Careers

STATUTORY / NON-STATUTORY	STATUTORY
MEMBER OF STAFF RESPONSIBLE	AHT (DCr)
DATE APPROVED BY Head/SLT	November 2020
GOVERNING BODY OR COMMITTEE RESPONSIBLE	SIC
DATE OF FULL GOVERNING BODY APPROVAL	
REVISION DUE DATE	November 2020

Noadswood School Careers Policy

Introduction

Careers education, information, advice and guidance (CEIAG) is an essential part of the support we offer to students at Noadswood School. Effective careers support can help to prepare young people for the opportunities, responsibilities and experiences of life, helping them to make decisions and manage transitions as learners and workers. As options for young people become more varied and complex, it is vital that we support them to develop the knowledge and skills they need to make informed choices for their future. As a result, the careers programme spans the five years that pupils spend with us and is designed to complement the rest of the school curriculum.

This policy sets out how career activities are delivered at school and explains what stakeholders can expect from the careers programme.

Aims and Objectives

Our careers programme aims to:

- Encourage students to be ambitious, broaden their horizons and explore their own career aspirations throughout their life at school
- Ensure that students are prepared for their next steps on their learning journeys

Noadswood School follow the principles of the Gatsby Benchmarks, which are as follows:

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. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

The objectives for our careers programme are:

- To help students understand the changing world of work
- To facilitate meaningful encounters with employers for all students
- To support positive transitions to post-16 choices
- To enable students to research their options and find out about opportunities
- To help students develop the skills, attitudes and qualities to successfully transition into the world of work
- To encourage participation in continued learning, including further and higher education and apprenticeships
- To support inclusion, challenge stereotyping and promote equality of opportunity
- To contribute to strategies for raising achievement, particularly by increasing motivation

Student Entitlement

All students are entitled to be fully involved in an effective CEIAG programme.

Students are encouraged to take an active role in their own career development, so the careers programme emphasises student participation with a focus on self-development; learning about careers and the world of work; and developing career management and employability skills.

During their time at school, all students can expect:

- The support they need to make the right choices for their KS4 options and their pathway after Noadswood School
- Access to up-to-date and unbiased information on future learning and training, careers and labour market information
- Support to develop the self-awareness and career management skills needed for their future
- A meaningful encounter with a representative from the world of work each school year in a variety of forms, including work experience, careers fairs, assemblies, careers talks (in or outside of lessons), projects and visits
- To hear from a range of education and training providers, including colleges, universities and apprenticeship organisations including taster days and visits as well as assemblies, talks and meetings at school
- The opportunity to relate what they learn in lessons to their life and career beyond school
- The opportunity to talk through their career and educational choices with staff including their tutors and the careers team
- Access to one-to-one guidance appointments with our trained, impartial careers adviser

- The school to keep parents/ carers informed with the required information to support students' career planning and decision-making. Parents and carers can attend careers meetings by prior arrangement
- To be asked their views about the service they have received to ensure that the service continues to meet the needs of the students

Parental Involvement

Young people do not make career decisions in isolation and parents/carers can have a substantial impact, as well as a clear interest in the right outcomes for their young person. The school is keen to foster parental involvement in the careers programme, wherever possible.

Parents and carers are invited into school to discuss their son/daughter's progress at Parents Evenings and on Annual Review Day. In addition, specialist events for parents include Key Stage 4 Options Evening.

Parents and carers are kept up to date with career-related events and activities affecting their child via letters and the school website. They are also welcome to make contact with the Careers team at school, should they have any questions or concerns.

Provision for Pupils

We are pleased to have a thriving careers programme at Noadswood. Our events for each year group are detailed in the document entitled Careers Provision on the school website.

Careers guidance meetings

Students are entitled to appropriate guidance to meet their individual needs. All students at school can request an appointment with the careers adviser by asking their tutor to email Gordon Lewis. In practice, Years 10 and 11 are most likely to access this particular service. Every pupil in Year 11 will have a careers meeting scheduled with our careers adviser to discuss their post-16 options.

Other Opportunities

We work closely with a number of external agencies to provide opportunities to pupils. These include the University of Southampton's Learn with Us programme, visits to the NHS, the Southern Universities Network, Exxon Mobil, and local colleges.