

Careers and Employability Overview

Impartial Careers Advice

The Grange Therapeutic School works with an established, impartial careers guidance service designed to meet the individual needs of our pupils.

Our Careers Team consists of **ten highly trained Regional Careers Advisors**, each with a **Level 6 or Level 7 qualification in Careers Guidance**, or currently undertaking a supported apprenticeship. The team also has specialist expertise in supporting young people with additional and complex needs.

Each Advisor is responsible for a specific region of the UK and supports a maximum of **10 schools**, ensuring that schools and pupils receive a consistent, personalised service.

What our Careers Team provides

- **Annual careers guidance:** Every student has the opportunity to interact with a Careers Advisor each year, ensuring that every young person's voice is heard.
- **Individual careers support:** Advisors can provide additional 1:1 time to help students explore their interests, aspirations, strengths and future options.
- **Work experience:** Support to identify, source and access meaningful work experience and work-related learning opportunities.
- **School and staff support:** Training, assessment, consultation and support with the development and implementation of careers strategies and provision.
- **A consistent point of contact:** Our Advisors provide an accessible source of support for both students and school colleagues.

Our approach is **holistic and person-centred**. We look beyond careers alone, taking into account pupils' hobbies, interests, independent living skills, strengths and aspirations.

By developing an understanding of how best to engage each young person in planning for their future, our Advisors can help identify opportunities that are meaningful, achievable and inspiring.

We also support students to explore and pursue their vocational interests through impactful work experience opportunities, helping them to develop skills and confidence while exploring their future pathways — whatever their individual goals may be.

Careers Support at The Grange Therapeutic School

The Grange Therapeutic School is supported by **Beckie Gillham-Hardy**, an impartial **RCDP Level 6 Careers Advisor**.

The school also receives support from **Kelly Guthery, RCDP Level 7 – Quality of Education Careers**. Kelly provides quality assurance across the school's careers provision and conducts a **biannual audit** to monitor provision and support compliance.

Careers Curriculum

The school has access to the group's **Incredible Futures Curriculum**, which is mapped against the aims and objectives of the **Career Development Institute (CDI)**.

During **Years 10 and 11**, students will follow the **NCFE Employability qualification**, supporting them to develop the knowledge, skills and understanding needed for their future education, employment and independence.

Work Experience and Work-Related Learning

Where appropriate, students will be supported to access **external work experience and work-related learning opportunities** that reflect their individual interests, abilities and future aspirations.

These opportunities are designed to help students:

- Develop practical and employability skills
- Build confidence and independence
- Explore different vocational pathways
- Experience the expectations of the workplace
- Connect their learning to the wider world

Where external work experience is not appropriate for an individual student, the school will provide **meaningful internal work experience opportunities** within the school environment.

Employer Encounters

Where appropriate, students will have opportunities to meet **employers, guest speakers and visitors** who can introduce them to different careers, industries and experiences beyond the school environment.

These encounters will help students to broaden their understanding of the world of work, explore different possibilities and develop aspirations for their own future.



**The Grange
Therapeutic School**