

Careers Education Strategy

Issued: September 2022

Review: September 2023

Fairfield Farm College is a post 16 specialist college for students with learning disabilities that offers vocational, work skills and hospitality programmes of study.

Mission Statement:

To enable young people to live and work without barriers.

College Values:

Teamwork

We hold ourselves, and each other to account, and are better when we work together.

Compassion

We act with trust, honesty and kindness in everything we do.

Inclusion

We treat each other fairly, and with respect.

Innovation

We encourage thoughtful, creative and aspirational ideas.

Pride

We encourage each other to be proud of who we are and what we do.

Introduction:

There has never been a time when careers guidance has been as important for young people as it is today. Fairfield Farm College have a critical role to play in preparing learners for the next stage of their education, training or employment pathways.

With the greater choices of education, training and employment, our aim is to prepare learners for these ever-changing opportunities, responsibilities and experiences and to equip them with the skills to manage the choices, changes and transitions ahead of them.

In December 2017, the Department for Education released its new career guidance strategy and introduced the Gatsby Benchmarks that set out a mechanism to ensure high-quality careers and enterprise provision. Careers provision became part of Ofsted inspection framework in September 2019. Fairfield Farm College employs a Careers Manager/Careers Leader to implement, lead on and oversee the Careers Programme and ensure that Fairfield Farm College adheres to the Gatsby Benchmarks.

The Gatsby Benchmarks set out a framework for schools to deliver 'good careers guidance':

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

Fairfield Farm College embeds careers education into our curriculum and work based learning areas taking a whole college approach. Our careers programme embeds each of the 8 Gatsby benchmarks and is reviewed on an annual basis taking into account the views of learners, parents, staff and employers. Fairfield Farm College offers vocational and specialist qualifications that will support the learner journey.

The DFE statutory guidance for schools and colleges published 25th March 2015 and updated 31st August 2022 '*Careers guidance and access for education and training providers*' states that careers guidance is the full range of activity delivered under the eight Gatsby Benchmarks. This guidance refers to the following legislation:

- Section 42A, 42B, 45 and 45A of the Education Act 1997
- Section 72 of the Education and Skills Act 2008
- Schedule 4 (15) of the School Information (England) Regulations 2008

Every learner at Fairfield Farm College has access to impartial advice and guidance from our Careers Manager and once students are 19+ they receive impartial one to one careers meetings provided onsite by the National Careers Service. Each learner has a pathways planning booklet and those students that have seen the National Careers Service Advisor will receive a personal action plan.

Work based learning and work experience is an important part of the study programme at Fairfield Farm College and the learner journey. Students that have proven that they are ready are supported to access work experience placements in areas of interest to prepare them for the world of work, future pathways and employment opportunities. Students are supported on their work experience journey by a designated Job Coach.

As a first step into the world of work students are given the opportunity to access work based learning within the college reception, café, shop, dog grooming parlour, launderette, market garden, Hope Nature Centre and The Weavers Pub. Work Based Learning is provided in a safe and supportive learning environment to meet individual learner needs. Support staff, area leads and job coaches are available every step of the way to support.

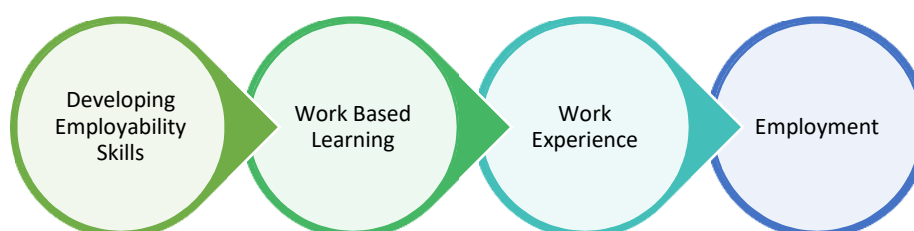


Fig 1. Progress through the world of work journey

Ofsted inspections evaluate careers information, education, advice and guidance under Personal Development. The Ofsted 'Further Education and Skills handbook' states that:

