers pupils to explore their interests, identify their strengths and areas for growth in the context of the professional world and lifelong learning. Through carefully planned activities, we immerse our pupils in the world of work, facilitating the acquisition of valuable knowledge, skills, and insights essential for success in the workplace, including experiential learning opportunities, in-depth understanding of work environments and practices, and the cultivation of essential work-related skills.

The Woodlands Academy Careers programme is designed to:

- Foster high aspirations among our young people, preparing them for a fulfilling adult life.
- Cultivate career awareness and empower pupils to take charge of their personal career development.





- Facilitate smooth transitions, such as the transition from school to college, apprenticeships or the workforce.
- Offer hands-on opportunities for pupils to gain real-world work experience.
- Equip pupils with the skills to navigate careers information and make well-informed choices.
- Tailor pathways to the unique needs and aspirations of each young person, guided by their EHCP and future goals.
- Champion the importance of choice for both pupils and their families.
- Provide avenues for pupils to attain nationally recognised qualifications, when appropriate.
- Ensure compliance with statutory requirements and adhere to guidance from the DFE.
- Integrate the regional Local Enterprise Partnership (D2N2) Careers, Employability, and Enterprise Framework into our comprehensive school planning and learning approach.

<u>Intent</u>

This policy serves as our guiding framework, allowing us to not only meet essential legal requirements but also to fulfil our core school objectives. These objectives revolve around empowering our pupils to reach their full potential, facilitating seamless transitions into adulthood, and ultimately equipping them to thrive in various aspects of life. We aim to enhance our pupils' prospects, instil in them a sense of community engagement, and prepare them diligently to navigate the challenges and seize the opportunities that await them in the world of work.

We actively fulfil our statutory obligation to provide Careers Education, Information, Advice, and Guidance (CEIAG) through the following means:

- Implementation of a comprehensive Careers Curriculum.
- Facilitating meaningful Work Experience and fostering Employer Engagement.
- A wide range of industry visits which include tours and employer interviews.
- Arranging school trips to college 'taster' and 'open' days to broaden pupils' horizons.
- Offering access to work-related learning modules categorised into three vital areas:
- 1. Understanding Myself: Focusing on individual skills and self-awareness.
- 2. Opportunities and Choices: Building awareness of opportunities and honing decision-making skills.
- 3. Learning from Experience: Gaining a broader perspective, learning from others, and enhancing awareness of workplace health and safety.
- Providing ongoing staff development in the field of careers education to ensure the highest quality guidance and support for our pupils.





Life Skills - useful information

The Life Skills Curriculum is based on four strands: Domestic, Financial, Social and Health.

The four strands are based on helping children work towards the four outcomes from **Preparing For Adulthood**, the term widely used to *describe the process of moving from childhood into adulthood*:

- Living independently.
- Employment and training (continuing education, training or getting a job)
- Community inclusion (having friends and participating in the local community)
- Health (being as healthy as possible, including moving into adult health services)

Each strand is split into 3 areas which are covered on a half-termly basis giving us a 2 year cycle. Each of these areas is split into three tiers – **Beginning**, **Experienced** and **Expert** to help learners access activities and experiences appropriate to their needs (ie age and/or pathway).

The Life Skills curriculum was put together using a number of sources including learning milestones and targets from the EQUALS curriculum (particularly from their My Independence, My Cooking, My Physical Wellbeing, My Thinking and Problem Solving and My Communication schemes of work) along with targets around independent living from the Autism Education Trust.

Gatsby Benchmarks

The Life Skills Curriculum has been designed to help us meet the Gatsby Benchmarks.

The 8 Gatsby Benchmarks are:

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

Life Skills Accreditation

Accreditation for children in the Green Pathway is available through the WJEC **Essential Skills For Work and Life** award.

Developments

The school built a Life Skills room which simulates a real living environment (rather like a selfcontained flat) which gives children the chance to develop a range of skills based around independent living.



