

Careers Policy

Introduction

Through a planned programme of activities, Careers Education, Information, Advice and Guidance and Employability skills, Chellaston Academy seeks to help all students take their place as suitably qualified adults into the next stage of their academic or work related learning life. The focus is upon career and option choice, raising the aspirations and achievements of individual students and equipping them with skills, attitudes, knowledge and understanding as a foundation for managing their lifelong career and learning. We are committed to meet all aspects of the Gatsby Career Benchmarks for outstanding Careers Provision and to address all requirements of the new Careers Strategy from the Department of Education. Chellaston Academy has an identified Careers Leader, Jo Shillingford, who is near to completing the Level 6 Diploma in Career Guidance and Development, with Futures Education.

The academy has an ongoing commitment to:

- Providing a planned programme of activities to which all students from Year 7-13 are entitled which will help them to plan and manage their careers.
- Providing IAG which is impartial, unbiased and based on needs of the students
- Ensuring that the CIAG and Employability programme follows local labour market needs, Statutory Guidance January 2018, Ofsted and the Gatsby Benchmarks
-

Entitlement

Students are entitled to CIAG which meets professional standards of practice is both personalised and impartial. It is integrated into students' experience of the whole curriculum and is based on a partnership with students and their parents or carers. The programme is structured to deliver explicit learning outcomes, raise aspirations, challenge stereotyping and promote equality and diversity.

The careers programme is designed to meet the needs of the students at Chellaston Academy to ensure progression through activities that are appropriate to the students' stages of career learning, planning and development. The aims of the Careers Education and Guidance Programme are to:

- Help young people develop an understanding of their own and others' strength, limitations, abilities, potential, personal qualities, needs attitudes and values
- Help young people investigate opportunities for further learning and employment, make decisions and manage transitions across key stages
- Ensure that, wherever possible, all young people leave the school with employment, further education or training.

Careers Education

All Students in Years 7-11 will receive Careers Education through their PSHE Lessons. A mapped programme of education and activities will be built upon each year to ensure:

- Year 9 Students have access to impartial advice and guidance to help them make informed choices about their next steps into GCSE

- Year 11 Students have access to impartial advice to help them make informed choices about their next steps following their GCSE's.
- In Year 12 and Year 13, Careers education will be more tailored, to individual groups of students so that students are aware of all of the routes available to them following their A Levels

Implementation: Management of careers is with Jo Shillingford, who is our Careers Lead, working closely with the Governors for Careers, Michelle Lewis. The Careers Lead plan, co-ordinate and evaluate the careers programme and the Careers Lead plan and implement work experience for Y10 and Year 12 Students and is supported by the Careers Governor and Local Enterprise Advisor, Paul Broadhead

Subject leaders and SPL's are consulted to ensure appropriate coverage of careers themes in the PSHE programme and tutor time activities. All subjects have a focus on and link to career development and employability learning and this is established via a subject audit. This is co-ordinated through the work of the Careers Lead and prioritised through the School Improvement Plan.

Implementation: Staffing

All staff contribute to CEIAG through their roles as tutors and subject teachers. The PSHE team at Key Stage 3, 4 and deliver specialist sessions, as planned and mapped out in the PSHE medium term plans.

Implementation: The CEG Programme

The careers programme includes careers education sessions, visiting career/ STEM based activity providers, career guidance activities (group work and individual interviews), information and research activities, employability learning (including 1 week of work experience in key stages 4 and 5) and individual learning planning/portfolio activities, recorded through 'Careers Journey', which is being implemented from Year 6 as part of our transition activities.

Careers lessons are part of the school's PSHE programme. Other focused events, e.g. a higher education fair are provided at Key Stage 5 and Aspiration Days at Key Stage 4. Work experience takes place at the end of Year 10 for some students. Students are actively involved in the evaluation of activities including work experience through lessons and in written feedback.

All students will receive at least one careers interview with the Careers Lead during KS4 and additional intervention strategies are introduced for those students who may find processes such as securing a route post 16, particularly challenging. The Careers Lead and the school and the wider school community is central to providing guidance to students on routes beyond school. Those students who are unsure of their destination after Year 11 are given further support in groups or as individuals to provide the best possible guidance.

The Careers Lead also provides an important contribution to the planning, design and delivery of all aspects of our careers, allowing for current labour market intelligence to inform these processes.