

Millgate School Careers Programme 2023 - 2024

- To prepare all students for the opportunities, responsibilities and experience of adult life.
- To cultivate a meaningful careers programme, allowing students to make a positive contribution to society.

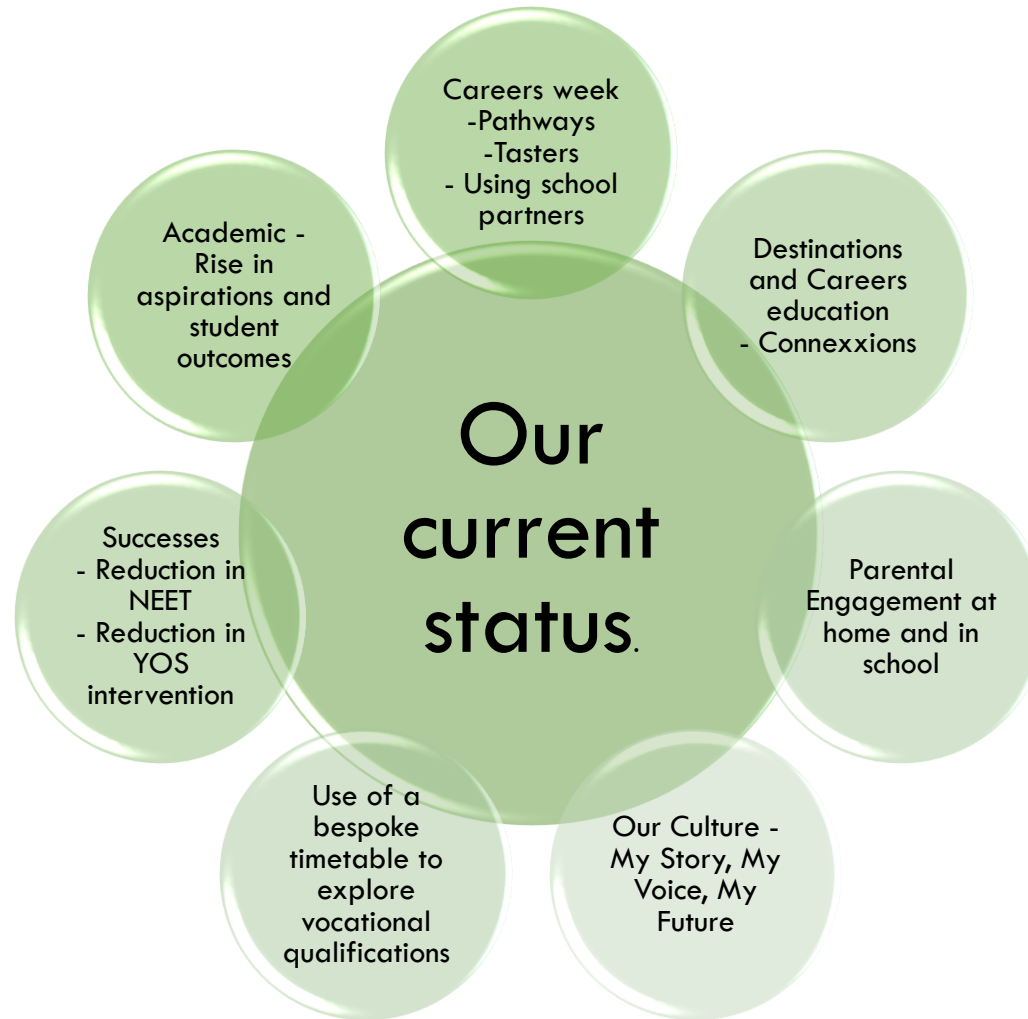
We are a SEND school for students from Year 4 to Year 11 focusing on Social Emotional and Mental Health (SEMH) needs. Due to the nature of the SEMH needs of our students (ASD, ADHD, attachment disorders, learning difficulties and disorders) our students are at extreme risk of child exploitation, criminality, social deprivation and engaging with the Youth Offending Service. We are an OFSTED rated Outstanding school, with an Outstanding residential provision. We have very high expectations of our students and work closely with them to identify any specific needs and support they may require, academically, socially and in relation to their Educational Health Care Plan (EHCP).