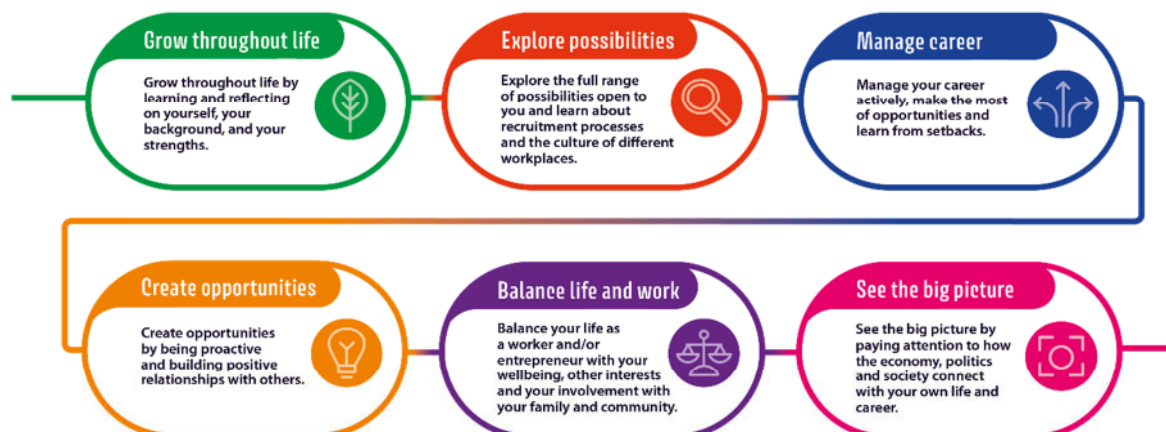
- Inspectors will review how well high-quality impartial careers guidance enables learners to make progress and move on to a higher level of qualification, employment, further training or independent living when they are ready to do so.
- Inspectors will judge, where appropriate, how well the curriculum, including the wider curriculum, for each strand of a provider's adult learning programme has a clearly defined purpose that is relevant to the education and training needs and interests of learners, and to local employment opportunities, and supports local and national priorities.
- Inspectors will judge how effectively leaders, managers and governors focus public funding on people who are disadvantaged and least likely to participate in education and training, and work with other partners to widen participation and support learners' progression to further learning and/or employment relevant to their personal circumstances.

- Inspectors will judge how effectively staff work with learners, employers and other partners such as Jobcentre Plus, to ensure that teaching, learning and assessment enable learners to develop personal, social and employability skills that prepare them well for their intended job role, career aims and/or personal goals.
- Inspectors will judge how successfully learners develop skills to enhance their employment opportunities and independence in their everyday lives in real-life situations, including meaningful work experience, and how well they take an active part in their local communities.

Fairfield Farm College therefore must:

- Provide an effective careers programme that offers advice, experience and contact with employers to encourage learners to aspire, make good choices and understand what they need to do in order to reach and succeed in their chosen career
- Support readiness for the next phase of education, training or employment so that learners can make the transition to the next stage successfully
- Monitor the quality of careers information, education, advice and guidance, and how well these benefit learners in choosing and deciding on their next steps

Fairfield Farm College embeds the Careers Development Institute (CDI) 2021 new 'Career Development Framework' by giving learners the opportunity to learn and develop their strengths, to explore what possibilities are available to them, to make the most of their career opportunities, to create opportunities and build positive relationships, to learn about balancing life and work and to see the bigger picture in society and how they fit within it.

