

# Embracing Accessibility Needs: Inclusive Strategies for Success

All students, all pathways



# Agenda

1. Introductions
2. How accessibility challenges affect career readiness
3. Barriers for students
4. Strategies for inclusivity
5. Next Steps



## Hi, I'm Katrina

### SUCCESS MANAGER

I have worked for CASCAID/Xello for 4 years working with schools get their students excited about their future with Xello!

In my spare time, I love reading & live music

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## Hi, I'm Owen

### KEY ACCOUNT MANAGER

I have worked for CASCAID/Xello for nearly 3 years and oversee strategic accounts. I have worked in the education, learning and development space for many years on various projects including national careers guidance websites and international mobilities.

In my spare time, I enjoy travel and cinema.

What I wanted to do when I was younger: Archaeologist

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# Embracing Accessibility

In today's session we will explore how inclusive, student-centred support can improve outcomes for all learners, especially those with SEND.

We will discuss current challenges and explore practical ways to champion equity to create an inclusive and accessible careers environment.



# Liberty, Equality, and Access

## A Historical Lens on Inclusive Education

**Question:** Which political doctrine is based on these 3 principles?

- Liberty, Equality, Fraternity

**Bonus Point:**

- Can you name the country & this historical period where this doctrine originated? *Hint: think revolutions and European history!*

**Definitions to Consider:**

- Egalitarianism: The belief that people are equal and deserve equal rights and opportunities

**How does this doctrine connect with education today?**

**Modern Application:**

“Every child, regardless of ability or background, has equal worth and the right to access quality education and opportunities.”



# Why Accessibility in Careers Education Is Essential

- Holistic support nurtures confidence, self-advocacy, and readiness for adult life, including transitions to employment or supported living
- Narrow academic targets may overlook the broader needs essential for long-term wellbeing
- Reduces NEET risk, increases engagement
- Equality is a right, not a resource decision
- Improves life outcomes and uplifts communities.
- Reduces marginalisation
- Improves outcome for all learners



# Where are we now?

- 1.7 million of students in England (18.4%) identified with SEND
- Schools fully implementing the Gatsby Benchmarks see an 8% reduction in NEET compared to those with low or no implementation
- Around a third (36%) of secondary school students do not feel confident in their next steps in education and training
- A survey by the National Education Union found that one-third of teachers lacked behaviour support for pupils with additional needs



# What barriers do you face?

In your schools, what are some common challenges in supporting students?





# Barriers to inclusive career education



Lack of accessible tools



One-size-fits-all curriculum



Gaps in student insights



Time & Staffing



Parent-school disconnect



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# Embracing Inclusive Strategies for Success

# Break-out groups

Share your school strategies or brainstorm new ones to address the common barriers we've heard about so far.

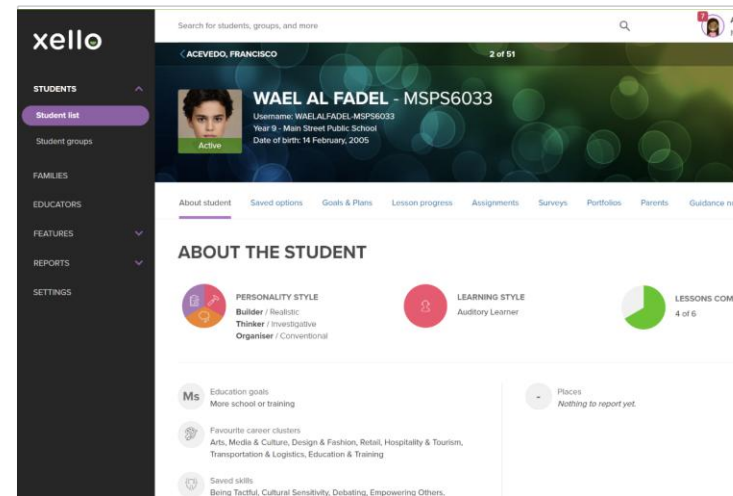


# Student-Centered Planning

- Actively gather student voice early and often.
  - Use surveys, focus groups, 1-1 chats etc to get their feedback and thoughts.
- Adapt based on ability and preferred learning methods
  - Use multiple formats for careers learning—so students can access content in ways that suit their individual needs.

Student centred approach does not mean ‘letting students decide everything’- but **encourages ownership of their futures**

💡 Tip: Don't wait until Year 11 to listen—early insight leads to earlier impact.

