



Careers Policy

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Name of Responsible Committee / Individual:	The Snaith School Local Governing Body
Implementation Date:	May 2025
Duration:	To be reviewed annually
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Target Audience:	All Staff, Parents & Pupils
Related Documents:	
References:	

Aim

At The Snaith School, we recognise the complex set of demands young people face as they prepare for their future careers. Our goal is to ensure that pupils are self-confident, skilled, and ready for success in their chosen careers. This is achieved through a comprehensive programme that provides high-quality activities, support, advice, and guidance.

We are committed to fulfilling our statutory duties in relation to careers guidance, as outlined in the DfE Careers Guidance and Access for Education and Training Providers (December 2023). These duties include:

- **Providing Independent Careers Guidance:** Careers guidance will be delivered impartially, ensuring pupils from Years 7 to 11 receive advice and support from a range of independent sources.
- **Impartiality and Fairness:** We ensure that all careers guidance is presented impartially, with no favouritism or bias toward any specific provider or career option.
- **Promoting Diverse Education and Training Options:** Our guidance will inform pupils about a broad range of education and training routes, including apprenticeships and technical education options, ensuring they have the knowledge to make informed decisions about their futures.
- **Tailored Guidance:** We will tailor guidance to meet the specific needs and best interests of each pupil, offering personalised support to help them achieve their individual aspirations.
- **Access to Education and Training Providers:** We are committed to offering pupils in Years 8 to 11 the opportunity to interact with a wide range of approved education and training providers, including those focused on technical education and apprenticeships. (See our Provider Access Statement for further details.)
- **Utilising Gatsby Benchmarks:** Our careers programme will align with the Gatsby Benchmarks, helping to improve the quality and impact of our careers provision across the school.
- **Careers Leader Appointment:** A dedicated Careers Leader will be appointed to oversee and implement our careers guidance programme.
- **Transparency and Communication:** We will publish details of our careers programme to ensure transparency for pupils, parents, and carers. This will enable them to understand the opportunities available and how they can support their child's career development.

In addition, The Snaith School will:

- **Maintain a Stable Careers Programme:** All pupils will have access to a well-structured, stable careers programme that supports them throughout their time at the school.
- **Governing Body Oversight:** A designated governing body will ensure that provisions are in place for a diverse range of educational and training providers to interact with pupils across all year groups.
- **Promote Equality, Diversity, and Inclusion:** Our programme will actively challenge stereotypes, raise aspirations, and promote equality and diversity in career choices, ensuring all pupils are encouraged to pursue their goals regardless of background or gender.
- **Informed Decision-Making:** We will make effective use of both local and national labour market information to help pupils understand current trends and opportunities in the job market.

Our careers programme aims to be built on a strong partnership with pupils and their families, fostering an environment where aspirations are raised, career choices are informed, and pupils are empowered to pursue their future with confidence and clarity.

Commitment

At The Snaith School, we are deeply committed to delivering high-quality, impartial careers guidance to all pupils, in collaboration with key partners such as the Hull and East Yorkshire Careers Hub, East Riding of Yorkshire Council Support Services, Unifrog, Education2Work, and other relevant external agencies.

Our commitment to excellent careers education aligns with national frameworks and guidelines, including:

- **Careers Guidance and Access for Education and Training Providers** (DfE, 2023)
- **CDI Framework for Careers, Employability, and Enterprise Education** (2021)
- **Key Principles outlined in the Quality in Careers Standard**
- Any other relevant guidance issued by the DfE, QCA, and Ofsted as applicable.