Implementation



The Careers programme at

Woodlands Academy is designed to

empower our pupils with the skills and knowledge needed for success in their future careers and the professional world. We believe in delivering practical, hands-on career education that is integrated across various subjects.

To enhance careers education at Woodlands Academy, our programme will be implemented through:

- Careers curriculum embedded within the Life Skills curriculum.
- Ongoing work experience at Nottingham Bike Works.
- Futures careers advisory service for Year 9,10 and 11.
- Nottingham Forest Think Big Project
- Goal Setting.
- Gatsby Benchmarking.
- Careers links within Maths, English, Science and PSHE.
- Careers being at the heart of the curriculum.
- Development of skills required for a range of jobs covered in school and during off-site visits.
- A wide range of industry visits to showcase the different roles that are available.
- Supporting the young person and family with careers advice and transition information.

Pupil Needs

The Careers Education Programme has been specifically tailored to address the unique requirements of pupils at Woodlands Academy. It has been structured in a way that allows for differentiation to ensure that pupils progress through activities that align with their respective stages of career exploration, planning, and development. The careers programme is underpinned by our Equity, Diversity and Inclusion (EDI) principals.

At Woodlands Academy, we prioritise personalised education, placing pupils into distinct pathways that align with their individual learning needs and EHCP targets. Our Careers curriculum, seamlessly integrated within the Life Skills programme, is thoughtfully tailored to cater to these three different pathways. Within each pathway, we implement a range of activities and learning objectives to nurture pupils' careers knowledge and skills, adapting them to their specific developmental stages.

The integration of our Careers curriculum within the Life Skills programme allows us to initiate the career-focused learning journey at an early stage. As pupils progress through our school, the depth and specificity of their Careers knowledge and skills deepen. In Year 7 and continuing through to Year 11, we introduce pupils to regular industry visits as a pivotal component of this evolving educational experience.

Impact Statements and End Points



At Woodlands Academy, our pupils for adulthood through a series of functional learning. This progress is



make significant strides in preparing practical life skills activities and characterised by:

- Tailored growth from their individual starting points, reflecting developmental achievements over time.
- Sequential and memory-building learning, encouraging both the acquisition of new knowledge and its retention.
- Comprehensive readiness for the subsequent stages of their lives.
- A joyful approach to learning and active engagement, fostering a genuine interest in various career pathways.
- A deepening understanding and knowledge of diverse workplace environments and post 16 education opportunities.
- The cultivation of work-related skills and proficiency in training.
- The nurturing of independent living skills for increased self-sufficiency.
- Active participation in society and the local community.
- A commitment to maintaining good health and adopting a healthy lifestyle.
- Access to valuable careers advice when needed.
- Empowering pupils to lead lives post-school that prioritise independence to the greatest extent possible.

Curriculum Plan

At Woodlands Academy, the integration of careers lessons into the life skills curriculum. The curriculum follows the focus of each half-term, ensuring a comprehensive and progressively tailored approach to the development of career awareness and readiness among pupils.

This holistic approach to career education extends beyond traditional academic subjects, fostering personal development, motivation, and self-confidence while adhering to recognised educational standards and guidelines.

Below is an outline of how the Careers curriculum is embedded into the Life Skills curriculum. The Careers curriculum focuses on both developing knowledge and also experiences through industry visits.

		Pathway		
Term	Life Skills Focus			
		Yellow	Green	Blue
		Medium Term Plan	Medium Term Plan	Medium Term Plan