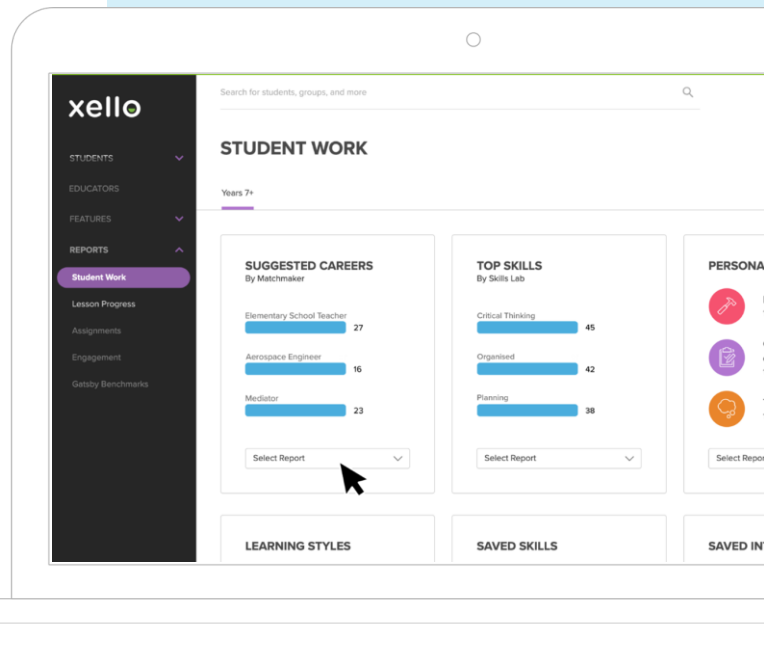


# Inclusive use of Data

Where the holistic approach meets numbers

- A strong and accessible platform is important — but the real impact comes from using the data to tailor support & guidance:
  - Analyse data by key demographics: SEND, EAL, etc
  - Look for patterns: Are certain students disengaged, lacking confidence in certain skills, or unaware of available pathways?
- Using data will allow you to proactively offer guidance to students who may need it the most

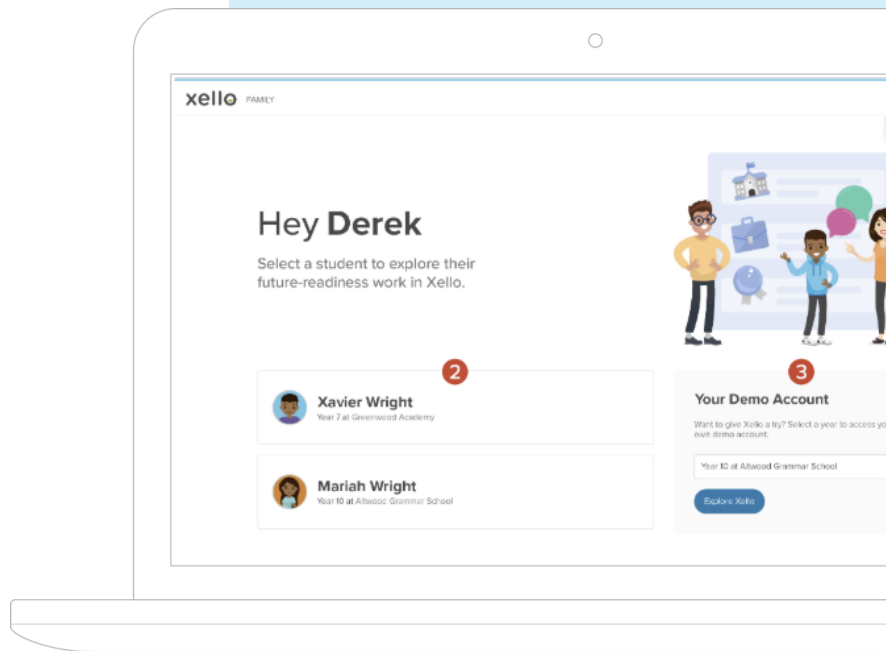
💡 Tip: Schedule time throughout the year to meaningfully review the data and action any insights



# Bridging the Gap Between School and Home

- Parents and carers play a huge role in shaping a student's ideas and decisions about their future
- How are parents empowered to understand careers education?
- Think about launching a Parent portal & establishing a regular communication cadence
- Impact of engaging Parents & Carers: Build Trust and Shared Ownership of student outcomes

