The New Walk School *Bespoke support. Brighter futures.*

Careers Education, Information, Advice and Guidance (CEIAG) Policy

The New Walk School policy framework

Policy	Careers Education, Information, Advice and Guidance (CEIAG) Policy	**Version**	V1
Issue date	08 May 2026	**Next review**	08 May 2027
Policy owner	Headteacher	**Approved by**	Directors of The New Walk School Ltd

1. About The New Walk School

The New Walk School is an independent specialist day school for pupils aged 7 to 19 who have Social, Emotional and Mental Health (SEMH) needs, autism spectrum conditions, learning difficulties and communication difficulties. The school is located on New Walk in Leicester — a setting with a long-standing association with academic life — and is operated by The New Walk School Ltd, a Company Limited by Guarantee.

The majority of our pupils hold an Education, Health and Care Plan (EHCP) and many have experienced previous educational placements that did not meet their needs. Our offer combines a broad academic curriculum with an in-built therapeutic provision rooted in the PACE model — Playfulness, Acceptance, Curiosity and Empathy — developed by Dr Dan Hughes. PACE is a relational approach designed to build trust, regulate distress and create the safety from which learning can take place. It informs how every adult in the school speaks to, listens to and works with our pupils.

2. The PACE therapeutic model in practice

Careers work for our pupils is identity work. PACE shapes how staff support pupils to imagine futures that they may previously have been told were not for them:

- Playfulness — staff use a light, warm tone to reduce shame and de-escalate distress, using humour appropriate to the pupil and the moment.
- Acceptance — pupils' feelings and inner experiences are accepted unconditionally, even where specific behaviours are not. Acceptance is communicated before any limit is set.
- Curiosity — staff seek to understand the meaning behind a pupil's behaviour rather than reacting to its surface, asking 'what is this telling me?'
- Empathy — staff name and stay with the pupil's emotional experience, communicating that the pupil is not alone with what they feel.

PACE is not a behaviour-management tool layered on top of practice; it is the relational foundation from which all other aspects of the school operate.

3. Statutory framework

This policy is in line with the Education Act 2011 (section 29(2A)), the Skills and Post-16 Education Act 2022, the DfE's Careers guidance and access for education and training providers, and the Gatsby Benchmarks of Good Career Guidance.

4. Vision

Every pupil at The New Walk School leaves with a meaningful, supported plan for what comes next. The careers programme is ambitious — we hold high expectations of every pupil — and it is realistic, taking account of starting points, EHCP outcomes and Preparation for Adulthood.

5. Programme structure

Careers education is planned across all key stages, in line with the Gatsby Benchmarks:

- A stable, written careers programme.
- Learning from career and labour market information.
- Addressing the needs of each pupil.
- Linking curriculum learning to careers.
- Encounters with employers and employees.
- Experiences of workplaces.
- Encounters with further and higher education.
- Personal guidance from a qualified careers adviser.

6. By key stage

KS2 (7–11)

Pupils explore the world of work through curriculum links, visits and visiting speakers. The focus is on broadening horizons and challenging stereotypes.

KS3 (11–14)

Pupils begin formal careers learning, take part in employer encounters, and start exploring their own interests and strengths through structured activities.

KS4 (14–16)

Pupils have personal careers guidance, take part in supported work tasters where appropriate, and use the EHCP annual review at Year 9 to develop a Preparation for Adulthood plan.

KS5 (16–19)

Pupils undertake supported work experience, develop independent travel and self-management skills, and are supported to a confirmed post-19 destination — supported employment, further education, supported internships, or other personalised pathways.

7. Provider access

In line with the Skills and Post-16 Education Act 2022 (the 'Baker Clause' as extended), the school provides at least six encounters with providers of approved technical education qualifications or apprenticeships across years 8–13. Provider access arrangements are published separately on the school's website.

8. Personal guidance

Every pupil from Year 8 onwards has access to independent personal guidance from a Level 6 (or equivalent) qualified careers adviser. Guidance is recorded and shared with the pupil and family.

9. Working with families

Families are partners in careers planning. Careers content is shared at parents' evenings, EHCP reviews and dedicated transition meetings.

10. Monitoring and review

The Careers Lead reports termly to the Headteacher on benchmark achievement, pupil destinations and pupil voice. The careers programme is evaluated annually through Compass+ benchmark self-assessment and reviewed against destinations data.

Monitoring and review

This policy is reviewed annually by the Headteacher in consultation with the senior leadership team and the Directors of The New Walk School Ltd. It will be reviewed earlier where there is a material change in legislation, statutory guidance or the operational needs of the school. The most recent version is held on the school's policy register and is made available to parents, carers and staff on request.

Linked policies and documents

This policy should be read alongside the school's wider policy suite, including: Safeguarding and Child Protection; SEND; Behaviour and Relationships; Anti-Bullying; Equality, Diversity and Inclusion; Health and Safety; Curriculum; and Complaints.