

Careers education and guidance policy



Approved by: GB

Date:

Last reviewed on: March 2023

Next review due by: March 2024

<p>Rationale</p>	<ul style="list-style-type: none"> • It is our expectation that all pupils/students should leave the school and move on to either Further/Higher Education or training or other career opportunities. • This policy therefore recognises that the provision of effective Careers Education Independent Advice and Guidance (CEIAG) is an essential part of their preparation for these responsibilities and experiences of adult life. • It should help them to be more self-aware, to be informed of their own continuing education and training and about possible career paths. • It displays commitment to working towards national Gatsby Benchmark targets. <p><u>Gatsby Benchmark Key</u> G1. A stable careers programme G2. Learning from career and labour market information G3. Addressing the needs of each pupil G4. Linking curriculum learning to careers G5. Encounters with employers and employees G6. Experiences of workplaces G7. Encounters with further and higher education G8. Personal guidance</p> <p>It should enable them to manage transition to new roles and situations throughout their life and help them to achieve their aspirations.</p>
<p>Policy Statement</p>	<p>Students have access to Careers Education and Guidance in three main ways:</p> <p style="text-align: center;">1 <u>Through a planned programme of activities to assist students to</u></p> <ul style="list-style-type: none"> • Know themselves better. • Be aware of equal opportunities and stereotyping. • Manage transitions to new roles and situations, particularly at the end of KS4 and at 18+. • Be aware of education, training and career opportunities. • Make informed choices about their own futures and career paths.
	<p style="text-align: center;">2 <u>Through external providers</u></p> <p>A series of talks and lectures as set out in the careers plan and through qualified impartial careers advice two days a week in school. The careers advisor is from a Matrix accredited organisation. Action planning and recording of alternative progression routes are seen as an essential part of effective guidance.</p> <p>Parental involvement is encouraged and all parents are invited to formal interviews, as well as having the opportunity to talk to independent careers advisors.</p> <p>(Please see separate Provider Access Policy)</p>

	<u>Careers programme</u>
Year group	Event (Each G and number in brackets relates to the Gatsby Benchmarks which are referred to at the beginning and end of this document)
Year 7, 8, 9, 10 and Sixth Form	<u>University days</u> Certain universities are invited in to do talks with each year group focusing on how to get to university; university life and a Q and A session (G7)
Years 7-13	<u>Careers hub and Teams</u> The careers hub on the school website provides information to all stakeholders regarding careers advice and guidance. Each year group has their own Teams page dedicated to careers which is updated regularly with up to the minute information and LMI.
Year 7, 8, 9, 10 and Sixth Form	<u>Careers convention</u> Open to all students each July. Various representatives from industry. Students are allowed to wander; gather information and talk to people about the careers that they are interested in. Again, this is based on FT data. (G2, G3, G5, G7)
Years 7-13	<u>SEMLEP</u> Working partnership with SEMLEP who provide us with links to industry sectors and Employability Advisers. Also involved in reviewing Gatsby shortfalls and providing support in addressing these shortfalls.
Years 7-13	<u>Uniconnect</u> Working partnership with Uniconnect who provide aspirational support for students and careers guidance
Year 9	<u>Apprenticeship talks:</u> We invite apprenticeship providers in to talk to Year 9 students regarding the details surrounding apprenticeships (G5, G2)
Year 9	<u>PMNW, Elevate, Human Utopia</u> All based on raising aspirations and awareness with regards to the 'next steps' for Year 9. (G3, G8)
KS4 (Years 10-11)	<u>Apprenticeship talks:</u> We invite apprenticeship providers in to talk to Year 10 students regarding the details surrounding apprenticeships (G5, G2)
KS4 (Years 10-11)	<u>Careers and destinations interviews</u> Students meet with SLT to discuss their future plans and aspirations beyond KS4. (G8)
KS3-KS4	<u>Careers events</u> Opportunities for talks, lectures etc. for all students in Years 7-11. (G1, G2, G7, G3) <ul style="list-style-type: none"> • Armed Forces • Medical mavericks • Careers Top Trumps • Game designers • Restart a heart • National Enterprise Council • CV workshops • University talks

KS3-KS4	<p>PSHE resources Careers, advice and guidance is built into KS3 and 4 PSHE drop-down days</p>																													
KS3-KS4	<p><u>Where will this subject take me?</u> Each subject produces a presentation about their area and the potential careers and pathways that can be pursued through each subject. (G4)</p>																													
<p>Gatsby benchmarks for reference</p>	<p><u>Gatsby Benchmark Key</u> G1. A stable careers programme G2. Learning from career and labour market information G3. Addressing the needs of each pupil G4. Linking curriculum learning to careers G5. Encounters with employers and employees G6. Experiences of workplaces G7. Encounters with further and higher education G8. Personal guidance</p>																													
<p>The current position of The Duston School versus the Gatsby Benchmark area averages is: We measure against the Gatsby Benchmarks using the Online Compass Tool. This is reviewed with SEMLEP.</p>	<table border="1"> <thead> <tr> <th data-bbox="359 790 1011 898">Gatsby Benchmark</th> <th data-bbox="1023 790 1187 898">The Duston School</th> <th data-bbox="1192 790 1370 898">South East Midlands</th> </tr> </thead> <tbody> <tr> <td data-bbox="359 904 1011 949">GBM1 – A stable careers programme</td> <td data-bbox="1023 904 1187 949">75%</td> <td data-bbox="1192 904 1370 949">78%</td> </tr> <tr> <td data-bbox="359 956 1011 1037">GBM2 - Learning from labour market information</td> <td data-bbox="1023 956 1187 1037">70%</td> <td data-bbox="1192 956 1370 1037">76%</td> </tr> <tr> <td data-bbox="359 1043 1011 1088">GBM3 - Addressing the needs of each pupil</td> <td data-bbox="1023 1043 1187 1088">60%</td> <td data-bbox="1192 1043 1370 1088">83%</td> </tr> <tr> <td data-bbox="359 1095 1011 1140">GBM4 - Linking curriculum learning to careers</td> <td data-bbox="1023 1095 1187 1140">85%</td> <td data-bbox="1192 1095 1370 1140">71%</td> </tr> <tr> <td data-bbox="359 1146 1011 1227">GBM5 - Encounters with employers and employees</td> <td data-bbox="1023 1146 1187 1227">60%</td> <td data-bbox="1192 1146 1370 1227">76%</td> </tr> <tr> <td data-bbox="359 1234 1011 1279">GBM6 - Experiences of workplaces</td> <td data-bbox="1023 1234 1187 1279">75%</td> <td data-bbox="1192 1234 1370 1279">70%</td> </tr> <tr> <td data-bbox="359 1285 1011 1366">GBM7 - Encounters with further and higher education</td> <td data-bbox="1023 1285 1187 1366">75%</td> <td data-bbox="1192 1285 1370 1366">76%</td> </tr> <tr> <td data-bbox="359 1373 1011 1417">GBM8 - Personal guidance</td> <td data-bbox="1023 1373 1187 1417">50%</td> <td data-bbox="1192 1373 1370 1417">69%</td> </tr> </tbody> </table>	Gatsby Benchmark	The Duston School	South East Midlands	GBM1 – A stable careers programme	75%	78%	GBM2 - Learning from labour market information	70%	76%	GBM3 - Addressing the needs of each pupil	60%	83%	GBM4 - Linking curriculum learning to careers	85%	71%	GBM5 - Encounters with employers and employees	60%	76%	GBM6 - Experiences of workplaces	75%	70%	GBM7 - Encounters with further and higher education	75%	76%	GBM8 - Personal guidance	50%	69%		
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