

Careers Strategy Policy

Date of Policy:	May 2020
Date of Review:	May 2023
Person(s) Responsible:	Careers Lead Post 16 Lead – Mrs Sharon Hooper Careers Advisor – Mrs June Bishop PSHE teachers

Whitstone School Careers Policy

Whitstone School has an important role to play in preparing students for their transition into their next stage of education, employment and training. Careers Education, Information, Advice and Guidance (CEIAG) are an important part of all student's entitlement to aid their personal development here at Whitstone.

The careers education programme is currently planned and developed as an integral part of the PSHE programme. We are committed to providing appropriate activities and experiences to enable students to make well informed choices and decisions that support their transition into post -16 provision, whether that be into a college, sixth form, apprenticeship or other training. We work with all stakeholders and have a person-centred approach that helps to provide students with clear targets in preparation for these next steps.

At Whitstone School our careers programme is currently delivered as part of the PSHE programme.

The careers programme is led by our Post – 16 Lead

Terminology

There are a number of terms used to describe different careers interventions, and there is inevitably some overlap between them;

- **Careers education** is the delivery of learning about careers as part of the curriculum.
- **Work-related learning** is the provision of opportunities to develop knowledge and understanding of work and to develop skills for employability through direct experience of work.
- **Careers information** is the provision of information and resources about courses, occupations and career paths.
- **Careers advice** is the more in-depth explanation of information and how to access and use this information.
- **Careers guidance** is a more in depth intervention in which a student's skill, interests and attributes are explored in relation to their career options.

Vision

To ensure parents and carers are well informed and students are prepared and fully supported to achieve aspirational next steps into further education and the world of work.

Strategic Objectives:

All students, parents, carers and teachers have access to relevant and up to date careers information, advice and guidance.

All students are accessing and engaged in a meaningful and developmental careers education curriculum programme through PSHE and extra- curricular opportunities.

All students' transition to a variety of destinations.

Gatsby Benchmark Strand	What we currently do
<p>1) Every school and college should have a stable, structured careers programme that has the explicit backing of the senior management team.</p>	<ul style="list-style-type: none"> ● Designated SLT Careers lead ● Designated Lead teacher ● Designated careers advisor ● Careers programme - supported by and approved by SLT, board of governors, reviewed regularly and updated on the school website and has a regular review date ● Parents, students and staff have relevant links to Post-16 and Careers elements of the school website ● Students are encouraged to give feedback on their careers advice and guidance
<p>2) Ensure the majority of students have used up-to-date career & labour market information to help inform study/career decisions</p> <p>Encourage parents and carers to use career path and labour market information to aid the support given to their children</p>	<ul style="list-style-type: none"> ● PSHE careers modules in KS3 and 4 ● Career pilot lessons delivered via PSHE ● LMI tool on website ● Via careers advice and guidance with our careers advisor ● Links on website to outside agencies that support students and parents ● Student and parent sections of the website to promote advice and guidance
<p>A school's careers programme should actively seek to:</p> <p>Challenge stereotypical thinking Raise aspirations Keep individual records of advice given to students Collect and retain data for each student for 3 years after they leave Whitstone</p>	<ul style="list-style-type: none"> ● PSHE careers modules in KS3 ● PSHE/Ethics lessons in KS4 ● Career pilot website allows students to record and track planning and events attended ● Parental permission is sought during year 11 to allow school to make contact for post 16 provision
<p>Careers and enterprise education should be part of and included in a pupil's standard lessons, linking curriculum to real-world career paths.</p>	<ul style="list-style-type: none"> ● Careers team provide departments with ways to include job information in classrooms ● Assembly rota provides some opportunities for careers information to be provided
<p>Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace.</p>	<ul style="list-style-type: none"> ● Yr 7 - 11 PSHE. Every year in careers module a speaker from the world of work will speak to students ● Alumni will provide assemblies and videos for students to view ● Yr 9 students to visit a careers fair ● Yr 10 will undertake work experience

	<ul style="list-style-type: none"> ● Next Steps South west provide workshops to give students in Yr 9 -11 with opportunities to speak with employers
<p>All students should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning.</p>	<ul style="list-style-type: none"> ● PSHE careers modules in KS3 and 4 ● Career pilot lessons delivered via PSHE ● Via careers advice and guidance with our careers advisor ● Links on website to outside agencies that support students and parents ● Student and parent sections of the website to promote advice and guidance ● Visits to range of local providers and assemblies from staff at these institutions ● Yr 9 - Visit to university
<p>Every student should have opportunities for guidance interviews with a career adviser.</p>	<ul style="list-style-type: none"> ● Students can speak to careers advisor regularly to get careers advice. All students in Yr 10 and 11 have at least one careers interview ● Yr 10 and 11 PSHE lessons provide opportunities for students to learn about post-16 options

Destinations Data

We have a duty to provide destination data to Careers South West and Somerset County Council for all students leaving us at the end of Year 11. We collate this information during Year 11 via careers interviews and contact with parents, carers and students. We endeavour to ensure that we hold up to date and accurate information regarding the post 16 choices of our students.

How do we know our careers programme works?

This strategy is underpinned by the Gatsby Benchmarks and the school works closely with the Careers and Enterprise council to ensure that all aspects of a clear, positive, informative and impartial CEIAG package is delivered, reviewed and monitored. We use the Compass toolkit to evaluate our programme annually and we are committed to ensuring all our students go on to education, employment or training.

Our careers programme and a full range of additional resources are available via our website and all stakeholders are welcome to contact Whitstone to find out more about the careers provision and support offered by the school.

Approved by:

Mrs S. Hooper	Post – 16 Lead	15/6/20
Mr G. Swallow	Head	15/6/20
Mr James Millward	CEIAG Governor	15/6/20

Review date: June 2023