



# Want2Achieve

**Careers Policy**

**January 2022**

## CAREERS EDUCATION POLICY.

### Introduction

This policy statement sets out the school's Careers programme. It also sets out arrangements for managing the access of providers to pupils at the school for the purpose of giving them information about the provider's education or training offer. This complies with the school's legal obligations under Section 42B of the Education Act 1997.

Our School is committed to providing a personalised education package for all our pupils, and our Careers Programme reflects this. Pupils will access different elements of the programme at different stages of their education whilst the focus will always be on preparing them for their future pathways, considering their own preferences. The table in Appendix 1 outlines our generic Careers offer from Year 8 to Year 14. For some pupils, a more personalised offer will be in place.

Our focus links directly to the requirements of the '*Gatsby Good Career Guidance*' report (2014) which became the basis for the statutory '*Careers guidance and access for education and training providers*' (2018). Our careers package is also informed by the Talentino Career & Enterprise Company who have adapted these documents into practical information and guidance in their '*SEND Gatsby Benchmark Toolkit*' (2018).

### Pupil entitlement

The statutory guidance is relevant to 'all pupils in years 8-11' and we will also consider young people's developmental ages when preparing appropriate careers activities at the School, ensuring that our pupils receive a careers programme which offers them opportunities to:

- find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme which provides information on the full range of education and training options available at each transition point.
- hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships.
- understand how to make applications for the full range of academic and technical courses.

### **School's Careers Leader**

See Appendix 1: Summary of Careers Programme. Parents, teachers, and employers may gain further information about the programme by contacting:

Sharon Murphy, Directing Partner of Want2Achieve [SharonMurphy.want2achieve@outlook.com](mailto:SharonMurphy.want2achieve@outlook.com)

### **Measuring and Assessment of the impact of the careers programme on pupils.**

Evaluation of our careers programme is designed to enable us to examine what we do; consider how we can improve it and provide stakeholders with a summary of this.

This will include gathering information from the pupils about how they feel about their experiences in relation to the careers programme, including via Want2Achieve pupil voice and observations.

Pupil progress in Careers lessons will be evaluated each term as part of our ongoing Pupil Tracking process.

It is our aim to provide work experience opportunities appropriate to each pupil from Year 11 upwards. These may be undertaken independently or supported in small groups. They should involve contact with local employers in a range of industries.

### **Opportunities for access**

Our curriculum and careers programme includes opportunities for providers to come into school to speak to our pupils and/or their parents/carers. These can be arranged during timetabled Careers lessons or at other suitable times.

All students will receive log in details for Fast Tomato. Fast Tomato has been designed to help young people broaden their horizons and consider a broader spectrum of career and education options. Students take a short psychometric questionnaire which gauges interests, attitudes and motivations. They are then offered career and education suggestions, personalised to them.

Fast Tomato helps schools to meet the Gatsby Benchmarks.

### **Premises and facilities**

The school will make classrooms or private meeting rooms available at Head office for discussions between the provider and students, as appropriate to the activity. The school will also make available projector/laptop and other specialist equipment to support provider presentations. This will all be discussed and agreed in advance of the visit with the lead teacher. Providers are welcome to leave a copy of

their prospectus or other relevant course literature with the Head of Provisions, who will ensure that these are available for the pupils to have easy access.

**APPENDIX 1: Summary of Careers Programme**

	<b>Autumn Term</b>	<b>Spring Term</b>	<b>Summer Term</b>
Year 8	<ul style="list-style-type: none"> <li>PSHE lessons include ‘people we admire and the work they do’, including visits from people working in specific sectors / jobs</li> </ul>	<ul style="list-style-type: none"> <li>PSHE lessons include ‘people we admire and the work they do’, including visits from people working in specific sectors / jobs</li> </ul>	<ul style="list-style-type: none"> <li>PSHE lessons include ‘people we admire and the work they do’, including visits from people working in specific sectors / jobs</li> </ul>
Year 9	<ul style="list-style-type: none"> <li>Weekly careers lessons</li> </ul>	<ul style="list-style-type: none"> <li>Weekly careers lessons</li> </ul>	<ul style="list-style-type: none"> <li>Weekly careers lessons</li> </ul>
Year 10	<ul style="list-style-type: none"> <li>Weekly careers lessons</li> <li>Vocational options where appropriate to support future pathways</li> </ul>	<ul style="list-style-type: none"> <li>Weekly careers lessons</li> <li>Vocational options where appropriate to support future pathways</li> </ul>	<ul style="list-style-type: none"> <li>Weekly careers lessons</li> <li>Vocational options where appropriate to support future pathways</li> </ul>
Year 11	<ul style="list-style-type: none"> <li>Weekly careers lessons</li> <li>One practical Careers Day per term</li> <li>Vocational options where appropriate to support future pathways</li> <li>All pupils to have one-to-one meeting for Personal Guidance Interview during the year</li> </ul>	<ul style="list-style-type: none"> <li>Weekly careers lessons</li> <li>One practical Careers Day per term</li> <li>Vocational options where appropriate to support future pathways</li> <li>All pupils to have one-to-one meeting for Personal Guidance Interview during the year</li> </ul>	<ul style="list-style-type: none"> <li>Weekly careers lessons</li> <li>One practical Careers Day per term</li> <li>Vocational options where appropriate to support future pathways</li> <li>All pupils to have one-to-one meeting for Personal Guidance Interview during the year</li> <li>All pupils to have access to short block of work-experience in area of expressed interest</li> </ul>

	<b>Date</b>	<b>By whom</b>
<i>Agreed</i>	January 2022	S Murphy
<i>To be reviewed</i>	January 2023	S Murphy
	January 2024	