

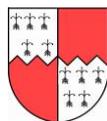
PROPELLER ACADEMY TRUST  
Fitzwaryn

*'Through learning to learn, pupils will access society'*

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Dear Parents and Carers,

Since taking over the role of Careers Leader in September 2021, I have ensured that the experiences the pupils have are meaningful and will help determine future pathways for them. I have re-written our careers programme and named it 'Pathway through life' rather than Careers, to ensure that all pupils have experiences and opportunities to give them the best possible future for when they leave us. 'Pathway through life' starts in the Early Years Foundation Stage right through to our Student Centre, but most of the work is in Key Stage 3 (Years 7, 8 and 9) and up. I have attached a summary so you can see what is expected in all Key Stages, and how the pupil progress through the school.

### Work Experience

Naomi Rudman (HLTA) will be our work experience co-ordinator and we hope to begin to offer opportunities to pupils in Year 9 and above. Please see the work experience 'timetable' below. If you, as parents, work somewhere that you would be able to offer work experience to one or some of our pupils, then please do contact the school mentioning FAO myself and Miss Rudman.

Year Group	Type of work experience
Year 9	Pupils will have the opportunity in term 5 to shadow a member of staff for the day. Pupils can choose from the range of staff we have in school e.g. Headteacher, Office staff, IT technician, Site manager, Kitchen staff, Teachers, Deputy Headteachers or Teaching assistants.
Year 10	Pupils will complete a weekly session of work experience within the school. This will be chosen from the following activities: <ul style="list-style-type: none"> <li>- Placing the cookery order</li> <li>- Unpacking the food deliveries and delivering to relevant areas in the school</li> <li>- Minibus maintenance e.g., cleaning the buses inside and out, checking the tyres, checking the tail lifts.</li> <li>- Keeping areas of the school tidy</li> <li>- Jacuzzi maintenance e.g., keeping the area clean and checking the temperature.</li> </ul>



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Year 11	Pupils will complete a one-week block in Term 5 of external work experience linked to their interests and strengths.
Year 12	Pupils will take part in experiential work experience (see above) and will complete this in small groups.
Year 13	Pupils will begin to complete work experience that is more bespoke to their aspirations and interests. All pupils in Year 13 will have between 2 and 5 short term placements within the year.
Year 14	Pupils will be matched to an employer linked to their longer-term employment aspirations. They will attend this at least once a week for an extended period.

### 'Pathway through life'

At Fitzwaryn, we believe that having a pathway through life is important for all our pupils. Therefore, it is part of our responsibility at Fitzwaryn to help reduce the barriers that our pupils have in gaining some form of employment/Further Education after they finish school. As a result, we understand the importance of ensuring our pupils have a considered pathway for life after school. A comprehensive careers programme, embedded in all areas of school life, is key to the success of our pupil's gaining independence and developing their employability skills. Support, advice and guidance is provided throughout discussions at EHCP reviews from Year 9 onwards. Different pathways into further education and employment are explored.

The school's careers programme embraces the eight Gatsby Benchmarks of Career Guidance:

1. A stable career 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

This overview shows how we start preparing our pupils for adulthood right from the early stages of being at Fitzwaryn. Everything within this careers programme helps us prepare our pupils for society and enable them to access it as independently as possible. This curriculum is sequential so that pupils can revisit prior learning to consolidate and build on what they know. Every term, each Key Stage has a focus Skill from the Skills builder essential skills list. Classes will relate all work they complete to these skills, and pupils will share how they have shown these skills within weekly assemblies. Classes will display the skill they are working on, and it will be embedded across the curriculum.

Throughout their time at Fitzwaryn, pupils engage in a range of activities to ensure that they are well informed and can play an active part in determining their future pathways either at Post 16 or Post 19. As with all areas of learning within our school, these opportunities and activities are presented to pupils on an individual basis, that takes account of their individual needs and abilities. The school ensures that every pupil can access a range of independent advice and guidance to help them to understand their choices when they reach Post 16 and again at Post 19 where appropriate.

Key Stage	Pathway through life (Careers Education) Focus
Key Stage 1-2 EYFS – Year 6	<ul style="list-style-type: none"> <li>• Pupils start to learn independence.</li> <li>• Pupils develop their social skills and have the opportunity to join extra-curricular activities e.g. Choir</li> <li>• PSHE lessons cover learning about themselves and those around them that can help.</li> </ul>