Cycle 2	Social:	Dress-Up Play: Provide	Role-Playing Scenarios:	Artistic Expression: Encourage
2023-24	Relationships	costumes and props that	Create role-playing	pupils to create artwork, poems,
	Relationships	represent different	scenarios where pupils take	or short stories that summarise
Autmn 1		professions where	on different job roles. They	relationships and collaboration
		relationships are an	can act out situations that	in different careers.
		important part of the job (e.g., doctor, waiter, school	require teamwork and communication to solve	Career Day Presentation:
		staff) and encourage	problems or complete tasks.	Assign pupils' different professions to research and
		children to role-play these	Team-building Activities:	present to the class. Encourage
		roles.	Engage pupils in team-	them to discuss the types of
		Tores.	building exercises like	relationships and collaborations
		Community Helper	building a tower from	they found to be important in
		Discussions: Have	household materials / COJO	those careers.
		discussions about	equipment or solving	Team-building Activities:
		community helpers (police	puzzles together. Discuss	Engage pupils in team-building
		officers, teachers, doctors)	how these activities relate to	exercises like building a tower
		and their roles and	the workplace.	from household materials /
		relationships with/in	Career Exploration Book:	COJO equipment or solving
		society. Show pictures or	Provide each student with a journal to document their	puzzles together. Discuss how
		books about these professions.	thoughts and reflections	these activities relate to the workplace.
		professions.	about careers they're	Career Exploration Book:
		Art and Craft: Create	interested in and how	Provide each student with a
		simple crafts related to	relationships factor into	journal to document their
		different jobs where	those professions.	thoughts and reflections about
		relationships are	Create a Classroom	careers they're interested in and
		important, like making	Business: Organise a	how relationships factor into
		Police hats, badges, or	classroom "business" where	those professions.
		shop assistant apron. Use	pupils take on different roles	Mock Interviews: Have pupils
		art to illustrate what they	(manager, cashier,	participate in mock job
		want to be when they	marketing, etc.) and work	interviews. Afterward, provide feedback on their
		grow up.	together to achieve a common goal, emphasising	communication and
		Storytelling: Read age-	teamwork and cooperation.	interpersonal skills, highlighting
		appropriate books that	Community Service	the importance of these skills in
		feature characters with	Projects : Engage pupils in	the job application process.
		careers that are relevant to	volunteer or community	Career-themed Debates:
		relationships. Ask children	service projects where they	Organise debates where pupils
		questions about the	work together to help	take on roles representing
		characters' jobs and what	others. Discuss how these	different careers and discuss the
		they like about them.	experiences relate to	relevance of relationships and
		Career Puzzles: Provide	teamwork and giving back to	teamwork in their chosen
		puzzles or games that	the community. Artistic Expression:	professions. Career Research Projects:
		feature different jobs.	Encourage pupils to create	Assign research projects where
		Discuss the roles as	artwork, poems, or short	pupils investigate specific
		children work on the	stories that summarise	careers, focusing on how
		puzzles.	relationships and	relationships and networking
			collaboration in different	contribute to success in those
		Role-Play Centres: Set up	careers.	fields.
		different play centres in		Social Media and Online
		the classroom, such as a		Etiquette: Teach pupils about
		pretend restaurant and		the importance of digital
		have customers and wait		communication and online
		staff forming professional		relationships. Discuss how their
		relationships and assisting		online presence can impact their
		their customers. A		future careers.





