



Preparing for Adulthood: Careers, Education and Employment Strategy 2021

Our careers, education and employment strategy at Medeshamstede Academy is based on 5 key elements:

- A Person-centred approach and planning together
- Our Shared vision: *'To enable all pupils to achieve, access, participate and contribute to their community for life'*
- A whole school curriculum for careers that is further developed through the Skills Builder framework
- Raising aspirations
- Improving post-16 options and support

The 4 pathways in preparing for adulthood are:

1. Employment
2. Independent living
3. Community Inclusion
4. Health

The components of the 4 pathways detailed below, are broad and will not necessarily look the same for each pupil or phase as pupils may be at different developmental stages of their cognition and learning. The work and activities that pupils complete is person-centred and will be used to demonstrate individual progress at the Annual Review of their Education, Health and Care Plan along with the progress towards outcomes and provision detailed in their plan.

1. Employment

Phase	Early Learning (Busy Bees class) Pre-formal stage learners (years R-3)	Primary Phase Key Stage 1 (years 1 -2) Semi-formal learners	Primary Phase Key Stage 2 (years 3-6) Semi formal towards beginning as formal stage learners
Steps towards outcomes	<ul style="list-style-type: none"> • Following instructions - considering sensory needs • Making relationships • Adapting to new environments • Developing joint attention and playing with other children • Real world and role play (builder / nurse / doctor) 	<ul style="list-style-type: none"> • Developing numeracy and independent reading skills • Real world visits (fire stations, farms etc.) • 'What do you want to be when you grow up?' • Forming role models • Real world and role play (builder / nurse / doctor / teacher) 	<ul style="list-style-type: none"> • Talk about different careers and education options. • Access to career related role models • Start to build a personal profile of interests and ambitions. • School sessions from visitors about their careers

Phase	Secondary Transition Classes Semi-formal stage learners	Secondary Phase Key Stage 3 (years 7 - 9) Becoming formal stage learners	Secondary Phase Key Stage 4 (year 10 & 11) Formal stage learners
Steps towards outcomes	<ul style="list-style-type: none"> • Exploring different careers • Starting micro-enterprise (eg: running community café) • Access to career related role models • Continuing to build a personal profile of interests and ambitions. • School sessions from visitors about their careers 	<ul style="list-style-type: none"> • Continuing to explore different careers • Subject option choices - thinking about university and college, picking the right subjects for future career goals • Planning for employment: what qualifications do you need, what study programme should you be on, what work experience would be most helpful • Starting micro-enterprise • Running for pupil council 	<ul style="list-style-type: none"> • Understanding requirements for FE and HE • Structured careers advisory sessions • Planning for employment: what qualifications do you need, what study programme should you be on, what work experience would be most helpful • Work experience, starting with tasters and building up to increasing time in the workplace - with support where needed

			<ul style="list-style-type: none"> • Visits to college for taster days with support staff • GCSEs / NVQs / Entry level qualifications • Vocational options • Continue to build personal / vocational profile - use in careers sessions. • understanding supported employment options e.g. access to work • Transition to new settings • Skills in applying for further education including Interviewing. • Running for pupil council
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2. Independent Living

Phase	Early Learning (Busy Bees class) Pre-formal stage learners (years R-3)	Primary Phase Key Stage 1 (years 1 -2) Semi-formal learners	Primary Phase Key Stage 2 (years 3-6) Semi formal towards beginning as formal stage learners
Steps towards outcomes	<ul style="list-style-type: none"> • Feeding and drinking • Toileting • Developing self-help skills • Developing communication skills • Real world play (kitchens, DIY, cleaning) • Getting dressed • Making a choice • Managing own belongings • Communicating own needs 	<ul style="list-style-type: none"> • Washing / brushing teeth • Telling the time • Paying in shops (supervised) • Crossing the road safely with an adult • Managing own belongings 	<ul style="list-style-type: none"> • Cooking at school and home • Understanding money – paying for items in school cafe • Shopping • Moving around the school independently • Travel training • Transport and road signs