	<ul style="list-style-type: none"> <li>• PSI lessons – Role play and discussing what jobs could link it</li> <li>• Pupils begin to learn about the different jobs there are in the world.</li> <li>• Some pupils may start to think about the jobs they would like to do when they are older.</li> <li>• Skills Builder is embedded into the curriculum to cover the essential skills which are; listening, speaking, problem solving, creativity, staying positive, aiming high, leadership and teamwork.</li> <li>• Teachers are aware of the importance of STEM subjects and link conversations to careers.</li> <li>• Structure of the school day – links to PMLD, links to the jobs we do e.g. packing own bags</li> </ul>
<p><b>Key Stage 3</b> Years 7-9</p>	<ul style="list-style-type: none"> <li>• Lessons linked to their interests.</li> <li>• Skills Builder is embedded into the curriculum to cover the essential skills which are; listening, speaking, problem solving, creativity, staying positive, aiming high, leadership and teamwork.</li> <li>• Employer Encounters once a year.</li> <li>• Roleplay of work-related activities.</li> <li>• Personal, Social and Independence lessons linked to building work related skills e.g. using money in the community.</li> <li>• Pupils continue to develop their independence across the school day.</li> <li>• Pupils develop their social skills and have the opportunity to join extra-curricular activities e.g. Choir.</li> <li>• Teachers are aware of the importance of STEM subjects and link conversations to careers.</li> <li>• Pupils follow “What is work?” and “There is a job for me!” modules from the Careers at Every Level programme.</li> <li>• Responsibilities within class</li> </ul> <p><u>Specifically, Year 9</u></p> <ul style="list-style-type: none"> <li>• Internal Work Shadow Day</li> <li>• EHCP Transition Annual Reviews.</li> <li>• Joining in with older learners carrying out vocational activities in school.</li> </ul>
<p><b>Key Stage 4</b> Years 10 and 11</p>	<ul style="list-style-type: none"> <li>• Lessons linked to their interests.</li> <li>• Skills Builder is embedded into the curriculum to cover the essential skills which are; listening, speaking, problem solving, creativity, staying positive, aiming high, leadership and teamwork.</li> <li>• Employer Encounters once a year.</li> <li>• Personal, Social and Independence lessons linked to building work related skills e.g. speaking and listening.</li> <li>• Pupils continue to develop their independence across the school day.</li> <li>• Pupils develop their social skills and have the opportunity to join extra-curricular activities e.g. Choir</li> <li>• ASDAN programmes (Personal Progress, Personal Development Programme) have emphasis on building the pupils’ employability skills.</li> <li>• Teachers are aware of the importance of STEM subjects and link conversations to careers.</li> <li>• Q&amp;A sessions with employers/businesses</li> <li>• Pupils follow “What should I choose?” and “I am ready for work!” modules from the Careers at Every Level programme.</li> <li>• Pupils are taught how to write a job application and some</li> </ul>

	<p>interview techniques</p> <ul style="list-style-type: none"> <li>• Pupils are taught about the Local Labour Market Information</li> </ul> <p><u>Specifically, Year 10</u></p> <ul style="list-style-type: none"> <li>• Internal Work Experience (4-week programme)</li> <li>• Careers advisor</li> </ul> <p><u>Specifically, Year 11</u></p> <ul style="list-style-type: none"> <li>• External Work Experience</li> <li>• Visits to skills and employment fairs</li> <li>• EHCP post 16 transition review</li> <li>• Working together with students and families to identify aspirations and goals for the future</li> <li>• Supporting students with transition to mainstream college for those who choose to do so</li> </ul>
<p><b>Key Stage 5</b> Years 12-14</p>	<ul style="list-style-type: none"> <li>• Lessons linked to their interests.</li> <li>• Skills Builder is embedded into the curriculum to cover the essential skills which are; listening, speaking, problem solving, creativity, staying positive, aiming high, leadership and teamwork.</li> <li>• Employer Encounters once a year.</li> <li>• Pupils continue to develop their independence across the school day.</li> <li>• Pupils develop their social skills and have the opportunity to join extra-curricular activities e.g. Choir</li> <li>• Support from Job Centre for Schools to develop understanding on processes involved in searching for and finding a job. Including developing CV's, interview techniques and applications, where appropriate</li> <li>• Increased participation in the full range of on-site work related learning activities including student enterprise</li> <li>• Visits to skills and employment fairs</li> <li>• External work experience</li> <li>• Open awards qualification linked to building independence and employability skills</li> <li>• EHCP transition reviews</li> <li>• Travel training</li> <li>• Supporting pupils with transition from school to appropriate further education</li> <li>• Pupils follow "I am ready for work!" and "How do I get a job?" modules from the Careers at Every Level programme.</li> <li>• Pupils use the local Labour Market Information to make some decisions about their futures</li> </ul>

If you have any questions about our Careers Programme, and what this could mean for your child then please don't hesitate to get in contact with via the school office.

There will be more information to follow shortly about an information afternoon being held on the 20<sup>th</sup> October for parents of those children in Year 7 and above.

Best wishes,  
Hannah Gordon  
Careers Leader