

## **CAREERS POLICY**

### **POLICY AIMS:**

- We will raise aspirations, challenge stereotypes and encourage pupils to consider a wide range of careers. Through careers education and guidance, pupils will be encouraged to make the most of their talents and to go on to jobs or courses which suit their needs and intelligence.
- We will contribute to strategies for raising achievement especially by increasing motivation.
- We will support inclusion, challenge stereotyping and promote equality of opportunity.
- We will encourage participation in continued learning including higher education and further education.
- We will develop enterprise and employment skills
- We will reduce drop out from and course switching in education and training
- We will contribute to the economic prosperity of individuals and communities
- We will meet the needs of all our students through appropriate differentiation.
- We will focus students on their future aspirations
- We will involve parents and carers.

### **STUDENT ENTITLEMENT:**

Information, Advice and Guidance (IAG) is fully supported as a statutory requirement for a programme of careers education in Years 7 to Year 11. In particular we intend our students to:

- Develop a broad understanding of the world of work and the ability to respond to changing opportunities.
- Develop independent research skills so that they can make good use of information and guidance.
- Develop and use their self knowledge when thinking about and making choices.

We recognise that the process of making career decisions is a lengthy one and that most of our pupils will make their final choices only after completing their Further/Higher education courses.

### **COMMITMENTS:**

Heart of England School is committed to;

- The provision of resources and advice to enable students to understand and develop career choices.
- Ensuring that careers education is seen as part of the overall curriculum and learning framework for all years.
- Encouraging pupils to achieve and to be ambitious
- Involving pupils, parents/carers in the further development of careers work
- Working to ensure that no pupil is disadvantaged in gaining access to education, training or work

### **PROVISION:**

Careers education includes both education and guidance. Careers Education helps our pupils develop the knowledge and skills they need to make successful choices, manage transition in learning and move into work. Through guidance pupils are able to use their knowledge and skills to make informed decisions about learning and work that are right for them. Progress in pupils' self development and understanding of careers is regularly monitored by House Tutors.

We enrich our provision through:

- Careers Events for pupils and Parents/carers
- Enterprise Days
- Employer Visits/ Employers into school
- Assemblies around Decision making, Option Choices.
- Mock interview Days
- Visits to HE providers
- STEM days
- Visits to Skills Shows
- Provision of prospectus/application forms etc.

The majority of careers interviews will take place on a one to one basis although it may be appropriate for some students with similar interests and aspirations to meet as part of a group.

All staff are involved in guidance to an extent. We also employ our own Careers Guidance Advisor who will seek to offer each student a half hour interview with written action plan as follow up.

**EQUAL OPPORTUNITIES:** See Equal Opportunities Policy

**MONITORING AND EVALUATION:**

The Careers programme is monitored regularly and amended if necessary. Pupil's opinions are actively sought and pupils help in evaluation and reviews.

**MANAGEMENT:**

The overall management of the Careers Education and Guidance is with the remit of the Safer Futures Coordinate with further oversight by a member of the Senior Leadership Team.