Following the publication of the **Good Career Guidance Report** (2014) and its 2024 update by the Gatsby Charitable Foundation, as well as further guidance from the DfE in 2021, we are committed to ensuring that the **eight Gatsby Benchmarks** of good practice are fully implemented. These benchmarks are:

1. **A Stable Careers Programme** – A structured and well-coordinated careers programme, delivered consistently across all year groups.
2. **Learning from Career and Labour Market Information** – Providing pupils with up-to-date and relevant labour market insights to inform their career decisions.
3. **Addressing the Needs of Each Pupil** – Tailored career advice that considers the individual needs, aspirations, and strengths of every pupil.
4. **Linking Curriculum Learning to Careers** – Integrating career-related learning into the curriculum to help pupils understand the real-world applications of their studies.
5. **Encounters with Employers and Employees** – Meaningful opportunities for pupils to engage with professionals from various industries, broadening their understanding of the workplace.
6. **Experience of Workplaces** – Providing pupils with direct exposure to the work environment through work experience and other practical opportunities.
7. **Encounters with Further and Higher Education** – Opportunities for pupils to learn about pathways into further and higher education, including visits and talks from universities and colleges.
8. **Personal Guidance** – Access to one-on-one, impartial careers advice to support decision-making and personal development.

In line with these benchmarks and national best practices, The Snaith School aims to provide all pupils with the guidance, opportunities, and support they need to make informed decisions about their futures. We will continue to work closely with external agencies, employers, and educational institutions to ensure that our pupils are well-prepared for the challenges and opportunities of post-16 education, training, and employment.

Pupil Needs and Entitlement

At The Snaith School, we are committed to providing pupils with a comprehensive range of career-related experiences and support to enhance their future aspirations. Pupils will benefit from:

- **Inspiring Activities:** A variety of engaging activities such as employer talks, careers fairs, motivational speakers, college and university visits, and opportunities to connect with coaches and mentors.
- **Local Employer Connections:** Strong partnerships with local employers to help pupils develop key attitudes and employability skills, and to explore the wide range of job roles and career opportunities available in the local community.
- **Work Experience:** A two-week work experience programme offered where it is appropriate and beneficial, to provide real-world insights into various industries.
- **Meaningful Employer Engagement:** Regular, meaningful interactions with employers to help pupils understand what it takes to succeed in the workplace and learn about the expectations and opportunities within different sectors.
- **Post-16 Pathways Advice:** Clear and accessible guidance on the range of post-16 options, including apprenticeships, further education, entrepreneurial ventures, and other opportunities from various post-16 providers.
- **Personalised Guidance and Support:** One-on-one support to boost confidence, build motivation, and aid decision-making, helping pupils to navigate their future paths with clarity.
- **Coordinated External Support:** Tailored support from external agencies, including local authority services, for pupils who may be vulnerable, have special educational needs, or are at risk of becoming NEET (Not in Education, Employment, or Training).
- **Labour Market Insights:** Access to valuable information, including local Labour Market Information, to support pupils in making informed career decisions and transitions.
- **Career Guidance Appointments:** The opportunity for all pupils to book one-on-one appointments with a Level 6 qualified careers advisor, available to all year groups.
- **Form Time Career Learning:** Career-focused activities during form time for all year groups, fostering awareness of a broad spectrum of careers and educational pathways.
- **Tailored Support for SEND and EHCP Pupils:** Customised careers support for pupils with Special Educational Needs and Disabilities (SEND) and Education, Health, and Care Plans (EHCP), including individual reviews, parental engagement, tailored career events, and transition programmes.

Through these initiatives, we aim to provide every pupil with the knowledge, skills, and confidence to succeed in their future careers, ensuring that all have the opportunity to thrive beyond their time at The Snaith School.

Implementation, monitoring, evaluation and development

The Careers Coordinator is responsible for overseeing and coordinating the entire school careers programme, reporting directly to the **Senior Leadership Team**. The Careers Coordinator also plans and implements the work experience programme, ensuring it aligns with career development goals.

All teaching staff contribute to career guidance through their roles as tutors and subject teachers, incorporating career-related discussions into their lessons to broaden pupils' understanding of future pathways.

The careers programme is planned, monitored, and evaluated by the **AST Headteacher & Safeguarding Lead**, with specialist sessions being delivered by the Careers Coordinator or external providers. These sessions are designed to support pupils' career readiness and aspirations.