Cycle 2 Industry Visits Create a classroom Industry Visits provide pupils 2023-24 Social- Create a classroom with the chance to connect Autmn 1 Relationships: Create a classroom with the chance to connect industry Visits Provisits provide pupils with the chance to connect introduce velow barrhow work pace-relationships: Industry Visits provide pupils introduce velow barrhow work pace-relationships: Industry Visits provide pupils introduce velow barrhow work pace-relationships: Industry Visits provide pupils introduce velow barrhow work pace-relationships: Industry Visits provide pupils introduce velow barrhow work pace-relationships: Pupils to sophore different class; informed career options; The rean better career options; The rean better career options; The rean barther reare options; The rean better career options; The rean barther reare options; The rean barther requirements; ob requirements; ob					
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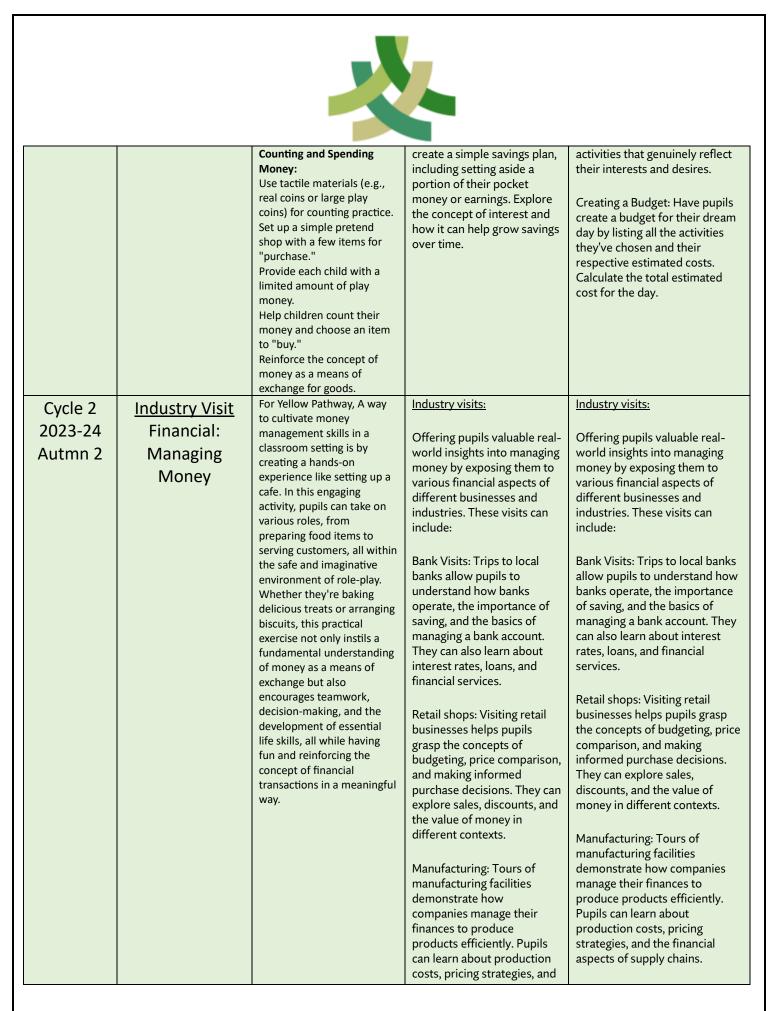


	reflection helps them connect the dots between what they learned during the visit and other work that has been completed in Life Skills.	that has been completed in Life Skills. List the details of how to apply for such a job or the progressions route required to qualify to be able to do that particular job.



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			the financial aspects of supply chains. Restaurants: Visiting restaurants exposes pupils to the restaurant industry's financial aspects, including pricing menus and understanding profit margins. It also highlights the importance of budgeting in hospitality. Supermarkets: These visits teach pupils about food shopping on a budget, comparing prices, understanding unit costs, and the value of meal planning to manage household expenses.	Restaurants: Visiting restaurants exposes pupils to the restaurant industry's financial aspects, including pricing menus and understanding profit margins. It also highlights the importance of budgeting in hospitality. Supermarkets: These visits teach pupils about food shopping on a budget, comparing prices, understanding unit costs, and the value of meal planning to manage household expenses.
Cycle 2 2023-24 Spring 1	Domestic: Household Routines	Introduction to Household Routines and Career Exploration Begin with a sensory- friendly discussion on why household routines are important. Introduce the concept of home management careers using tactile materials and simple visuals. Use tactile objects or symbols to represent common household tasks and their connection to these careers. Engage in a sensory activity where pupils explore tactile representations of home management careers. Kitchen and Culinary Careers Create a sensory-friendly environment for discussing cooking skills and their relevance to culinary careers. Demonstrate simplified cooking techniques and meal preparation using tactile materials.	Introduction to Household Routines and Career Exploration Begin with a discussion on why household routines are essential in daily life. Introduce the concept of home management careers, such as interior design, housekeeping, and gardening. Create a list of common household tasks and discuss how they relate to these careers. Engage in a career exploration activity where pupils research and present one home management career. Kitchen and Culinary Careers Discuss the importance of cooking skills and their relevance to culinary careers. Demonstrate simple cooking techniques and meal preparation. Engage pupils in age- appropriate cooking	Introduction to Household Routines and Career Exploration Begin with a discussion on why household routines are essential for daily life. Introduce the concept of home management careers, such as interior design, housekeeping, and property management. Create a list of common household tasks and discuss how they relate to these careers. Engage in a career exploration activity where pupils research and present one home management career. Kitchen and Culinary Careers Discuss the importance of cooking skills and their relevance to culinary careers. Demonstrate basic cooking techniques and meal preparation. Engage pupils in cooking activities. Explore career options in the culinary arts, such as chefs, bakers, and nutritionists.





