

Context

St Andrew's Healthcare provides specialist mental healthcare for individuals with complex and challenging mental health needs, within which exists FitzRoy House and subsequently St Andrew's College, designed to support the CAMHS service. This service provides mental health and learning disability provision, in a secure setting, for up to one hundred and ten young people from around the United Kingdom and is, therefore, a unique setting for all young learners who find themselves detained under the Mental Health Act.

Rationale

All staff within the college believe that high quality, individualised teaching and learning is at the heart of St Andrew's College standards and aims which are that:

- Our learners should see themselves as learners and act accordingly.
- Our learners should enjoy education through a curriculum that is tailored to their individual needs.
- Our learners will develop greater self-esteem and a positive self-image through learning and therapy.
- Our learners will develop the skills and capacity to move forward in their life.

The aim of the college careers strategy sits alongside the Gatsby Benchmarks and also the Department for Education's SEND Code of Practice 2015 which outlines that:

***'it is important that young people start to think about their aspirations as early as possible and that....there is help to start planning for a successful transition to adulthood...that will enable young people to secure paid work and other opportunities for a positive adult life...'* (DfE SEND Code of Practice 2015)**

***'...we believe that every young person needs ...career guidance to make informed decisions about their future, whatever their needs....'* (The Gatsby Foundation).**

St Andrew's College recognises the importance of having careers advice/guidance alongside the education and therapy programmes accessed by all young people at St Andrew's Healthcare and that preparing all learners for their next steps is an essential part of their recovery pathway; the college, therefore, embraces the Department for Education's goals of enabling all young people to:

- Move into paid employment and higher education.
- Be able to engage in Independent living.
- Have friends and relationships and be part of the community.
- Be as healthy as possible.

Careers Programme

St Andrew's College is centred on building a careers programme that aims to:

- Develop a careers guidance system that is right and fit for the students of the college, personalising the provision to meet the needs of every individual in either the DD or MH pathway.
- Raise student achievement to then allow and enable them to develop aspirational but realistic pathways into the either the workplace or further/higher education.
- Support inclusion and promote equality of opportunity.
- Encourage participation in lifelong learning including further and higher education.
- Develop a broad understanding of the world of work and foster an ability to respond to changing opportunities through labour market information.
- Empower students to access information and guidance to allow them to independently research paths into work, college, further education, higher education and apprenticeships.
- Allow students the opportunity to enhance their skills for work and core competencies.
- Embrace the Gatsby Benchmark model to support students in accessing a structured careers programme.

The careers programme is designed to meet the needs of students who have a range of complex needs, therefore it is personalised for each individual in the two IPU's (DD or MH) to ensure the programme range is differentiated for their individually identified needs within the frame of the Gatsby Benchmarks. Activities are designed to meet stages of learning and development for each young person given the diverse nature of the students who attend St Andrew's College in terms of previous education, academic achievement and capabilities and future discharge plans.

Gatsby Benchmarks within the college

Gatsby benchmark	Content
1.A stable careers programme	<ul style="list-style-type: none"> • Individualised programmes for all
2 .Learning from careers and LMI	<ul style="list-style-type: none"> • Careers Fair (in-house)/UK Skills Show (external)
3. Addressing the needs of individual pupils	<ul style="list-style-type: none"> • Fast Tomato accounts • Life and Living Awards • Barclays Life Skills • Careers workshops • Individualised lessons • MDT input
4. Linking curriculum learning to careers	<ul style="list-style-type: none"> • Careers displays • Subject Enrichment activities/PD enrichment activities
5.Encounters with employers and employees	<ul style="list-style-type: none"> • SEMLEP • Careers Fair
6. Experience of the workplace	<ul style="list-style-type: none"> • Work experience placements/Workbridge • External visits
7.Encounters with further and higher education	<ul style="list-style-type: none"> • College/University Open Days
8. Personal guidance	<ul style="list-style-type: none"> • MDT input/Key teachers/Subject teachers

Implementation of the strategy

The overall responsibility for the co-ordination of careers education and guidance lies with the Head Teacher, however all staff within St Andrew's College and, more widely, FitzRoy House make a contribution to careers education and guidance through their specific roles e.g.– teachers (Key teachers, Subject teachers, TEACHH, TIs), OTs/OTTIs, Social Workers, Psychologists, Ward staff (HCAs, Nurses), Arts Award Facilitators and so there is a wide range of staff able to offer relevant guidance and support at appropriate stages of the students' career education and guidance.

Due to the admission process of students attending St Andrew's College, the programme is delivered to individuals when it is deemed appropriate to their recovery pathway rather than through the routes of a specific programme for KS3, KS4 and KS5, hence the need for an individualised approach for all.