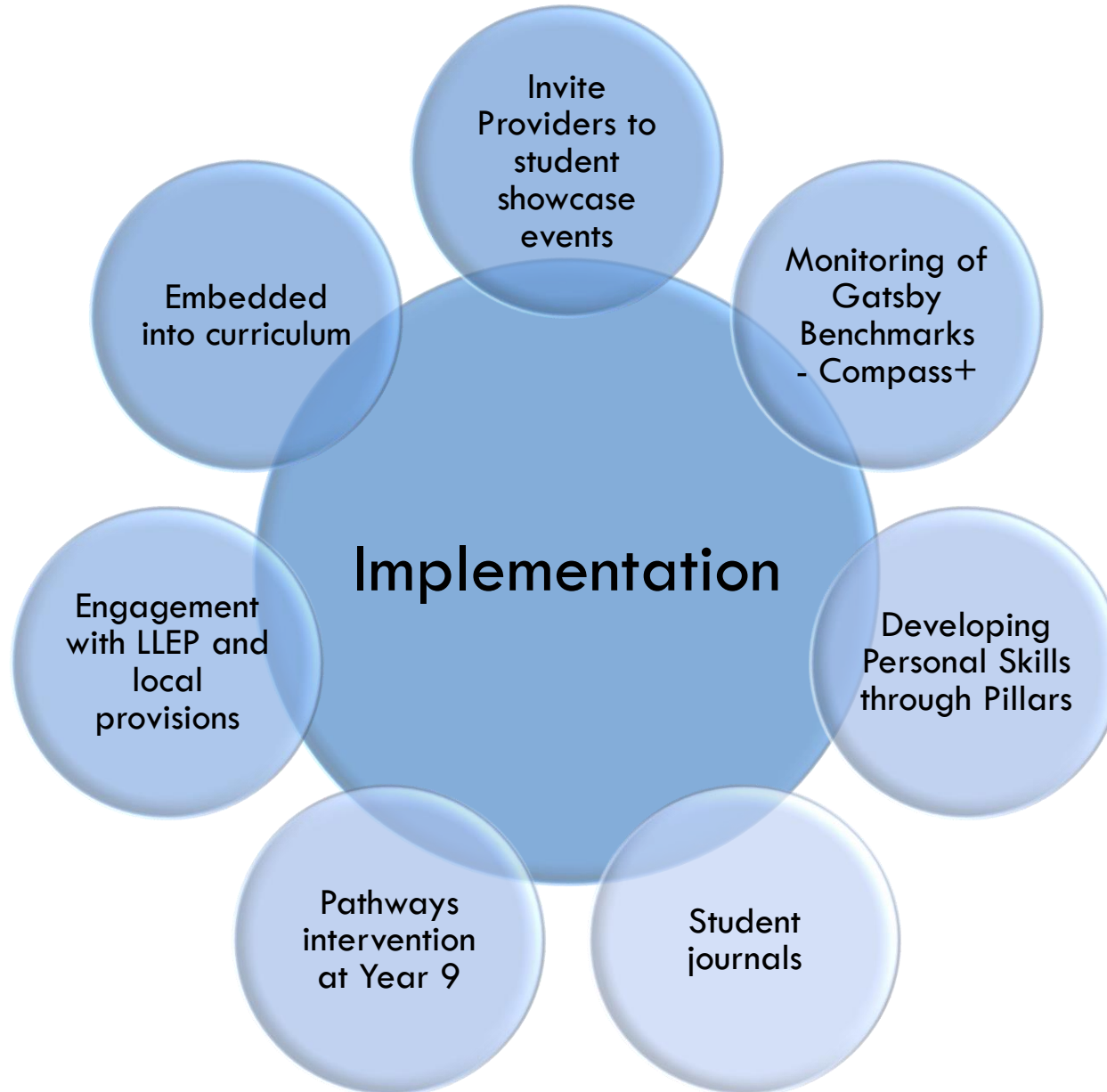
The fundamentals of what we do is preparing our children for a world beyond Millgate School and creating functioning members of society, to build their story, their voice and their future. Inspiring our students through real-life experience with the world of further education and work to help them understand where positive choices can take them in their future. We ensure our students' voices are heard continuously throughout their journey at Millgate School, in their Annual Review, meeting with a careers advisor, and during their post-16 transition processes.

The Careers Education Information Advice and Guidance (CEIAG) refers to a range of activities and interventions that inform student decisions regarding progression through their learning into further education and employability. The Education Act requires schools to secure access to independent careers guidance for pupils in years 8-13. Our students have the freedom and guidance to choose their destination from full-time education school or college, an apprenticeship/traineeship, part-time education/training, employment or volunteering.

The following pages outlines our status with our careers provision, our vision and the impact it is making.

Millgate School's Strategy







Our current status.

