



Careers for key stage 3 and 4

Intent

At our Secondary Pupil Referral Unit (PRU), we recognise the critical importance of equipping our students with the knowledge, skills, and experiences necessary for successful transitions to further education, training, or employment. Our careers programme is designed with the following intents:

1. **Personalised Pathways:** To provide tailored careers guidance that considers the unique backgrounds, needs, and aspirations of each student, ensuring that all offerings are relevant and accessible.
2. **Development of Employability Skills:** To foster essential employability skills such as communication, teamwork, and problem-solving, which are paramount for our students' success in the workplace and society.
3. **Engagement with Local Opportunities:** To actively engage with local businesses, and higher education institutions to create a network of opportunities that students can explore.
4. **Promotion of Lifelong Learning:** To instil an understanding of the importance of lifelong learning, encouraging students to seek continual personal and professional development beyond their time in the PRU.
5. **Informed Decision-Making:** To empower students to make informed decisions about their future pathways through comprehensive information, advice, and guidance.

Implementation

Our careers programme is implemented through a structured approach that integrates the following key components:

1. **Comprehensive Careers Education:** We deliver an innovative curriculum that embraces all aspects of career development, incorporating lessons on CV writing, interview techniques, and job search strategies. Engagement with external experts enhances the learning experience.
2. **Individual Careers Interviews:** Each student is provided with personalised careers interviews with teacher. These sessions focus on identifying the student's strengths, weaknesses, interests, and potential career pathways, ensuring bespoke guidance.
3. **Work Experience and Employability Activities:** We organise meaningful work experience placements, enterprise projects, and community engagement activities. These experiences expose students to the realities of work and build resilience and interpersonal skills.
4. **Collaboration with Stakeholders:** We maintain strong partnerships with local colleges, training organisations, and employers to create opportunities for our students. Regular workshops, presentations, and career speakers are organised, allowing students direct access to potential pathways and careers.

Impact

The impact of our robust careers programme is evidenced through the following outcomes:

1. **Successful Transitions:** A high percentage of our students successfully transition into further education, training, or sustainable employment post-PRU, demonstrating the effectiveness of our personalised guidance and support mechanisms.
2. **Increased Engagement and Motivation:** Students exhibit increased engagement in their studies and greater motivation to explore their future options, evidenced through our internal assessments and feedback mechanisms.
3. **Enhanced Employability Skills:** A significant improvement in students' employability skills is noted through NCFE employability skills programme assessments, where students report higher confidence levels in areas such as interviewing and decision-making.

4. **Positive Stakeholder Feedback:** Feedback from employers, training providers, and educational institutions indicates a high level of satisfaction with the preparedness and skills of our students, further enhancing our reputation in the community.

In conclusion, our PRU's careers programme is meticulously structured to align with Ofsted's outstanding criteria, ensuring that we not only meet but exceed the expectations placed upon us. By focusing on personalised education, employability skills, community engagement, and continuous improvement, we strive to equip every student with the tools necessary for a successful future.