

At Lancaster School our aim is to enable young people to move from the school environment to life beyond school with confidence.

1. INTRODUCTION – The Big Picture

Through our work with local businesses, we have achieved some significant outcomes for young people with learning difficulties and additional needs, enabling them to secure meaningful work experience placements and careers advice.

The Big Picture:

- 1:20 children in the UK are 'disabled'
- 6.7 million disabled people in the UK are of working age
- 50% are in work compared with 80% non-disabled
- 1.3 million people who are disabled want to work but don't
- 65% of adults with a learning difficulty want a paid job but only 6% do
- 25% of people with a disability have no qualification compared to 9% of non-disabled.

2. Pathway to Employment

Through the schools Person Centered approach to planning, pupils are able to articulate their dreams and aspirations for their futures and adult life. For some pupils, their clear aspiration is to enter the world of work. To support this goal, we have created 'Pathway to Employment' approach.

Through our Pathway to Employment approach students can expect to:

- Develop a personal Career Development Plan
- Develop a CV which employers can easily understand and one which is not purely based on qualifications
- Engage in individually planned and supported Work Experience, which suits the pupil and their interests
- Participate in enterprise projects in a way that suits them
- Benefit from weekly 'job skills' lessons using the resources and materials from My Next Steps – Career Development programme.

Our Pathway consists of 5 distinct but related strands:

- Inspire to work approach - Way2Work (Careers at Every Level) Careers Education lessons (in partnership with Talentino)
- Work Related Learning
- Business Enterprise programmes
- Work Based Experience
- Community Volunteering Projects

3. Inspire to Work Approach

At Lancaster School we believe that the majority of young people with SEN are capable of work. We are committed to extending our pupils' potential as far as possible to allow them to move from the school environment to life beyond school with a degree of confidence, whether this is further education, job training, supported employment or full-time work. As they progress through their final years of school, students are helped to develop a greater awareness of their own strengths and weaknesses and the opportunities which are available to them.

Lancaster School is working in partnership with a local Careers Education company, Talentino, who are a niche career development organisation. Together, we are creating a bespoke Careers Development programme for young people with learning difficulties and additional needs who aspire to enter the world of work.

This programme is based on Talentino's innovative Careers programme designed specifically for mainstream schools and colleges called "Careers at Every Level". We have called our programme 'Way2Work'.

4. Relevant Work Based Experience

At Lancaster school we believe that work experience must be purposeful and relevant to a young person's study programme and aspirations. The school links curriculum learning to the workplace by the creation of a range of placements outside of the school. Currently we have over 8 weekly placements that all our students are expected to access.

5. Involvement of Local Community

At Lancaster School we expect all learners to take part in community volunteering projects. A key element to vocational learning is direct involvement in the local community and the world of work so the school has strong links with the local community and has created a robust and sustainable volunteering programme.

6. A Vocational Curriculum

This provides the framework and glue for the development of key skills which are relevant and meaningful to life. At Lancaster School our aim is therefore to provide a vocational learning environment for every learner that is personalised, inclusive, safe, enjoyable and challenging with appropriate support and guidance to enable them to develop skills for life.