Phase	Secondary Transition Classes Semi-formal stage learners	Secondary Phase Key Stage 3 (years 7 - 9) Becoming formal stage learners	Secondary Phase Key Stage 4 (year 10 & 11) Formal stage learners
Steps towards outcomes	<ul style="list-style-type: none"> • Cooking at school and home • Understanding money – paying for items in school cafe • Shopping • Dressing self • Managing own time • Managing own belongings • Making responsible choices • Sleep-overs and residential trips 	<ul style="list-style-type: none"> • Travel training • Making decisions about what to spend money on • Making own food • Socialising unsupervised in town / local community • Independent living skills (eg: shopping for ingredients and cooking a meal) • Sleep-overs and residential trips 	<ul style="list-style-type: none"> • Managing bills (e.g. mobile phone) • Residential and local learning options • decision making • Understanding consent and best interest • Life skills • Managing own time • Being safe • Managing relationships with others • Understanding different types of living arrangements - what arrangements are positive and possible for each YP • Actively planning for future living arrangements with family, LA etc.

3. Community Inclusion

Phase	Early Learning (Busy Bees class) Pre-formal stage learners (years R-3)	Primary Phase Key Stage 1 (years 1 -2) Semi-formal learners	Primary Phase Key Stage 2 (years 3-6) Semi formal towards beginning as formal stage learners
Steps towards outcomes	<ul style="list-style-type: none"> • Making friends • Social interaction • Visits / day trips • Making links with home and school • 'Stay and see' sessions for parents/carers 	<ul style="list-style-type: none"> • Teamwork • Going to clubs and using leisure services • Weekend activities • Developing friendships / friendship groups • Visiting friends 	<ul style="list-style-type: none"> • Learning to be safe on and offline • Knowing the local area • Walking short distances alone • Friendships • Understanding bullying • Managing change • Going to birthday parties

Phase	Secondary Transition Classes Semi-formal stage learners	Secondary Phase Key Stage 3 (years 7 - 9) Becoming formal stage learners	Secondary Phase Key Stage 4 (year 10 & 11) Formal stage learners
Steps towards outcomes	<ul style="list-style-type: none"> Running the community café Playing team and circle games Lunch time activity interest groups Making decisions about how to spend free time Friendships and relationships 	<ul style="list-style-type: none"> Making decisions about how to spend free time Managing social media and other technology Online gaming and staying safe Belonging to different groups Friendships and relationships Understanding the bigger picture and building resilience Running the community café 	<ul style="list-style-type: none"> Developing new friendships Managing own leisure time Being safe on the streets Understanding alcohol and drugs Volunteering Understanding the criminal justice system Knowing where to go for help and how to use the emergency services Belonging to both neurodiverse and neurotypical peer groups Youth and sports clubs in the local community

4. Health

Phase	Early Learning (Busy Bees class) Pre-formal stage learners (years R-3)	Primary Phase Key Stage 1 (years 1 -2) Semi-formal learners	Primary Phase Key Stage 2 (years 3-6) Semi formal towards beginning as formal stage learners
Steps towards outcomes	<ul style="list-style-type: none"> Child obesity checks Diet - making choices Health visits in school – nurse/ dentist Immunisations 	<ul style="list-style-type: none"> Child obesity checks Diet - making choices Health visits in school – nurse/ dentist Physical exercise Learning to recognise emotions 	<ul style="list-style-type: none"> Managing minor health needs e.g. asthma Starting puberty immunisation BCG Obesity check

	<ul style="list-style-type: none"> • Physical exercise • Sleeping and bedtime routine • Learning to communicate when feeling unwell/tired 	<ul style="list-style-type: none"> • Learning to communicate when feeling unwell/tired 	<ul style="list-style-type: none"> • Articulating pain / health problems • Starting puberty • Using tools to self-regulate and address sensory and physical needs • Knowing what we need to stay healthy
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Age	Secondary Transition Classes Semi-formal stage learners	Secondary Phase Key Stage 3 (years 7 - 9) Becoming formal stage learners	Secondary Phase Key Stage 4 (year 10 & 11) Formal stage learners
Steps towards outcomes		<ul style="list-style-type: none"> • Developing good mental health strategies • Understanding what autism is; strengths and differences • Sex education • Immunisation - tetanus • Managing more complex health needs • Understanding what the GP can help you with Annual health check with GP if registered Learning Disability • Mental health and wellbeing • Drug and alcohol education • Switching the screens off and getting a good night's sleep 	<ul style="list-style-type: none"> • Applying tools to self-regulate and manage anxiety • Knowing when you need to see the GP • Staying physically active and healthy • Understanding relationships, including sexual relationships - choices, safety and good health