

**Principle:**

We recognise the importance of careers education and guidance in helping young people to make informed choices about their future. High Quality, independent careers guidance is also crucial in helping pupils emerge from school more fully rounded and ready for the world of work. Young people want and need to be well-informed when making subject and career decisions. (Careers guidance and inspiration in schools DfE March 2015)

**Purpose:**

- To ensure the school has an effective careers education programme
- To support inclusion, challenge stereotyping and promote equality of opportunity
- To have appropriate, up to date, accurate and impartial information and resources that all young people can access regardless of race, gender, religion, ability, disability, social background or sexual orientation
- To ensure students get the support they need to make well informed, realistic decisions about their future through careers education, information, advice and guidance
- To encourage participation in continued learning, including Higher Education
- To develop enterprise and employability skills
- To help young people develop the knowledge and skills needed to make successful choices
- To ensure education and training providers have an opportunity to access all pupils in years 8 to 11

**The school will:**

Provide a careers education programme throughout the key stages as follows:

- Discrete Careers education as part of the PSHE/Citizenship curriculum delivered through Super Learning Days (SLD)
- Offer all young people access to impartial and independent careers guidance by a qualified guidance professional, at a time and place that suits their needs.
- Promotion of careers through individual departments
- Pastoral Support as part of tutorial time
- The use of progress file materials
- Individual tutoring and mentoring
- Track and support students in danger of being NEET after leaving school
- Access to a range of activities that inspire young people, including:
  - Employer Talks
  - Careers Fairs
  - Motivational/Inspiration Speakers
  - College and University Visits
  - Coaches and Mentors
  - College and Sixth form Assemblies
  - Alumni talks
- Encourage students to use websites which display information about opportunities

- Provide Careers and Guidance Training for all staff.
- Support students through the use of Alternative Provision where appropriate.
- Work with parents/carers to offer them information, advice and guidance to help them, help their child.
- Involve young people in the design, delivery and evaluation of CEIAG programmes
- Promote equality of opportunity, celebrating diversity, challenging stereotypes and raising aspirations.

Publish a Provider Access policy on the school website.

Publish details of our careers programme for young people and their parents on the Careers page of the school website.

Work with our allocated Enterprise Adviser to improve the school's careers curriculum and provision.

Develop links with employers and work towards the target of one encounter with employers (including STEM employers) per year for every young person by the end of 2020.

Have a named person in the role of Careers Leader to lead the careers programme.

Identify a member of the governing body to take a strategic interest in careers education and guidance and encourage employer engagement.

(IIAG Code of Practice 2012)

(Careers Guidance and access for education and training providers: Statutory guidance for governing bodies, school leaders and school staff: January 2018)

### **Evaluation**

- Attainment and Destination Information (Connexions Reports, IDSR, Raiseonline) change RAISE to ASP?
- Transition information KS4 – KS5
- Lesson observation and feedback
- Feedback from students and parents
- Feedback from work placements (Remove? we no longer offer Work Experience but do send individual students on placements?)
- Quality standards award (Inspiring IAG) code of practice (are we going to renew this? Cost involved)
- Compass Tool using the Gatsby Benchmarks
- Record of student interactions with employers

**Linked policies:** PSHE and Citizenship, Individual Learning Needs, Curriculum, Equal Opportunities, Teaching and Learning, Inclusion



**Policy:** Policy reviewed: November 2018 Next review: November 2020

**Responsible:** AHT – Transition, DHT - Curriculum