💡 Tip: Create a careers FAQ sheet for parents to demystify key terms like T Levels, UCAS etc

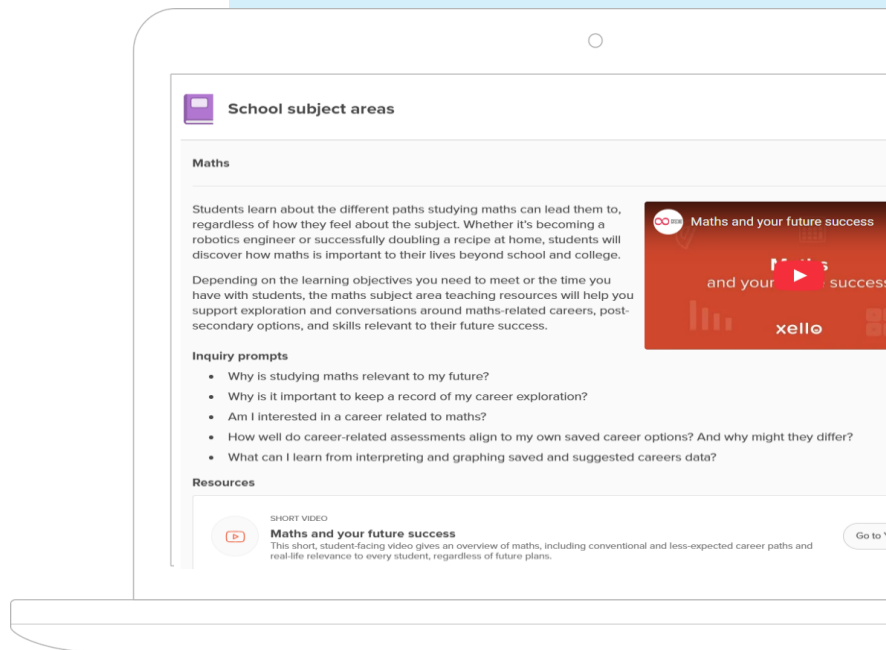


# Maximising Impact

## Utilising Resources Effectively

- Train all staff to champion Careers
- Embed into curriculum
- Maximise your network & resources:
- Digital platforms, local partnerships, Enterprise Co ordinators, local colleges etc

💡 Tip: Audit current tools/provision and identify gaps



# Commit to Change

Nobody can do everything, there are so many different challenges and there is no magic wand.

Can you think of **ONE THING** that you could change after today's session?

See Xello at our stand for more ideas and information

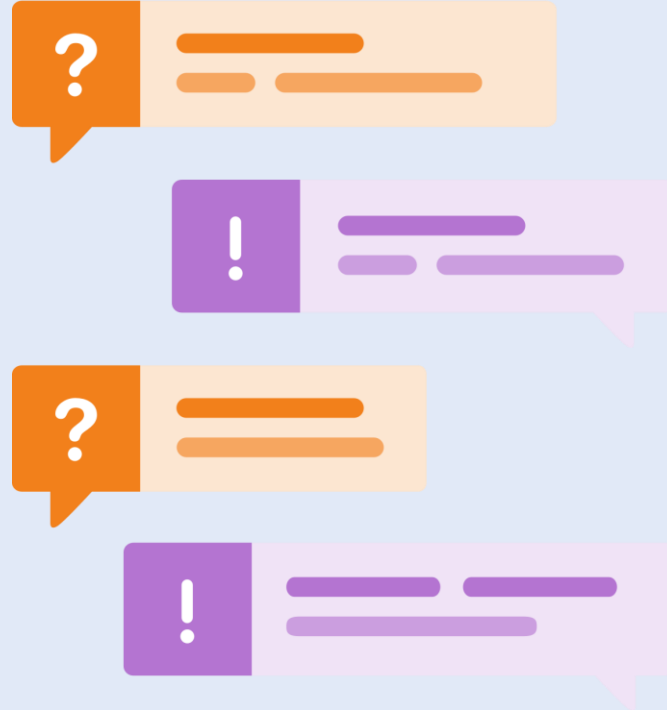
Accessible futures start with you!



# Questions?

You can also reach out to us  
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# Thank You!

Contact us at anytime.

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