

Careers Policy



Introduction

Pewsey Vale School recognises that effective careers guidance contributes to raising aspirations, improving motivation and overcoming barriers to success following the principles of the Gatsby Benchmarks. As a school we are using the Compass for Life as a vehicle to deliver an effective programme across the entire student body; with year appropriate activities delivered in PSHRE lessons, supported by the tutorial programme and also drop down days across the academic year. We will be using this to embed a programme of career education and guidance that is clearly communicated and understood by all stakeholders.

Aims and objectives

We aim for all students:

To be highly aspirational (to identify their super north star) this will be achieved through careers exploration linked to further learning opportunities. This will help them to understand the changing world of work by learning from current career and labour market information. To have their needs, as individuals, addressed through opportunities for advice and support.

To be strategic (to be able to identify a strategy to success) ensuring that students make effective and informed decisions about their future through greater self-awareness. This will include opportunities to develop research skills and facilitating meaningful encounters with employers.

To be able to identify the values (to have a clear ethos) they will need to exhibit consistently in order to be successful. Including professional ethics needed within work environments. Supporting inclusion, challenging stereotyping and promoting equality of opportunity.

To demonstrate the confidence to take action (to pursue their dreams goals and ambitions through a warrior spirit); with resilience using the skill set they have developed to manage their career journey; including any transition points.

To be prepared for transition at key career decision making points in their education. Work with feeder Primary Schools, using the compass for life programme, helps KS2 students to start work on careers. Year 9 students are supported in choosing their options and year 11 students have clear guidance for next steps.

The programme will be delivered as follows in the academic year 2018/19

PSHRE

Departments

Tutors

All students will have weekly PSHRE lessons which will incorporate all aspects of personal, social, health. The Compass for Life programme will provide the foundation for this. In years 7-9 pupils will

access teacher led sessions using workbooks to develop their compass. This will help to identify and raise aspirations, help them to develop skill sets to: plan strategically, demonstrate desirable characteristics and attitudes, have opportunities to explore the importance of physical and mental well-being. They will also have access to experiences of work placements that will be fulfilled through drop down days across the academic year.

Year 9 students will be provided with additional support to help make choices regarding options for KS4 programmes of study.

At KS4 students will have teacher led and independent sessions where they will utilise a range of resources. Year 10 will follow sessions linked to the themes for the week (termly linked to the cardinal points of the compass) with explicit skills based activities highlighted for example the writing of CVs. Year 11 will continue with this work looking further at economics, study skills needed for exams and age specific activities.

Departments will take the lead to provide careers based learning opportunities. All teachers have the responsibility to link curriculum learning with careers. STEM subject teachers will promote the relevance of STEM subjects for a wide range of career paths.

Students will have access to Career Pilot in the library. This can be accessed during breaks throughout the school day using the computers in the library – giving them the opportunity to research career pathways. There is also comprehensive reading material, in the library, which is accessible to all students.

Local labour market information will be shared with all stakeholders via the school website – provided by the local council.

A careers fair will be hosted by the school with many local employers, training providers and post 16 provision providers present. All students will be able to access the careers fair and in addition to this there will be a Future's Evening event that students and their parents will be invited to attend. During the course of this day year 10 students will have engaging speakers to provide meaningful experiences with employers and year 11 students will attend a range of workshops.

KS4 students will have at least one careers and futures interview as part of their tailored package to access advice and support. This will enable the tracking of destinations (supported by form tutors) to be used to produce required documentation for school leavers.

All students will be provided with opportunities to encounter employers and employees to learn about employment and skills that are valued in the workplace alongside experiences of work places.

This policy is communicated to:

Governors through policy documentation and provision of the relevant materials surrounding the Gatsby benchmarks.

Staff through the policy on staff shared drive

Students via tutors in tutor time and in PSHRE lessons

Parents/carers via the website – we recognise that young people do not make career decisions in isolation and parents/carers can have a significant impact, as well as a clear interest in the right

outcomes for their young person. The school is keen to foster parental involvement in the careers programme, wherever possible. Parents will be invited into school at least once during the academic year to discuss their child's progress. Specialist events during the year such as Future's Evening and Options Evening are also open to parents to attend. They will be kept up to date by use of the school website, parentmail and weekly bulletins.

Pewsey Vale School is committed to our statutory duty to provide CEIAG to all students in years 7 to 11 and ensure that all students have access to impartial and aspirational careers information, advice and guidance in accordance with the 1997 Act, 2003 Regulations, 2008 Act, April 2014 Statutory Guidance, and January 2018 Statutory guidance.

Roles and Responsibilities

Headteacher – Mr N Pritchard – It is the role of the Headteacher to ensure that this policy is implemented and that adequate provision is made for CEIAG.

Careers Lead – Miss C Dean – SLT lead for CEIAG to advise on and oversee management of CEIAG. Implement correct procedures and ensure that they are followed. Ensure that the school has an appropriate policy for CEIAG that is approved by Governors and shared on the school website. Conduct an audit of careers provision (Compass Tool) and ensure that the school works towards the Gatsby Benchmarks (Tracker Tool), in accordance with the DFE.

Careers Assistant – Mrs K Sheppy – facilitate impartial careers guidance interviews for students.

All teachers – every tutor and teacher may, as part of learning time, deliver CEIAG. There is an expectation that the Compass for Life programme (careers and aspirations) is woven through all aspects of school life. All tutors and teachers are responsible for signposting students to where they can get further information, advice and guidance.

Governor – Mrs L Sparshatt Potter – the school has appointed a lead governor who is responsible for familiarising the governing body with the CEIAG policy and ensuring school staff follow the statutory guidelines. They would also be expected to ensure that sufficient time and resources are available to fulfil the policy.

External Links

Links with employers, businesses and other external agencies are being developed through the Compass for Life programme, building on local community connections, as well as through the support of the schools Enterprise Advisor (Careers and Enterprise Company).

Equality

Pewsey Vale School is committed to preventing all forms of stereotyping in the advice and guidance we provide. This is to ensure that all students consider the widest possible range of careers. All students have an entitlement and appropriate access to CEIAG regardless of race, gender, religion, ability, disability, social background or sexual orientation. Students will be helped to understand the importance of equal opportunities and be made aware of the risks of stereotyping and discrimination (ethos cardinal of the compass explicitly focuses on these areas).

Feedback and evaluation

Students will annually have an opportunity to feedback on the provision and this data will be used to inform effectiveness of programmes of study and to look at future opportunities. It will also be used

for reporting to Governors. Opportunities for students will be tracked across the year to monitor student engagement.

For quality assurance lessons will be monitored throughout the year – in line with the school policy to ensure that delivery of careers education is of the highest standard.

This annual review will also enable the school to reflect on changing statutory requirements, curriculum demands, and the progression of opportunities open to students.