

# Careers Policy



**Approved by: Mrs K Mitchell**  
**Review date: February 2020**

## ***Vision***

All of our students have the right to access free and impartial Careers Education, Information, Advice and Guidance (CEIAG). This entitlement is delivered in many and varied ways as outlined in the 'Provider Access Statement.' CEIAG is delivered from Year 8 to Year 11 with greater support taking place when pupils get to Year 11. This advice and support is further enhanced through various subjects and a dedicated Careers Advisor who undertakes individual guidance interviews with students.

We aim to support the aspirations of all our students and to ensure that they gain the confidence, understanding, skills and experience they need to make progress to succeed in life and work. We believe that effective careers education and guidance not only contributes to the well-being of individuals but also to the well-being of their families, communities and society.

Careers Guidance will be based on a partnership with students and their parents or carers. The programme will raise aspirations, challenge stereotyping and actively promote equality and diversity.

## ***Gatsby Benchmarks***

Kidsgrove Secondary School uses the Gatsby benchmarks for our CEIAG provision. The Gatsby Benchmarks set out a framework for schools to deliver 'good career guidance'. We welcome training providers/employers/colleges and universities into our school for assemblies, careers events and training activities. The 8 Gatsby Benchmarks are:

1. A stable Careers Programme
2. Learning from career and labour market information
3. Addressing the needs of each student
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experience of workplaces
7. Encounters with further and higher education
8. Personal Guidance

## ***National and local expectations***

We are committed to meeting national and local expectations in relation to careers by:

- Providing independent and impartial careers guidance for Y7-11 as required by the 2011 Education Act. We pay particular attention to the Department of Education's principles of good practice and Ofsted's inspection criteria for evaluating careers provision in schools.
- Fulfil our duties under the Equality Act 2010 to promote equality of opportunity, foster good relations, eliminate harassment and discriminatory practices and support children with protected characteristics.

### ***Careers Framework 2019/2020 (linked to Gatsby Benchmarks, Local Enterprise Partnerships and ACEG framework)***

- To provide independent careers guidance from Years 7 to 11.
- Year 7-11 Tutor programme, PHSE sessions and assemblies to include aspects of careers, enterprise and employability along with national awareness days and themed days.
- To ensure that the governing body is actively involved in shaping careers policy and strategy through its committee structure.
- Identify a member of staff to lead the development, implementation and evaluation of the school's careers provision with the support of other key post holders (e.g. Careers Co-ordinator, SENCO) and specialist careers staff.
- Commission independent careers guidance services from individuals/organisations (Entrust) that meet the standards set by the Quality in Careers Standard.
- Set out clearly the contribution expected of all staff, including subject teachers and tutors for students' career learning and planning.
- Communicate the benefits of effective provision to our partners, including feeder schools, and engage them in co-ordinating provision.
- Actively involve learners themselves in the planning, delivery and evaluation of the careers programme.
- Actively seek to evaluate and reflect on practice, including evaluations from parents, students and outside agencies

### ***Learner analysis***

The delivery, appropriate resources and support given to enable learning considers the following:

- Age and ability
- Builds upon prior learning
- SEN
- Learning styles and learning environments

### ***Evaluation of our CEIAG programme***

Our careers programme is evaluated, analysed and reviewed using a variety of methods.

- One to one careers guidance interviews
- Staff observations
- Group discussions (Form time, Votes for Schools)
- Staff and student feedback and questionnaires
- Provider feedback
- Year 11 intended destination questionnaire and review
- Destination figures
- Annual CEIAG report

The data provides us with information to prove the quality and effectiveness of our provision and identify any improvements which need to be made.

### ***Further Education Colleges***

There are a number of local schools and colleges which will offer a wide range of courses and provision such as A Levels, Apprenticeships and work-related (vocational) studies. Your son/daughter can find prospectuses for many of the schools/colleges online. They can look at their websites for further details on what they offer, and for details of their open days and application process.

### ***Traineeships and Apprenticeships***

A Traineeship is an introduction-level programme that combines a work placement with training, it helps to prepare young people for the world of work and supports with English and Mathematics if required. Apprenticeships are available at Intermediate, Advanced and Higher/Degree levels, and are available in a wide range of employment sectors. The length of time that it takes to complete is dependent on the level and occupation. All Apprenticeships are real jobs so young people on the programme can earn a salary. All Apprenticeship opportunities must be advertised on the National Apprenticeships Website. Your son/daughter must be registered on this site to apply. They are allowed to start an Apprenticeship once they have reached the compulsory education leaving date, after the last Friday in June. More information about Apprenticeships can be found using the links below.

### ***Useful Websites***

**National Careers Service:** <https://nationalcareersservice.direct.gov.uk>

**My World of Work:** [www.myworldofwork.co.uk](http://www.myworldofwork.co.uk)

**Entrust:** [www.entrust-ed.co.uk](http://www.entrust-ed.co.uk)

**AECG Framework:** [www.thecdi.net/write/ACEG\\_Framework\\_CWRE.pdf](http://www.thecdi.net/write/ACEG_Framework_CWRE.pdf)