



**Amber Valley
& Erewash
Support Centre**

Careers Policy

Written by:	Debbie Beckett	Date: 07/02/2020
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Careers Policy Aims

Careers education, information, advice and guidance (CEIAG) is an essential part of the support we offer to pupils at AVESC. Effective careers support can help to prepare young people for the opportunities, responsibilities and experiences of life; it can help 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 strategy has a whole-academy remit designed to complement the rest of the academy curriculum.

This policy sets out how career activities are delivered at AVESC and explains what to expect from the careers strategy.

Aims and Objectives

The AVESC careers strategy aims to:

Encourage pupils to be ambitious,

Enable pupils to broaden their horizons

Allow pupils to explore their own career aspirations throughout their time at AVESC.

Ensure that pupils are ready to take their next step in their learning or career.

AVESC's follows the principles of the Gatsby Benchmarks (see references).

The objectives for the careers strategy are as follows:

Helping pupils to understand the changing world of work

Facilitating meaningful encounters with employers for all pupils

Supporting positive transitions post-16

Enabling pupils to develop the research skills to find out about opportunities

Helping pupils to develop the skills, attitudes, and qualities to make a successful transition into the world of work.

Encouraging participation in continued learning, including further and higher education and apprenticeships

Supporting inclusion, challenging stereotyping and promoting equality of opportunity

Contributing to strategies for raising achievement, particularly by increasing motivation.

We recognise that the process of making career decisions can be a lengthy one and that the information and support provided must be without prejudice and with rigor for all post 16 options.

Pupil entitlement

All pupils are entitled to be fully involved in an effective CEIAG strategy. Pupils are encouraged to take an active role in their own career development. The careers strategy emphasises pupil 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 AVESC, all pupils can expect:

The support they need to make the right choices for Key Stage 4 and into post 16.

Access to up-to-date and unbiased information on future training, careers and labour market information.

Support to develop their self-awareness and career management skills needed for their future.

Career sessions during tutor time and PSHE lessons from Y7 to Y11.

A meaningful encounter with a representative from the world of work each year. This could be through work experience, World of Work Week activities, assemblies, careers talks or projects and visits.

To hear from a range of education and training providers, including colleges, universities and apprenticeship organisations. This could include visits and taster days, as well as assemblies, talks and meetings at sites.

The opportunity to relate what they learn in lessons to their life and career beyond AVESC.

The opportunity to discuss their career and educational choices with AVESC staff.

The academy to keep parents/carers informed of their progress and provide parents/carers with information to support their child's career planning and decision-making.

Information sharing with parents and carers.

At our academy sites, parents/ carers may be invited in to discuss progress and career planning. All pupils at KS3 and 4 produce a careers action plan and progress towards the Gatsby benchmarks as part of their Pupil Portfolio or their My Learning Programme.

Parents/carers are kept up to date with career-related events and activities affecting their child via letters and the AVESC website. They are also welcome to contact the Assistant Headteacher site leads should they have any questions or concerns.

KS3

Key activities: KS4 options choices.

Lessons will include units from PSHE which cover personal finance and making informed career choices. Activities will support the KS4 options process. By the end of Year 9, all pupils will have had the opportunity to engage in the following:

Career Exploration- be introduced to career resources to help them understand their preferences and the options open to them. Hear from or talk to representatives from an employer.

Self-Development- understand themselves and the influences on them.

Career Management -make and adjust plans, to manage change and transition. Receive support to make the appropriate choices, including assemblies, parent events, meeting with staff at AVESC.

KS4

Key activities: work experience, mock interviews and post-16 applications.

By the end of KS4, pupils will have had the opportunity to:

Develop their self-awareness and career management skills, including writing a CV

Have an experience in the workplace.

Be interviewed by an employer.

Be introduced to the different Post-16 pathways.

Have visited a Post 16 training provider such as a sixth form college.

Pupils will continue to develop the skills needed for a successful transition. All staff will support careers education through cross curricular themes, sharing different pathways to future careers and raising students' aspirations.

Commitments

The school Governing body and staff are committed to:

- The provision of resources and advice to enable pupils to understand and develop career choices and to ensure that careers education is seen as part of the overall curriculum and learning framework for all years.
- Encouraging pupils to achieve highly and to be ambitious.
- Involving pupils, parents and carers in the further development of careers work.

Employer Links

Links with employers, businesses and other external agencies continue to grow by building on local community connections.

Equal opportunities

We are keen to promote equal opportunities and will use every opportunity to challenge stereotypes and to raise aspirations.

Management, monitoring, evaluation and review

The careers strategy is monitored regularly by our academy's Career Lead (Debbie Beckett) and will be reviewed annually.

How the academy measures and assesses the impact of the careers programme

Pupil progress towards the Gatsby Benchmarks is assessed and tracked by each site-specific lead. Progress is recorded in pupils' My Learning Programmes and in the academy online tracking system for progress towards the careers curriculum tracker. Impact of the careers programme is measured through pupil and parent/carers questionnaires and against the Compass Tool.

Destinations are reported through the academy website.

Relationship to other parts of the curriculum and other policies

Careers education is conducted in accordance with the academy's equal opportunities policy, work experience policy and curriculum policy. The curriculum is developed so that careers education is an integral part of the whole academy curriculum.

Careers Lead

The Careers Lead (Debbie Beckett) has direct responsibility for the leadership of CEIAG and is line managed by the of the Assistant Headteacher and site lead for the Alternative Provision Team. Each Assistant Headteacher is responsible for producing their site-specific careers action plan. This should be in line with the academy's overall careers development plan. The development plans are monitored by the Careers Lead. The Careers Lead will assess the academy's progress toward the Gatsby Benchmarks by using the online Compass Assessment Tool.

Provider Access Statement

Introduction

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

Pupil entitlement

Pupils in Years 8-11 are entitled:

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.

To hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options evenings, group discussions and taster events.

To understand how to make applications for the full range of academic and technical courses.

Partnership Agreements:

Amber Valley & Erewash Support Centre has formal Partnership Agreements with: D2N2

Management of provider access requests

Procedure

A provider wishing to request access should contact:

- Debbie Beckett- Careers Lead

Telephone: 01158-500829

Email: dbeckett@avesc.derbyshire.sch.uk