



**Kestrel House
School**

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Education: Careers and Employability Skills Policy

Created by: Marc Cox

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2025

Introduction

The Careers Lead for Kestrel House School is Marc Cox. There is a collective responsibility for all staff to take ownership for the planning and delivery of personalised careers and employability opportunities/experiences for all learners.

Aims

At Kestrel House School we aim to develop children and young people's understanding, awareness and skills linked to careers & employability. Our aim is for all learners to have meaningful experiences linked to their aspirations, interests, and developmental stage. We aim for learners to have careers and employability learning opportunities and experiences as part of their core thematic topics or as part of whole school collapse curriculum days, off-site educational visits, and work experience opportunities.

We provide learners and families with the knowledge, information, and skills to make informed choices about suitable "next steps". The service enables learners to receive accurate information, advice and guidance about all options and opportunities open to them and the progression routes to which those options lead.

We aim to ensure the following are explored appropriately in line with each learners' developmental stage, aspirations, and interests:

1) Have a stable careers programme

An embedded programme of career education and guidance that is known and understood by learners, teachers, parents/carers, employers, and other agencies.

2) Learn from career and labour market information

Every learner and their parents/carers, to have access to good quality information about future study options and labour market opportunities. This will include the support of an informed adviser to make the best use of available information.

3) Addressing the needs of each learner

Learners have different career guidance needs at different stages. Opportunities for advice and support tailored to the needs of each learner. Our careers programme ensures equality and diversity is embedded throughout.

4) Linking curriculum learning to careers

All Class Community Leads and support staff link curriculum learning with careers, even on subject areas that may not be specifically occupation-led.

5) Encounters with employers and employees

Every learner should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This will be through a range of enrichment activities, including visiting speakers, trips, enterprise schemes, and include learners' own part-time employment where it exists.

6) Experience of workplaces

- Every learner to 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.

7) Encounters with further and higher education

- All learners should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes, and learning in schools, colleges, universities and in the workplace.

8) Personal guidance

- Every learner should have opportunities for guidance interviews with a careers adviser, this could be internal (a member of the Kestrel House Team) or external, provided they are trained to an appropriate level. These will be available for all learners and appropriate to the individual needs and developmental stage.

Equality and Diversity

We are committed to ensuring that all learners have access to careers education. Learners are encouraged to follow career paths that suit their interests, skills, and strengths with the absence of stereotypes. All learners are provided with the same opportunities and diversity is celebrated.

Work Experience Opportunities

We aim to adapt and support work experience opportunities for all learners.

Aims of Work Experience:

- To support and encourage an integrated work experience programme aimed to support the development stage of each learner
- To provide learners with records/documents to provide evidence of their experience
- To provide learners with direct experience of the world of work i.e. preparing and making healthy foods to sell, answering the phone and recycling.
- To give learners first-hand experience of the relationships, routines and processes that are part of a working environment
- To develop work related skills and behaviours
- To contribute towards approved vocational and academic qualifications where applicable
- To prepare learners for adult and working life
- To prepare learners by discussing equal opportunities and challenging stereotypes

Useful links

- <https://www.goodcareerguidance.org.uk/assets/file?filePath=send/good-career-guidance-perspectives-from-the-send-sector.pdf>
- <https://www.careersandenterprise.co.uk/>