The careers programme is developed and assessed in consultation with the **AST Headteacher & Safeguarding Lead**, HEY Careers Hub, and Unifrog to ensure a comprehensive, up-to-date approach to career guidance and support.

The effectiveness of our CEIAG (Careers Education, Information, Advice, and Guidance) provision is measured through feedback from stakeholders, as well as data from HEY Careers Hub, Compass, and destination data, allowing for continuous improvement and alignment with pupils' needs and outcomes.

Agreements with partner institutions are reviewed annually to ensure alignment with the school's objectives. The careers programme itself is also evaluated each year by the **AST Headteacher & Safeguarding Lead**, and the Careers Coordinator, with a focus on identifying areas for improvement and addressing any gaps. Regular evaluations of various aspects of career guidance are conducted, incorporating feedback from pupils through the Pupil Voice, ensuring the programme remains responsive and effective.

Curriculum

Careers guidance is a key component of The Snaith School's APEX (Achieving Personal Excellence) Programme, delivered through dedicated timetabled lessons. This is further supported by form-time careers-related learning and personal study via the Unifrog platform.

The careers guidance programme at The Snaith School encompasses a wide range of activities, including careers education sessions, career guidance (group work and individual interviews), information and research activities, work experience, and personalised careers planning.

Work experience is introduced, prepared for, and reviewed through assemblies, form time, and APEX sessions. Pupils have access to the Unifrog platform throughout Key Stages 3 and 4, where pupils are encouraged to explore their own interests, research career opportunities, and plan for their future steps. By actively engaging with their Unifrog portal, pupils can discover potential career paths and develop their individual career goals.

Pupil Voice plays a central role in shaping our careers programme, with pupils' feedback informing the planning, delivery, and evaluation of activities.

In addition to general career guidance, specialist support is provided by external agencies, covering areas such as mental health, health and wellbeing, and behavioural support. The programme also includes access to Further Education (FE) and Higher Education (HE) providers, ensuring pupils are well-equipped to make informed decisions about their post-16 options.

Additional Opportunities

Pupils in KS4 are offered a wide range of opportunities designed to support their progression to further study or employment. These opportunities are regularly reviewed and typically include the following key elements:

- **Careers Events:** Organised for both pupils and parents to enhance their knowledge and awareness of local and national training and career opportunities.
- **Access to Unifrog:** Available to all pupils and parents, providing valuable resources for career exploration and decision-making.
- **Parents' Evenings and Support Sessions:** Offering additional opportunities for parents to engage with the careers programme and access tailored support.
- **Collaborations with Local Employers and Educational Institutions:** The school works closely with numerous local employers and other educational establishments to ensure a diverse and comprehensive range of information and opportunities are available to pupils.

Partnerships

The Snaith School collaborates with a specialised careers platform to enhance its career guidance services. Unifrog offers personalised access to an online career information platform for both pupils and parents. This platform features a tracking system that enables the creation of individualised profiles based on each pupil's interests. It seamlessly integrates with our existing records, allowing us to monitor and track the career guidance provided to pupils. This approach enables us to plan, monitor, and offer more tailored and effective career support for every pupil.

Resources

The **AST Headteacher & Safeguarding Lead**, is responsible for the strategic and effective deployment of resources across the school. External funding opportunities are proactively pursued, and shared provision is utilized where appropriate to ensure efficiency and cost-effectiveness. This includes collaborating with our local network of partner schools to maximize resources and enhance the overall provision for pupils.

Staff Development

Staff training needs are systematically identified and assessed by the **Human Resources Team**. This process ensures that professional development is aligned with both the school's strategic goals and individual staff requirements. Continuous professional learning is prioritised to enhance teaching, leadership, and operational effectiveness, ensuring that all staff are equipped with the skills and knowledge necessary to support pupil success and the overall growth of the school.

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**. These can be found on the school website.