Millgate School has a wide variety of activities that students can do to prepare them for the world of work and life post Millgate. We are involved in a lot of different aspects within our students' lives, both educationally and pastorally.

Our Culture – My Story, My Voice, My Future.

Our curriculum is inspired by stories. Every child arrives with a story that we make it our business to get to know. Shaped by their narratives and informed by their need, our curriculum sets out an ambitious, chapter by chapter, journey. We develop children's character and learner behaviour; we ensure they thrive on content that is knowledge rich; we continually weave within this narrative opportunities for lived experiences and we ultimately prepare them to navigate their own successful futures. Often having arrived with stories that they had little control over, our curriculum is unwavering in preparing them to write their next chapters. We work hard to deliver a strong educational programme integrated with our Pillars lessons to create young people who are resilient, independent and aspirational.

Parental Engagement at home and in school

We strongly believe that raising parental engagement in turn raises student engagement in school. To include those with parental rights, we arrange transport to and from school, home visits with parents to check in with the family; daily phone calls to inform parents of their child's status and wider pastoral support. We hold student showcase events half-termly and invite parents to see the progress their child has made as well as Annual Review meetings to discuss how their child is progressing against their EHCP targets. We make sure Millgate staff and its facilities are as accessible as possible to parents, including making the residential available for students to access.

Careers week – Pathways – Tasters – Using school partners

Students have an implicit careers week and exposure to careers education throughout the year. We offer bespoke careers talks, Q&A's with professionals, college and university tours and mock interviews. It helps with a child's Personal, Social and Health Education through their Pillars curriculum and works based on what the students' needs are and where their interests are. Students are interviewed about their interests and possible career pathway in KS3; courses and options are then offered based on these interests. New starters in KS4 are also interviewed to provide the right pathway to meet their needs. Pathways offers include qualifications ranging from Entry Level, BTEC Level 2 and GCSE's. We also ensure students are prepared for adulthood through the ASDAN qualification..

Use of a bespoke timetable to explore vocational qualifications

At KS4 there is the opportunity for students to choose a specific pathway they are interested in. The main areas our students tend to choose are Sport Studies, Catering and Animal Care. They will have interviews with the careers lead to find out the areas they are interested in and what their long-term goals are. We tailor pathways in The Final Chapters based on student need, such as those that are interested in Mechanics or Construction and make use of a bespoke timetable to explore vocational qualifications, using AP's such as Enstruct, Trans4m or Future Cycles. We have found

that reducing the use of AP's has had a positive impact on students being EET and therefore utilise the structure within Millgate School to sustain their engagement.

Academic outcomes and Successes

Millgate School is proud of the academic progress our students make, with a year on year increase in students pursuing further education once they leave Millgate School. More students are leaving with GCSE Maths and English, allowing them to access Level 3 qualifications in their desired course. We have had a drastic reduction in students who are NEET or engaged with YOS, as targeted intervention takes place sooner for our students.

Destinations and Careers Education

Our Post 16 students have a dedicated member of staff who keeps in contact with them as they embark on life after Millgate. They keep track of where they are, what they are doing, if there are any issues and how we can help them. We work closely in collaboration with Connexions Leicester to support the leavers in identifying those who are hard to reach and need support with any aspect of Post-16 life. This support extends to the family and ensures that leavers are a part of our community long after they leave.

Implementation

Engagement with LLEP and local provision

The Careers Lead is responsible for implementing a stable careers programme and provide a variety of careers opportunities across the school; we work with the LLEP and have formed a partnership with Leicestershire Cares. We have successfully utilised the We Discover programme to engage our Final Chapters students and with partners implemented work experience, mock interview and workplace visits. We have also used the journals and LLEP World of Work booklets to ensure we are aware of updates to the labour market and stay informed about trends and opportunities in the community. We have been awarded the Effective Transitions Fund and will work closely with the LLEP to enhance our careers programme further.

Embedded into Curriculum

Teachers and Leaders are responsible for ensuring our curriculum includes opportunities for students to learn about the labour market. Topics of learning are planned to explicitly link to the world of work: In Pillars, we prepare students for life after Millgate by delivering sessions on preparing for adulthood as well as learning about employability. Opportunities to develop skills for personal development are also offered through TDT time, giving students the chance to hone interpersonal skills and undertake learning associated with their interests and hobbies.

Inviting Providers to student showcase events

All members of staff draw upon their networks and knowledge to invite providers and employers to student showcases so that parents, students and providers can network and discuss the positive interaction students have when they are there and can answer any questions that parents may have at that time. We will also discuss any pathway options or opportunities with parents during these showcase events to identify and create new links for provision in the future.

