



Careers Policy

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Name of Responsible Committee / Individual:	Local Governing Body
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Target Audience:	Parents, Students
Related Documents:	
References:	

1. Aims

Young people are faced with a complex set of demands when making themselves ready for their future careers. The Snaith School aims to ensure that our students are self-confident, skilled and career-ready. This will be achieved through a programme of high quality activities, advice and guidance. The Snaith School has a number of statutory duties in relation to careers guidance (DfE Careers guidance and access for education and training providers July 2021). This includes the following:

- An obligation to provide independent careers guidance from Years 8 to 11
- Providing all young people with a stable and structured careers programme
- Ensure there is an opportunity for a range of education and training providers to access all students in Years 8 – 11
- Use the Gatsby Benchmarks to improve careers provision
- Appoint a named person to the role of Careers Leader
- To publish details of the careers programme for young people and their parents

Careers Guidance will be based on a partnership with students and their parents or carers. The programme will raise aspirations, challenge stereotyping, actively promote equality and diversity and make effective use of local and national labour market information.

2. Content

Commitment

The Snaith School is committed to providing high quality impartial careers guidance for all students in partnership with START Profile, East Riding of Yorkshire Council Support Services and any other appropriate external agency. The Snaith School endeavours to follow:

- Careers guidance and access for education and training providers (DfE, 2021)
- CDI Framework for careers, employability and enterprise education (2020)
- The Foundation Code (ASCL, AoC, 157 Group, ATL, AELP, SFCA, NFER, March 2015)
- Expectations as laid out in the Quality in Careers Standard
- Any other relevant guidance from DfE, QCA and Ofsted as appropriate.

Following publication of the Good Career Guidance Report in 2014 by the Gatsby Charitable Foundation, and further guidance from the DfE in 2021, the school is committed to ensuring that the eight benchmarks of good practice are in place. These eight benchmarks are:

1. A stable Careers Programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
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

The Snaith School is committed to maintaining the quality of our programme.

Intent - Student needs and entitlement

Students at The Snaith School will benefit from:

- Access to a range of activities that inspire them, including employer talks, careers fairs, motivational speakers, college and university visits and access to coaches and mentors.
- Links with local employers, to help boost attitudes and employability skills, learn about the range of roles and opportunities available.
- Work experience provision where it is appropriate and beneficial.
- Meaningful encounters with employers, helping all students learn about what work is like or what it takes to be successful at work.
- Access to advice on options available at Post-16 including apprenticeships and entrepreneurialism, and opportunities available from other post-16 providers.
- Face to face advice and guidance to build confidence and motivation.
- Coordinated support from external agencies including the local authority where students are vulnerable, have special educational needs or are at risk of becoming NEET.
- Information on the financial support available to them post-16.
- Information, including local Labour Market Information from a range of agencies to develop a smoother pathway between education and work.
- The opportunity to book a careers appointment with a careers advisor at school. This opportunity is available to all students in every year group.
- Activities during form time in all year groups that promotes awareness of a wide range of career opportunities and progression routes.
- Tailored support for all statemented and EHCP students.

Implementation

The Careers Coordinator coordinates the whole-school careers programme and is responsible to the senior leadership team. Work experience is planned and implemented by the Careers Team alongside the Deputy Headteacher. All teaching staff contribute to Careers Guidance through their roles as tutors and subject teachers. The Careers programme is planned, monitored and evaluated by the Deputy Headteacher. The school is committed to ensuring all students also have access to a L6 qualified careers guidance specialist and a member of the Careers Team is currently working towards a L6 careers guidance qualification.

Curriculum

Careers guidance is part of the school's CLIVE (citizenship, life, independence, values, ethics)/APEX (Achieving Personal Excellence) Programme, supported by the Careers Coordinator and delivered through dedicated timetabled lessons. The careers guidance programme includes careers education sessions, career guidance activities (group work and individual interviews), information and guided research activities, work related learning, and individual learning planning/portfolio activities. Visits from outside agencies provide guidance in specialist areas. Other focused events such as access to Higher Education IAG are provided at appropriate times. Work experience preparation and follow-up take place in lessons, tutor time and other appropriate parts of the curriculum. Students at The Snaith School have access to 'SMART profile' resources for use from KS3 to KS4. Young people are encouraged to visit the START website for further guidance. Student Voice is used in the planning, delivery and evaluation of activities.

Additional Opportunities

Students in KS4 will benefit from a range of further opportunities to help support their progression to further study or employment. These are subject to regular review, but will include the following key elements:

- Parent and student events for students and parents to increase their knowledge and awareness of local and national career opportunities.
- Access to, and support with START for all students and parents.
- Parents evenings.
- Working in partnership with local businesses to provide industry mentoring where professionals can work one to one with a small cohorts of students, offering support and advice, and access to contacts for work experience or wider information.
- The school also works closely with a large number of local employers, and with other educational establishments to ensure a broad and balanced range of information and opportunities are available to students.

Resources

Funding is allocated in the annual budget planning round in the context of whole school priorities and particular needs in the careers guidance area. The Deputy Headteacher is responsible for the effective deployment of resources. Sources of external funding are actively sought, and shared provision is used where appropriate and efficient, particularly in conjunction with our local network of partnership schools.

Staff Development

Staff training needs are identified in conjunction with the administrator for training, and with a continual awareness of local and national careers agendas. The Human Resources team carries out a Training Needs Analysis on an annual basis (this is informed by the Self Evaluation Audit, including provision of careers guidance completed by the school). The school will endeavour to meet training needs within a reasonable period of time.

Impact - Monitoring, Review and Evaluation

Agreements with START Profile and any other partner institutions are reviewed annually. The school's careers programme is reviewed annually by the Deputy Headteacher and the Careers Coordinator. The focus is to identify gaps and support improvement. Action research evaluation of different aspects of Careers guidance is undertaken regularly, incorporating Student Voice.

3. Supporting Policies and Related Information

The policy for Careers Guidance supports, and is itself underpinned by, a range of key school policies such as those for Teaching and Learning, Assessment, Recording and Reporting Achievement, Equal Opportunities and Diversity.