

# Intent Document Careers & Employability

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## Intent Statement

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At Inclusion College, we provide an inclusive and nurturing learning environment tailored to the specific needs of students with Social, Emotional, and Mental Health (SEMH) challenges. Within our team, an emphasis is placed on all areas of our curriculum to help prepare our learners in leading happy and fulfilling adult lives. Our ambitious curriculum design and work experience opportunities builds our students confidence, knowledge and skill in our Yellow Pathway.

### 1. Inclusive Curriculum Design

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We recognise the diverse needs of our learners and have designed a curriculum that is inclusive, adaptable, and responsive to students' individual strengths and challenges.

Our curriculum design allows a variety of qualifications to be obtained based on academic ability as well as pastoral needs.

Our spiral curriculum is interchangeable which works alongside our learners EHCP outcomes as well as mental capacity whilst in our care. The Careers and Employability intent is to ensure that all students experience the 'world of work' and build their skills outside of the college setting whilst gaining a clear understanding of what employment or next steps could look like for them as an individual.

### 2. Personalised Learning Pathways

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Understanding that every learner has a unique learning journey, our intent is to provide personalised learning pathways within the Careers and Enterprise curriculum. Through differentiated instruction, tailored resources, structured task plans and ongoing assessment, we aim to ensure that each student can progress at their own pace, building confidence and a sense of achievement –essential skills for navigating future challenges.

### 3. Assessment

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At the heart of our Assessment and Reporting framework is an understanding of how Mental Health, ACE's (Adverse Childhood Experiences) and Trauma can impact learning. Combined with our PACE approach (Playful, Acceptance, Curiosity and Empathy), Inclusion College promotes secure attachments which enables our learners to reflect on their thoughts, behaviours and learning without feeling judged. It is only once this has occurred; our learners progress and flourish.

### 4. Emphasis on social and emotional wellbeing

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The EB8 Team (who oversee the Yellow Pathway) is committed to promoting social and emotional wellbeing through providing a range of cultural capital opportunities throughout the academic year. Our intent is to create a 'curriculum for life' (which links to GATSBY benchmark's) which prepares students for life and work in this changing world, helping to keep them safe, healthy and boosting their life chances. We aim to create a safe space where our young people can explore and express their emotions, thoughts, and experiences, fostering a sense of belonging and resilience that will serve them well in future personal and professional endeavours.

### 5. Integrated Support Service

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Collaboration with support services is integral to our intent across the whole Curriculum at Inclusion College. We work closely with Mental Health Leads, Speech and Language Therapists, Occupational Therapists and Educational Psychologists to provide a holistic approach to the emotional and mental health needs of our students, preparing them to navigate the challenges of life beyond our College.

### 6. Engaging Pedagogy

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Our teaching strategies are designed to be engaging, interactive, and responsive to the SEMH and EHCP needs of our learners. At Inclusion College, we have developed our own approach to session structure and delivery which is known as 'The Inclusion Way'.

In every session, staff and learners use our 'Golden Threads' support accessibility, progression and consistency. Research based pedagogy (EEF) is embedded within lesson planning, structure and marking which supports staff personalising and utilising a variety of teaching methods, including project-based learning, experiential activities, and technology integration.

*(If you wish to discuss our Intent in more detail, please do not hesitate to contact our Head of Education Services at [julia.bray@inclusioneducation.org.uk](mailto:julia.bray@inclusioneducation.org.uk))*