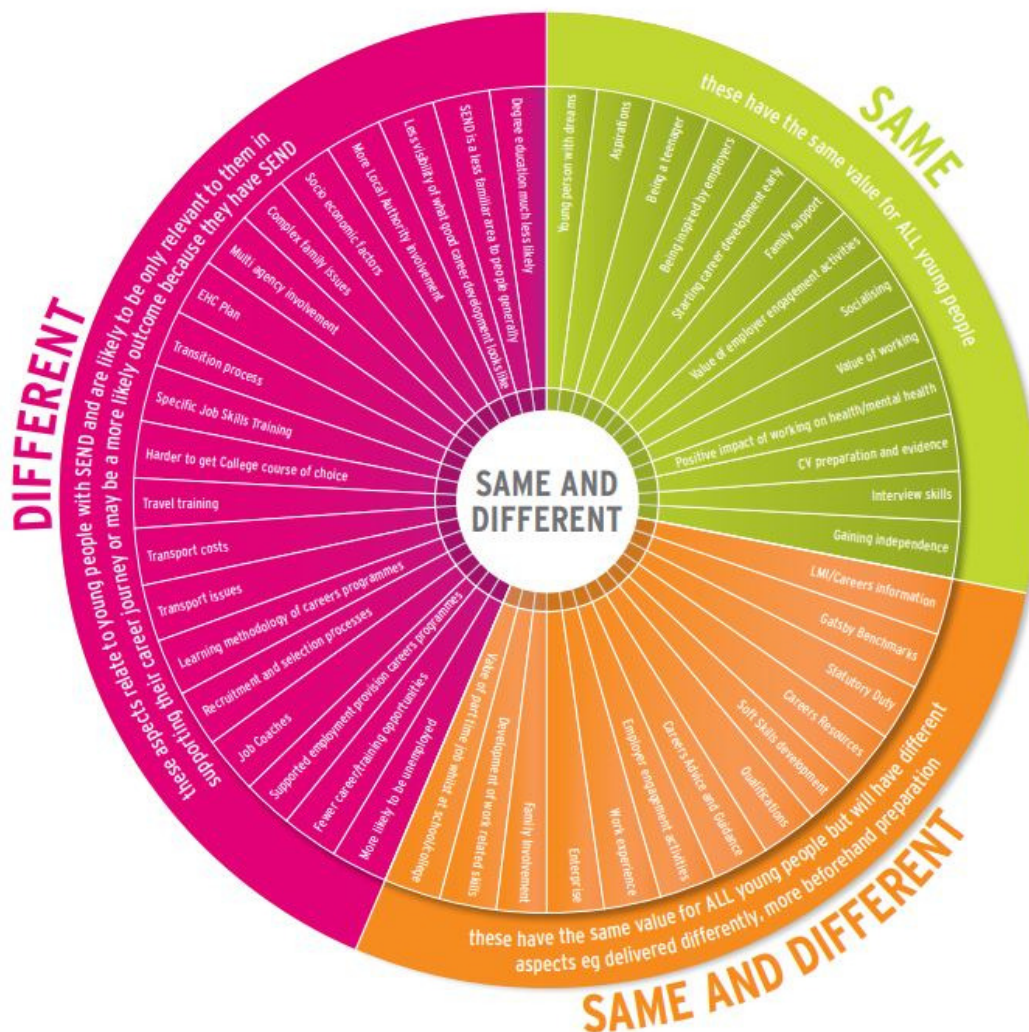


Talentino developed the 'Same and Different' model that enables careers practitioners, employers, families and others to better understand the aspects of early career development for 18-year olds with SEND. All aspects underpin the delivery of the Gatsby Benchmarks and they are categorised in three ways:

1. **Same** – this is an aspect that will have the same value to a young person with SEND as to those without SEND
2. **Same and Different** – this is an aspect that will have the same value to a young person with SEND but will need to be delivered differently
3. **Different** – these aspects will only be relevant to the young person with SEND and will not be relevant to young people without SEND.

This model can be used to support understanding with all stakeholders around young people with SEND.

#sameanddifferent is an early career development model for young people with SEND who will typically not take GCSEs or Level 2 qualifications.



<https://www.talentinocareers.co.uk/same-and-different.pdf>

With the government's reforms to technical education and skills and the impact of COVID-19 on the labour market, there will be an increasing need for schools and colleges to work in partnership with employers, careers advisers, local authorities and other education and training providers to support students to prepare for the workplace and to make informed choices about the next step in their education or training. To support this, the DFE is funding The Careers & Enterprise Company to support schools and colleges to develop careers programmes in line with their careers requirements and the Gatsby Benchmarks. Fairfield Farm College is part of the Swindon and Wiltshire Careers Hub and the lead provider for SENd.

Fairfield Farm College evaluates its performance against the Gatsby Benchmarks termly using the Compass Tool developed by the Careers and Enterprise Company and submits its performance percentages.

Fairfield Farm college students take part in a careers programme survey on an annual basis and staff, employers, parents and stakeholders on a two year basis. The findings from these surveys help us evaluate, modify and improve our careers programme.

Fairfield Farm College 2022-2023 Careers Programme will aim to raise the aspirations of all learners whilst being tailored to individual needs. The programme will inform learners of the range of opportunities available to them, encouraging them to aim higher and make choices relevant to what they feel they can achieve. All forms of stereotyping will be prohibited in the careers advice and guidance that is provided, to ensure learners from all backgrounds, gender and diversity groups can consider the widest possible range of careers. Students will have the opportunity to take part in a range of career related activities, employer engagements and work based learning and work experiences.

Students attending Fairfield Farm College will study for a BTEC qualification in Work Skills, Hospitality & Tourism or Vocational studies. Fairfield Farm College has recently changed to a BTEC qualification to provide our students with a career focussed, industry recognised qualification that enables learners to develop and apply the knowledge, skills and behaviours that employers or Further education or training providers are looking for.

Fairfield Farm College keeps comprehensive and accurate records to support the career development of learners. Destination data is retained by Fairfield Farm College for a three year period.

Please see the '*Fairfield Farm College Careers Programme September 2022 to July 2023*' document for the range of careers activities on offer and how each one links to the Gatsby Benchmarks.