		Engage pupils in sensory cooking activities. Explore simplified careers in the culinary arts, such as chefs or bakers, through tactile and sensory experiences. Cleaning and Home Maintenance Careers Use sensory-friendly materials to discuss cleaning and home maintenance tasks and their importance. Demonstrate simplified cleaning techniques and home maintenance concepts using tactile and sensory approaches. Engage pupils in sensory- friendly activities related to cleaning and home upkeep. Explore simplified careers in housekeeping or gardening through tactile and sensory experiences.	activities. Explore careers in the culinary arts, such as chefs, bakers, and nutritionists. Cleaning and Home Maintenance Careers Discuss cleaning and home maintenance tasks and their significance. Demonstrate basic cleaning techniques and home maintenance basics. Assign specific tasks to pupils, focusing on cleaning and organising. Explore careers in housekeeping, maintenance, and gardening. Organisation and Interior Design Careers Discuss the importance of organisation and aesthetics in home management. Demonstrate organisation techniques and basic interior design principles in an age-appropriate manner. Engage in hands-on activities related to organising and decorating a space. Explore careers in interior design, organisation consulting, and home staging.	Cleaning and Home Maintenance Careers Discuss cleaning and home maintenance tasks and their importance. Demonstrate cleaning techniques and home maintenance basics. Assign specific tasks to pupils, focusing on cleaning and home upkeep. Explore careers in housekeeping, maintenance, and property management. Organisation and Interior Design Careers Discuss the importance of organisation and interior design in home management. Demonstrate organisation techniques and basic interior design principles. Engage in hands-on activities related to organising and decorating a space. Explore careers in interior design, organisation consulting, and home staging. Budgeting, Financial Management, and Real Estate Careers Explain the concept of budgeting and its relevance to household routines. Discuss the importance of financial responsibility. Engage in practical activities where pupils create a household budget and explore financial management tools. Explore careers in finance, real estate, and property management.
Cycle 2 2023-24 Spring 1	<u>Industry Visit</u> Household Routines	Yellow Pathway can look at the type of jobs you could be paid for. This can include completing tasks for Dojo points in the life skills room. Different roles can be imbedded with the school day routines: Setting the Table Specialist: Children can learn how to set the table properly for	Industry visits: Offering pupils valuable real- world insights into household routines and how these are linked to careers by exposing them to various financial aspects of different	Industry visits: Offering pupils valuable real- world insights into household routines and how these are linked to careers by exposing them to various financial aspects of different businesses





meals. This job not only enhances fine motor skills but also instils a sense of organisation and responsibility. They could earn "Dojo points" for each successful table setting.

Laundry Assistant: Yellow

pathway children can help with laundry by sorting clothes by colour or type, placing them in the washing machine, or folding small items like socks. This teaches them basic sorting and matching skills.

Gardening Apprentice:

Gardening can be a rewarding activity for all children. They can learn to water plants, pick weeds, or harvest simple vegetables. This job introduces them to the concepts of nurturing and patience.