Monitoring of Gatsby Benchmarks – Compass+

The Careers Lead will monitor and track our implementation of careers opportunities and experiences using the Compass+ platform termly. Using this tool we identify benchmarks that need a focus and create interventions or programmes to address any issues in reaching a benchmark. We share our findings with partners, as well as discuss our progress regularly in Leadership to ensure that the school is providing the best careers education it can. We also discuss any barriers or opportunities to pursue funding to meet benchmarks.

Developing Personal Skills through Pillars

As part of the Pillars curriculum, Teachers prepare our students for the wider world. This helps our students build their interpersonal skills, resilience and teamwork and is a useful measuring tool for staff to track their Character Development. These can include, working in the community through voluntary work, disability, race and gender education, learning about current issues or doing role-plays, creating video journals or new report. We challenge our student to learn out of their comfort zones or every day

norms and develop their sense of personal achievement. Character Development opportunities are implemented during whole school Immersive Learning Days.

Student journals

The pastoral team that works with the students builds a student journal that chronicles the students progress over the year. This builds each year for the student to take away with them once they leave Millgate School. The journal captures the experiences and learning the student has engaged with during their time at school and is a useful tool for the student to draw upon when communicating the learning and skills they have developed during their time with us.

Pathways intervention at Year 9

Our students have interviews with Senior Leaders as well as the Careers lead to track and monitor their aspirations and pathways. This means that we can signpost and create pathways that meet the need of the child. Some of these pathways include Construction, Mechanics or Hair and Beauty, which means the student may undertake a bespoke timetable to complete a qualification in their desired field.

Our Vision

To create the best service for our students, we need help from a variety of stakeholders. From parents to businesses, to achieve the best long term success for their futures, we all need to be involved.

Developing parent confidence and skills

We need more parents to be involved in their child's education and development of skills for life. Parents and carers can help by engaging with the school regularly. If a parent has any concerns we want to work with them to find workable solutions if possible. We want parents to have the confidence to be able to approach staff at Millgate School and be involved in their child's education and future career aspirations. As the landscape for employment and destinations is constantly changing, we need to ensure that parents are familiar with new routes and opportunities for their child to explore. We need to consider developing the literacy and ICT skills for parents to support their child as they leave Millgate School.

Developing Interpersonal and Social Skills

Many of our students lack interpersonal skills which are a key area that they will prepare them for work and further education. Aspects such as teamwork, active listening, dependability, patience, motivation, self-confidence, resilience etc. can be challenging for our students to learn and implement. These aspects are embedded within our curriculum, however our students needs to familiarise themselves with interacting with strangers in unfamiliar contexts. We want them to have the confidence to interact with society on a daily basis and want to work with people and agencies who can help develop this further.

Focussing on local business and enterprise

We want local and national businesses to be involved with Millgate School. We would develop a relationship to help mentor our students, offer work placements or work experience and demonstrate that they have a place in a work force regardless of the barriers they had faced previously. By engaging with familiar local businesses, we can give our students realistic opportunities for them to consider their next steps and need the tools offered to help build their confidence and knowledge. It would provide our students the exposure to industry and employment and allow them to appreciate the opportunity to challenge the barriers that face.

Variety of Destinations

By interviewing our students early, we can place our students on a pathway that meets their needs and interests. This enables students to embark on a destination that nurtures and continues along that interest. These destinations can include various providers across the county as well as further education colleges that offer courses that provides an academic outcome. We track our students and offer support where their placements or course has broken down. We understand that our students struggle when they leave Millgate School as the support mechanisms are different to what they have experienced with us. We envisage extending this further to include professional support and mentoring that prepares leavers for life after Millgate School.

Raising awareness of options for stakeholders

From students to businesses, parents to governors, we want all our stakeholders to be aware of the options available at Millgate School and be involved in creating more opportunities for them beyond our school. These will transcend our school and be a model for students with SEMH needs in Leicester city.

Corporate Social Responsibility

As Leicester has nearly 13,000, micro-, small- or medium- sized businesses it would be remiss of both Millgate School and the businesses to not work together to improve their CSR and help Leicester's vulnerable children. We want our students to be as involved as possible as they will not always be able to access working in business environment and this gives them an insight into the world of work, while boosting their confidence and teaching them new skills.

Review

This programme is reviewed annually, the action plan is reviewed every term.

Reviewed by Zuber Ibrahim (Assistant Head: Lead for Careers and Futures)

September 2023