



Careers Policy

This policy will be reviewed annually unless an incident or new legislation or guidance suggests the need for an interim review

**as per guidance this policy will be reviewed every 3 years*

Review Date	Changes made	By whom
November 2017	Updated	A.Boyd
November 2020	Updated	A Boyd
November 2023		

Ratification by Governing Body

Academic year	Date of ratification	Chair of Governors
2020-21	April 2021	Alan Scott

Vision and aims

Our vision is for all of our students, regardless of background and circumstance, to make outstanding progress and achieve grades which will open the door to the future of their choice. We want our students to be curious and develop a thirst for knowledge; we want them to be resilient and to value effort; we want them to understand that sometimes failure is an essential part of the learning process and to recognise that developing a positive, 'can do' attitude will help them to set and achieve aspirational goals.

All students have an equal entitlement to high quality Careers Education, Information, Advice and Guidance (CEIAG) that helps to prepare them, for choices and transitions affecting their future education, training and employment.

Within Burnage Academy for Boys, through our Careers education, Information, Advice and Guidance we aim to:

- Help students to develop an understanding of themselves,
- To enable students to develop a knowledge and understanding of education, training and employment through investigating opportunities available to them at a local, national and international level.
- To support students in developing and implementing action plans to enable them to take ownership of their own future at and beyond Key Stage 4.
- To provide opportunities to develop enterprise and employment skills.
- To promote equality of opportunity, challenge stereotyping and support inclusion.
- Provide every student with, at least, one employer encounter during every school year.

Statutory duty

All schools have a statutory duty to provide careers education in Years 7-11 (1997 Education act, 2003 Education regulations) and to give students access to careers information and impartial guidance (1997 Education Act, 2008 Education and Skills Bill). Careers guidance and access for Education and training providers (October 2018) drives schools towards 'a world class careers system that will help young people and adults to choose the area the career that is right for them'.

Principals underpinning our impartial careers advice:

- Empowers students to plan and manage their future.
- Responds to the needs of each student.
- Provides comprehensive and up to date information and guidance.
- Raises aspirations.
- Actively promotes equality of opportunity and challenges stereotypes.
- Helps our students to progress to the destination of their choice and beyond.

Entitlement

Every student is entitled to high quality careers guidance, as part of their overall education, the raises aspirations and allows students to progress to the destination of their choice. Every students is entitled to the following as a minimum:

- A stable careers programme delivered throughout each key stage that is informed by quality labour market information.
- The opportunity to have contact with post-16 colleges, sixth forms and other providers.
- Addresses the needs of each student.
- The opportunity to visit and experience a place of work.
- The opportunity to meet and learn from employers.
- Access to higher education providers.
- Impartial information, advice and guidance from a suitably qualified professional.

As well as this minimum provision each student is entitled to careers guidance as appropriate to meet the needs of each student. This guidance will come in a number of different way both formal and informal at appropriate times through the school journey.

Management and delivery

The Careers Leader will be a member of SMT.

The CEIAG programme, within school, will be delivered by a wide and diverse team that involves Heads of Faculty and Department, Form Tutors, Heads of House, SENCO and

all classroom teachers. As part of a stable CEIAG programme there will be explicit links through the taught curriculum.

Monitoring and evaluating

The CEIAG programme will be measured against the Gatsby Benchmark. This measurement will be carried out throughout the year and involve as many of the wider delivery team as possible. As a minimum there will be two summative reviews against the Gatsby Benchmarks. This will be carried out with our Enterprise Adviser and link with the Careers and Enterprise Company.

In addition to the Gatsby Benchmarks the Careers Leader will triangulate data from all stake holders to judge the quality of provision, make amendments and respond to emerging needs of the cohort.

As part of our monitoring and evaluating we will pay particular attention to our destination data and compare this against local and national trends.

Stakeholder partnerships

The CEIAG programme is greatly enhanced by our links with a growing number of partners and volunteers. We will work with employers, training providers and FE/HE institutions. Parental involvement is encouraged at all stages. This is promoted through regular communications highlighting upcoming events and inviting volunteers.

We will provide opportunities for students in Years 8 to 13 the opportunity to talk about technical qualifications and apprenticeships. We will work in partnership with local and national providers of post-14, post-16 and post-18 options and allow our students in Year 8 to 11 access to these providers in order to inform important transition points.

We will seek and respond to stakeholder feedback. Feedback will be invited from all stakeholders including students, parents / carers, employers and providers.

Equality and diversity

CEIAG is provided to all students and provision is made for all students to access the curriculum. Students are encouraged to follow career paths that suit their interest, skills, strengths and aspirations with the absence of stereotypes. All students are provided with the same opportunities and diversity is celebrated.

Our CEIAG provision will seek to address emerging stereotypes that are highlight within national labour market information and our own data.

Access procedure (Baker Clause)

We will publish a procedure document that outlines 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.

Any external provider wishing to request access should contact the relevant Careers Leader at the specific school. Contact details will be provided within the access procedure displayed on each school website.

Each school will make facilities available for discussions between the provider and students, as appropriate to the activity. They will also make available AV and other specialist equipment to support provider presentations. This will all be discussed and agreed in advance of the visit with the relevant Careers Leader or a member of their team. Providers are welcome to leave a copy of their prospectus or other relevant course literature.

FURTHER GUIDANCE AND INFORMATION
THIS POLICY SHOULD BE READ IN CONJUNCTION WITH:
THE GATSBY BENCHMARKS
THE CEIAG PROGRAM