Toy Organiser: Encourage children to tidy up their play area by organising toys. This job fosters a sense of order and cleanliness while also improving their categorisation skills.

Recycling Ambassador:

Teach children about the importance of recycling by assigning them the task of sorting recyclables from regular trash. This promotes environmental awareness and responsibility. businesses and industries. These visits can include:

Local Bakery: A visit to a local bakery can introduce children to the world of culinary careers. They can observe bakers in action, learn about baking processes. Gardening **Centre**: A trip to a gardening centre can teach children about careers related to gardening and landscaping. They can explore different plants, learn about plant care, and understand the role of gardeners and landscapers. Cleaning Service Company: Visiting a cleaning service company can provide insights into careers in housekeeping. Children can see how cleaning professionals work and learn about the importance of cleanliness and organisation. Supermarket: A visit to a supermarket can help children understand various careers in the food industry. They can meet supermarket employees, explore different sections, and learn about the importance of stocking and organisation. DIY Shop: A trip to a DIY shop can introduce children to careers related to home maintenance and repair. They can see tools and materials used by professionals and learn about jobs like carpentry and plumbing.

and industries. These visits can include:

Restaurant: A visit to a culinary school or restaurant can expose pupils to careers in the culinary arts. They can observe professional chefs in action, learn about cooking techniques, and understand the workings of a commercial kitchen. **DIY Shop** and Construction Site: Exploring a home improvement store and visiting a construction site can provide insights into careers related to home maintenance, renovation, and construction. Pupils can learn about trades like carpentry, plumbing, and electrical work. Interior Design Firm: Visiting an interior design firm allows pupils to explore careers in interior design and decoration. They can see design concepts, interact with designers, and learn about the creative aspects of home aesthetics. Gardening and Landscaping Company: A trip to a gardening and landscaping company introduces careers in horticulture and landscaping. Pupils can witness how professionals create and maintain outdoor spaces. Hotel or Hospitality Venue: Touring a hotel or hospitality venue provides an understanding of careers in hospitality and housekeeping. Pupils can observe hotel management, housekeeping staff, and learn about customer service roles. Elderly Care Facility: Visiting an elderly care facility allows pupils to explore careers in caregiving and healthcare. They can interact with caregivers, understand daily routines in a care setting, and gain empathy for the elderly.



				Laundry Service or Dry Cleaner: A visit to a laundry service or dry cleaner exposes teenagers to careers in textile care. Pupils can learn about laundry processes, the importance of fabric care, and careers in garment maintenance.
				Retail Store: Exploring a retail store, especially one with household items, can help pupils understand retail careers and customer service roles related to home products.
				Real Estate Agency: Visiting a real estate agency provides insights into careers in real estate and property management. Pupils can learn about property listings, home staging, and the role of real estate agents.
				Local Farm: A trip to a local farm offers exposure to careers in agriculture and farming. Pupils can engage with farmers, learn about crop cultivation, and explore the agricultural industry.
Cycle 2 2023-24 Spring 2	Health: Medicine	Planning in progress	Planning in progress	Planning in progress
Cycle 2 2023-24 Spring 2	<u>Industry Visit</u> Health: Medicine	Planning in progress	Planning in progress	Planning in progress
Cycle 2 2023-24 Summer 1	Social: Communication	Planning in progress	Planning in progress	Planning in progress
Cycle 2 2023-24 Summer 1	Industry Visit Social: Communication	Planning in progress	Planning in progress	Planning in progress









Cycle 1	Health:	Planning in progress	Planning in progress	Planning in progress
2024-25	Wellbeing			
Summer 2				
Cycle 1	Industry Visit	Planning in progress	Planning in progress	Planning in progress
2024-25	Health:			
Summer 2	Wellbeing			

Careers Lead: Paul Wyles

Careers Programme Date: September 2023

Principal Name Andrew Morgan

Principal signature



Governor Name Adrian Armstrong

Governor signature Adrian Armstrong

Midpoint Review Date: Jul 2024

Review Date: September 2026

