

## Inclusion and Careers

At JCoSS, we are committed to ensuring that all students, including those with special educational needs and disabilities (SEND), receive high-quality, personalised careers guidance. Careers support is tailored to individual strengths, interests and needs, helping students build independence, confidence and employability skills while preparing for successful progression into further education, supported internships, apprenticeships or employment.

Our approach supports **Gatsby Benchmark 3 (Addressing the needs of each pupil)**, **Benchmark 5 (Encounters with employers and employees)**, **Benchmark 6 (Experiences of workplaces)** and **Benchmark 8 (Personal guidance)**. Students receive personalised guidance and structured opportunities to explore realistic and aspirational pathways.

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### Personalised Careers Support

Students with additional needs receive targeted support to help them understand their options and plan for their future. This includes but is not limited to:

- Individual careers guidance and transition planning
- **An annual one-to-one careers guidance appointment for every student with an EHCP**, in addition to personalised guidance at key transition points, to support preparation for their Annual Review and future progression
- Tailored employer encounters and workplace experiences
- Development of independence, communication and employability skills
- Support with progression into further education, training, supported internships or employment
- Use of **Unifrog** to track careers activity, guidance and next steps

Progress and destinations are monitored to ensure students make successful and sustained transitions beyond school.

<https://www.unifrog.org>

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### Annual Inclusion Careers Fair

JCoSS holds a dedicated **SEND Next Steps Fair** for identified students with an EHCP or who are part of the PSRP/Learning Support departments. Students attend alongside their parents and carers to explore appropriate post-JCoSS pathways and receive personalised guidance on their progression options. The event focuses on realistic and aspirational destinations, including further education, specialist provision, supported internships, training and employment opportunities.

The Inclusion Careers Fair provides students and families with the opportunity to speak directly with providers, employers and support organisations, helping them understand available pathways and make informed decisions about future progression. There is a particular emphasis on **supported internships**, enabling students to explore structured routes into employment with appropriate support.

This event is organised and led by **Mr Matthew Todd** and forms an important part of JCoSS's commitment to personalised careers guidance in line with **Gatsby Benchmark 3 (Addressing the needs of each pupil), Benchmark 5 (Encounters with employers) and Benchmark 8 (Personal guidance)**.

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### **Careers Through the Curriculum**

Students within the PSRP develop employability and life skills through both formal learning and practical experiences. The curriculum includes:

- Social Coaching
- Functional Skills in English Maths and Digital Skills (Entry Level to Level 2)
- ASDAN Employability
- ASDAN Personal and Social Development
- Vocational qualifications designed to support progression and independence

This curriculum focuses on developing communication, teamwork, problem-solving and workplace readiness.

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### **Learning Beyond the Classroom**

A core part of our careers and inclusion programme takes place outside the classroom, allowing students to apply skills in real-world environments and build confidence in different settings.

Students develop key employability skills including:

- Improving their own learning and performance
- Working with others
- Problem solving
- Communication and independence

## **Example Opportunities**

### **Aldenham Country Park Programme**

Students take part in hands-on outdoor learning experiences that mirror real workplace practices. Activities such as animal care, gardening, teamwork and presentations help develop confidence, responsibility and practical employability skills. Students learn to work collaboratively, communicate effectively and adapt to workplace expectations.



### **Learn to Listen – Equine Facilitated Coaching**

Students work alongside professionals to develop confidence, emotional awareness and independence through structured coaching programmes. These experiences support personal development, communication and readiness for future education or employment.



## **Jewish Care**

Students develop a range of skills across a range of departments at Jewish Care. Students build an understanding of others, working with care residents, learn catering skills and vital tasks that help residents within the organisation. It is also an opportunity to foster a deeper understanding within care settings.

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## **Impact**

Through personalised support, practical experiences and targeted guidance, students develop confidence, independence and real employability skills. This enables them to make informed decisions and achieve successful transitions into further education, supported internships, apprenticeships or employment.

Destinations and progression are carefully monitored to ensure all students move into appropriate and personalised pathways.